

Elite Operator Learning Investment Brief

A concise business case for a leadership-development program from Elite Human Dynamics.

DECISION REQUEST

Approve participation in Elite Operator and the use of an applicable professional-development, leadership-development, learning, coaching, or manager discretionary budget.

Executive summary

Elite Operator is a leadership-development program built around six months of private 1:1 coaching with John Dzubak and weekly group coaching access for up to twelve months, for experienced professionals whose effectiveness increasingly depends on communication, influence, stakeholder alignment, conflict management, and judgment under pressure. THEOS: The Elite Operators System is applied directly to real workplace situations so learning transfers into current work.

Approval snapshot

Participant

[Employee name / title / business unit]

Business need

[Role transition, leadership priority, performance goal, or current business challenge]

Program

Elite Operator, a leadership-development program: six months of 1:1 coaching plus weekly group coaching

Development domains

Executive communication; leadership presence; stakeholder influence; conflict; meetings; judgment under pressure

Requested funding

\$8,000 (program fee)

Funding source

[L&D / professional development /
coaching / manager budget / other]

Manager review date

[Date]

Why this is relevant to the business

As scope increases, performance depends more on creating clarity and alignment through other people, not only on individual technical execution.

Manager and participant can define 2 to 4 observable development outcomes before the program begins and review evidence of behavior change at the 90-day progress review.

COMPETENCY ALIGNMENT

Leadership capabilities the program is designed to develop

The program is positioned as leadership development, not general personal development. The domains below translate directly into common workplace and talent-development priorities.

COMPETENCY DOMAIN	DEVELOPMENT OBJECTIVE	OBSERVABLE WORKPLACE EVIDENCE
Executive communication	Turn complexity into clear recommendations, decisions, and next steps.	More concise recommendations; clearer asks; less over-explaining; stronger decision clarity.
Leadership presence	Communicate judgment, boundaries, and confidence without relying on volume or performance.	Greater composure; clearer positioning; more effective participation in senior-level discussions.
Influence without authority	Build alignment across functions, levels, incentives, and reporting lines.	Faster stakeholder alignment; clearer ownership; improved cross-functional movement.
Conflict & difficult conversations	Address disagreement, feedback, resistance, and performance issues directly and productively.	Earlier intervention; less avoidance; lower escalation; clearer agreements.
Meeting & decision	Frame discussions, surface disagreement, hold positions,	More productive meetings; clearer decisions; stronger

COMPETENCY DOMAIN	DEVELOPMENT OBJECTIVE	OBSERVABLE WORKPLACE EVIDENCE
leadership	and move conversations toward decisions.	ownership and follow-through.
Judgment under pressure	Recognize how pressure changes communication and deliberately calibrate the response.	Less reactivity; stronger pushback handling; more consistent leadership behavior in high-stakes moments.

Typical leadership transitions

- Senior individual contributor → people manager
- Manager → director or functional leader
- Technical expert → cross-functional leader
- Director → enterprise-level leadership
- High performer → high-potential executive
- Founder / operator → leader of a more complex organization

MANAGER ALIGNMENT PRINCIPLE

The strongest use case is not "improve communication" in the abstract. Tie the investment to a specific role transition, business challenge, leadership responsibility, or observable behavior the participant must improve now.

LEARNING ARCHITECTURE & MEASUREMENT

Six months of 1:1 coaching and weekly application, not passive course completion

Elite Operator uses a repeatable learning loop: Diagnose → Install → Calibrate. Participants work on real interactions from their current role, practice specific behaviors, use them at work, and review the result with live support.

01

DIAGNOSE

Identify what happened, what signal was sent, how the interaction was read, and where clarity, trust, or control shifted.

02

INSTALL

Practice a named leadership or communication behavior with direct feedback rather than relying on theory alone.

03

CALIBRATE

Use the behavior in a real meeting or conversation, evaluate the response, and refine the next attempt.

Program components

Initial development mapping

Deep 1:1 with John Dzubak to identify development priorities and relevant workplace situations.

Live learning

Private coaching

Six months of 1:1 coaching with John Dzubak.

Core curriculum

Weekly live group coaching sessions, with access for up to twelve months.

18 leadership and communication metaskills taught as named, repeatable processes.

Between-session support

Help desk access between live sessions.

Application environment

Current meetings, stakeholder conversations, conflict, feedback, leadership responsibilities, and decisions.

Suggested measurement approach

Use a light-touch manager/participant measurement plan focused on observable behavior rather than subjective "confidence."

STAGE	TIMING	MANAGER / PARTICIPANT ACTION
1. Baseline	Before the program	Select 2 to 4 leadership behaviors tied to the role and capture one current example of each.
2. Application	During the program	Apply the behaviors in real work; note situations, actions, and outcomes.
3. Progress review	At 90 days	Review one or two observable changes and adjust the development focus if needed.
4. Outcome review	At completion of the 1:1 engagement	Compare baseline examples with current behavior and identify what should be sustained or developed next.

MANAGER + PARTICIPANT ALIGNMENT

Manager alignment worksheet

Use this page to align the investment to a specific role transition, business challenge, or leadership responsibility.

1. Current business / role context

Role / scope change

Current challenge

Why now

2. Development priorities

Choose 2 to 4 priorities most relevant to the role:

- ☐ Executive communication / concise recommendations
- ☐ Leadership presence / senior-level communication

- ☐ Influence without authority / stakeholder alignment
- ☐ Conflict / difficult conversations / feedback
- ☐ Meeting leadership / decision clarity
- ☐ Judgment and composure under pressure

3. Observable success measures

DEVELOPMENT PRIORITY	EXPECTED BEHAVIOR CHANGE	HOW WE WILL KNOW IT IMPROVED
Priority 1		
Priority 2		
Priority 3		

4. Approval

- ☐ Approved
 ☐ Approved with conditions
 ☐ Further review required

Approved amount

Cost center / budget

\$ _____

Manager name / title

Signature / date

PROGRAM & VENDOR INFORMATION

Information for manager, HR, procurement, or L&D review

Provider

Elite Human Dynamics

Program

Elite Operator, powered by THEOS: The Elite Operators System

Duration

Six months of private 1:1 coaching; weekly group coaching access for up to twelve months

Delivery

Private 1:1 coaching + weekly live group coaching + structured curriculum + between-session help desk

Core curriculum

18 leadership and communication metaskills

Instructor

John Dzubak

Use case

Leadership development for experienced professionals and high-potential operators

Program fee

\$8,000

John Dzubak has spent 19 years training high-stakes communicators, including Army Special Forces, federal law enforcement, intelligence professionals, executives, and operators. Elite Human Dynamics reports 420+ intensive bootcamps and 12,200+ alumni.

If the organization provides professional-development budgets, learning stipends, leadership-development funding, executive coaching allowances, education reimbursement, or manager discretionary budgets, Elite Operator may qualify under the applicable internal policy. Eligibility and approval are determined solely by the employer.

Ready-to-send approval email

Subject: Professional development request: Elite Operator (leadership development)

Hi [Manager Name],

I'd like to request professional-development funding for Elite Operator, a leadership-development program from Elite Human Dynamics built around six months of private 1:1 coaching and weekly group coaching.

The program focuses on capabilities directly relevant to my role: executive communication, stakeholder influence, conflict management, meeting leadership, leadership presence, and judgment under pressure.

The development priorities I would use the program to address are:

- [Priority #1 tied to my role / current business need]
- [Priority #2]
- [Priority #3]

Before the program begins, I'd like to align with you on 2 to 4 observable behaviors we want to improve, review progress at 90 days, and compare outcomes against our baseline at completion.

The program fee is \$8,000. I'd like to use [professional-development / L&D / coaching / manager] funds if that fits our policy.

I've attached the learning investment brief with the program structure, competency alignment, and suggested measurement plan. Can we review whether this fits my development plan and the available budget?

Thanks,
[Name]

Internal review checklist

- ☐ Participant has identified a current role or business need tied to the training.
- ☐ Manager and participant have selected observable development outcomes.

- ☐ Funding source and approval authority have been identified.
- ☐ Program fee / quote has been attached where required.
- ☐ Any internal procurement or reimbursement requirements have been confirmed.

