TWO01 BASKETBALL ACADEMY, INC.

# 8-WEEK LEADERSHIP COURSE

## Empowering Young Women of Color to Lead with Purpose

EDUCATIONAL | EMOTIONAL | SPIRITUAL | PHYSICAL

## Program Overview

The Two01 Basketball Academy, Inc. 8-Week Leadership Development Course is a structured, high-impact program designed specifically for young women of color, ages 14 to 18, living in inner-city neighborhoods and historically underserved communities across Northern New Jersey. This program recognizes that the qualities of a great athlete—discipline, vision, resilience, teamwork, and daily drive—are the exact tools needed to excel as a leader in life. Through eight weeks of intentional curriculum, participants develop the tools, mindset, and habits to lead themselves, their peers, and their communities.

| Program Metric | Details & Scope |
|---|---|
| **Program Duration** | 8 Weeks (One 2-hour session per week) |
| **Target Participants** | Young women of color, ages 14–18 |
| **Service Area** | Northern New Jersey inner-city communities |
| **Session Format** | Group instruction, basketball integration, hands-on activities |
| **Group Size** | 10–20 participants per cohort |
| **Four Pillars** | Educational, Emotional, Spiritual, Physical |
| **Final Deliverable** | Leadership Capstone Project & Certificate of Completion |

## Program Mission

> To cultivate the innate leadership potential within young women of color by providing a structured pathway for growth across four developmental pillars: educational, emotional, spiritual, and physical. We believe that every young woman carries within her the capacity to lead. Our role is to create the environment, provide the tools, and walk alongside her as she develops the discipline and vision to transform herself, her family, and her community. Basketball is our metaphor—teaching accountability, preparation, adaptability, and collective excellence.

## Key Program Outcomes

- **Leadership Identity:** Articulate a personal leadership identity grounded in self-awareness, cultural pride, and purpose.
- **Academic Mastery:** Set and pursue goals using structured frameworks and time-management accountability systems.
- **Emotional Intelligence:** Regulate emotions under high pressure and apply effective conflict resolution strategies.
- **Values & Vision:** Define a clear value system and spiritual foundation that guides decision-making and service.
- **Physical Discipline:** Build wellness habits, nutrition awareness, and athletic performance routines.
- **Community Impact:** Mentor younger peers, execute a Capstone Project, and drive positive neighborhood change.

## The Four Pillars of Leadership

The curriculum integrates four core pillars to build holistic strength in every participant, preparing them to lead in every arena of life.

EDUCATIONAL

### Academic Mastery

Participants develop study habits, time management, and an intellectual mindset. Topics include goal-setting, career exploration, financial literacy, and transferring athletic discipline to academic success.

EMOTIONAL

### Self-Awareness & Regulation

Building emotional vocabulary, interpersonal skills, and stress management tools. Focuses on conflict resolution, empathy building, and mental health awareness tailored for young women.

SPIRITUAL

### Purpose & Values

Exploring identity, moral compass, and personal values. Honors all traditions while strengthening integrity, service, mindfulness, and the perseverance needed to overcome adversity.

PHYSICAL

### Wellness & Performance

Translating physical discipline into mental resilience. Hands-on education in sports nutrition, fitness, sleep hygiene, substance avoidance, and practical leadership presence.

## Facilitator Guidelines & Structure

Facilitators model the qualities this course develops. Each weekly 2-hour session maintains a disciplined structure:

| Time | Segment | Description |
|---|---|---|
| 0:00–0:15 | Circle Check-In | Opening circle, mood check, brief recap of previous week's challenge. |
| 0:15–0:45 | Core Lesson | Interactive instruction on the week's core theme with facilitated group discussion. |
| 0:45–1:00 | Basketball Drill | On-court movement or drill that physically reinforces the weekly concept. |
| 1:00–1:30 | Group Activity | Hands-on exercise, role-play scenarios, or collaborative workshop. |
| 1:30–1:45 | Reflection | Journal writing, small-group sharing, and debriefing. |
| 1:45–2:00 | Challenge & Close | Take-home leadership assignment, closing circle, and commitment pledge. |

## Core Facilitator Principles

1. **Lead by Example:** Model the discipline, emotional regulation, and respect expected of participants.
2. **Create a Sisterhood Culture:** Foster mutual respect, vulnerability, and intentional belonging using "sisterhood."
3. **Honor Lived Experiences:** Validate reality while expanding vision and future possibilities.
4. **Challenge with Care:** Pair high expectations with firm emotional support.
5. **Protect the Space:** Maintain total confidentiality within the sacred circle.

## WEEK 1: Identity, Sisterhood & Leadership Mindset

EMOTIONAL | SPIRITUAL | PHYSICAL

**Objective:** Participants explore identity, heritage, and values, establishing a tight-knit sisterhood code and foundational leadership journal.

- **Core Activity:** *Identity Mapping* — Map family roots, cultural pride, neighborhood, talents, values, and vision for the future.
- **Sisterhood Code:** Establish group norms, confidentiality agreements, and commitments to support one another.

🏀 **BASKETBALL INTEGRATION: TRUST DRIBBLE DRILL**

Partners are blindfolded and guided through court dribbling drills using only their partner's voice. Demonstrates that leadership requires clear vocal communication, active listening, and mutual trust.

**Take-Home Challenge:** Interview a respected adult: *"What do you think makes a good leader?"* Log their responses in your journal.

## WEEK 2: Academic Ownership & Goal-Setting

EDUCATIONAL | PHYSICAL

**Objective:** Participants take full charge of their education using SMART goal frameworks, time-management mapping, and financial literacy foundations.

- **Core Activity:** *Goal Vision Boards* — Craft short-term (30-day) and long-term (1-year) academic targets along with weekly time schedules.
- **Financial Literacy:** Discuss education as liberation, college costs, trade avenues, and lifetime earning potential.

🏀 **BASKETBALL INTEGRATION: FREE THROW TARGET DRILL**

Participants set specific target reps under a timer, execute, and analyze results. Directly connects athletic repetition to classroom study habits and goal tracking.

**Take-Home Challenge:** Execute the new study schedule for 7 days. Track daily hours and research standard entrance requirements for one college or trade path.

## WEEK 3: Emotional Intelligence & Self-Control

EMOTIONAL PHYSICAL

**Objective:** Learn emotional vocabulary, recognize physical high-pressure triggers, and build self-regulation toolkits.

- **Core Activity:** *Trigger & Response Mapping* — Chart: Trigger → Physical Signal → Emotional Reaction → 10-Second Pause Strategy.
- **Toolkit Practices:** Practice Box Breathing (4-4-4-4), cognitive reframing, and practicing empathy under stress.

🏀 **BASKETBALL INTEGRATION: SCRIMMAGE UNDER PRESSURE**

Simulate high-stakes clutch scenarios (down 2 points, 10 seconds remaining). Rate emotional intensity (1–10) post-drill to observe how emotional regulation directly impacts split-second decisions.

**Take-Home Challenge:** Practice box breathing daily before high-stress tasks. Log trigger occurrences and practice applying the 10-second pause before reacting.

## WEEK 4: Communication & Conflict Resolution

EMOTIONAL EDUCATIONAL

**Objective:** Master assertive communication, de-escalation models, and mutual accountability using structured feedback loops.

- **5-Step Resolution Model:** (1) Pause & Breathe, (2) Listen to Understand, (3) Express with "I" Statements, (4) Find Common Ground, (5) Agree on Action.
- **Accountability Circle:** Practice SBI feedback (Situation, Behavior, Impact) with cohort sisters.

🏀 **BASKETBALL INTEGRATION: SILENT VS. VOCAL OFFENSE**

Execute a 5-on-5 game with zero communication, followed by full vocal communication. Debrief on how silence breeds turnover and miscommunication, whereas clear direction builds team execution.

**Take-Home Challenge:** Resolve a real interpersonal conflict using the 5-step model. Deliver one constructive SBI feedback note to a peer.

## WEEK 5: Purpose, Values & Spiritual Foundation

SPIRITUAL EMOTIONAL

**Objective:** Clarify personal core values, write a clear purpose statement, and learn spiritual grounding techniques for inner resilience.

- **Core Activity:** *Values Card Sort* — Narrow 50 values down to top 5 core principles. Draft personal purpose statements: *"I exist to ___ so that ___."*
- **Spiritual Practices:** Guided meditation, gratitude journaling, and exploring servant leadership traditions.

🏀 **BASKETBALL INTEGRATION: "THE ASSIST" SCRIMMAGE**

Scrimmage rule: points only count when created via a teammate's pass (no solo isolation scoring). Demonstrates servant leadership—elevating others to elevate the collective team outcome.

**Take-Home Challenge:** Keep your purpose statement visible daily. Complete one anonymous act of service for a family member or neighbor and journal the reflection.

## WEEK 6: Physical Discipline & Performance Habits

PHYSICAL EDUCATIONAL

**Objective:** Treat the body as the primary instrument for leadership through nutrition, sleep discipline, recovery, and substance avoidance.

- **Core Workshop:** Sports nutrition basics, 24-hour food recalls, sleep hygiene (8–10 hours), and substance awareness.
- **Personal Commitment:** Build a 30-day wellness plan containing concrete hydration, diet, physical activity, and sleep goals.

🏀 **BASKETBALL INTEGRATION: CONDITIONING & PRESENCE LADDER**

High-intensity defensive slides, sprint intervals, and core stability stations. Connects physical stamina and vocal presence directly to mental sharpness and leadership presence.

**Take-Home Challenge:** Execute your 30-day wellness plan for 7 straight days. Log sleep hours, water intake, and physical activity in your journal.

## WEEK 7: Community Leadership & Mentorship

SPIRITUAL | EMOTIONAL | EDUCATIONAL

**Objective:** Apply leadership to community advocacy, learn mentorship practices, and execute decision-making under high stakes.

- **Guest Panel:** Prominent female leaders of color from Northern New Jersey share their pathways, obstacles, and advice.
- **Decision Framework:** Apply PAUSE (**P**ause, **A**ssess, **U**nderstand, **S**eek Counsel, **E**xecute) to high-stakes street, school, and social scenarios.
- **Capstone Plan:** Design an action plan targeting local issues (education equity, mental health, youth mentorship).

🏀 **BASKETBALL INTEGRATION: COACH THE DRILL**

Participants take turns instructing, demonstrating, correcting, and encouraging peers through complex drills, moving from player to confident mentor/coach.

**Take-Home Challenge:** Initiate step one of your Capstone Project. Spend 30 minutes mentoring a younger girl in your family or community.

## WEEK 8: Capstone, Leadership Pledge & Celebration

EDUCATIONAL | EMOTIONAL | SPIRITUAL | PHYSICAL

**Objective:** Present completed Capstone Projects, sign the Two01 Leadership Pledge, and celebrate graduation with family and supporters.

- **Capstone Presentations:** 5-minute presentations detailing community problem, strategy, action steps, and outcomes.
- **Pledge & Graduation:** Recite the Two01 Leadership Pledge, receive official certificates, and commit to 90-day post-program goals.

🏀 **BASKETBALL INTEGRATION: BROTHERHOOD & SISTERHOOD SHOWCASE**

Full-cohort celebration game and skills showcase highlighting teamwork, communication, and mutual empowerment developed over the 8-week journey.

**Final Challenge:** Continue project execution, schedule a 30-day cohort sister check-in, and live your purpose statement daily.

## Four-Pillar Assessment Rubric

Facilitators track participant growth using a strengths-based, development-oriented evaluation matrix:

| Pillar | Emerging (1) | Developing (2) | Proficient (3) | Mastery (4) |
|---|---|---|---|---|
| **Educational** | Attends sessions but lacks goal direction. | Sets goals with inconsistent follow-through. | Maintains goals and improves study schedules. | Owns academic growth; mentors peers in study habits. |
| **Emotional** | Reactive under pressure; struggles to name feelings. | Identifies emotions; beginning to use pauses. | Applies regulation tools consistently under stress. | Regulates consistently and helps peers de-escalate. |
| **Spiritual** | Unsure of values; lacks clear direction. | Identifies core values; drafting purpose statement. | Articulates values and aligns daily decisions. | Lives purpose daily through active community service. |
| **Physical** | Inconsistent routine; unaligned health habits. | Tracks nutrition, sleep, and physical activity. | Maintains structured wellness plan consistently. | Models exemplary physical discipline for peers. |

## Parent & Guardian Engagement Guide

### How Families Can Support Young Women Leaders:

- **Ask About Weekly Themes:** Inquire about weekly challenges and core lessons beyond basic school updates.
- **Reinforce the Four Pillars:** Frame check-ins around educational, emotional, spiritual, and physical health.
- **Respect Reflection Space:** Provide quiet journal reflection time (15–20 mins post-session). Honor journal privacy.
- **Model Regulation & Growth:** Practice assertive communication, active listening, and calm problem-solving at home.
- **Attend the Capstone Showcase:** Be present for Week 8 presentations to validate their achievements and leadership growth.

> **Note for Families:** Personal growth takes continuous practice. Celebrate minor milestones, support their challenges, and help them maintain connections with their Two01 cohort sisters long after graduation.

TWO01 BASKETBALL ACADEMY, INC.

# The Two01 Leadership Pledge

*I, _____, as a graduate of the Two01 Basketball Academy 8-Week Leadership Development Course, make this pledge to myself, my sisters, and my community:*

1. **I will lead with integrity**, knowing that who I am in private is who I truly am.
2. **I will treat my education as a tool for liberation** and pursue mastery in all I do.
3. **I will honor my emotions and the emotions of others**, regulating myself under pressure.
4. **I will live by my values and purpose**, even when no one is watching.
5. **I will treat my body as my most important instrument**, fueling it, resting it, and protecting it.
6. **I will mentor those who come behind me**, because leadership is service.
7. **I will make decisions with wisdom**, seeking counsel before acting in haste.
8. **I will stand with my sisters**, knowing we are stronger together than apart.
9. **I will create positive change in my community**, starting wherever I am.
10. **I will never forget where I came from**, and I will never stop growing toward who I am becoming.

_____ _____

**Participant Signature** **Facilitator Signature**

Date: _____ Date: _____