



## STRENGTHENING LEADERSHIP, RESILIENCE, AND WELLNESS

**COST:**  
Members: \$380.00  
Non-Mem: \$435.00

### COURSE OVERVIEW AND INSTRUCTIONAL GOALS

Date of Course: June 16 - 17, 2025

**COURSE LENGTH:** 16 Hours (2 Days)  
16 Hours Classroom

**Deadline to register: May 16, 2025**

### COURSE OVERVIEW

**REGISTRATION:** <https://training.ntoa.org/CourseRegistration/default.asp?num=20253070>

This workshop introduces "MAGNUS OVEA" as a strategic framework tailored for first responders to thrive in high-pressure and volatile environments. Drawing from Colonel Boyd's OODA Loop, Albert Bandura's Theory of Social Cognition, tested and validated with the US Joint Special Operations Command, the workshop introduces Dr. Mitch Javidi's MAGNUS OVEA, a General Theory of Human Performance. It equips participants with a comprehensive arsenal of Situational, Cognitive, and Emotional dominance tools. These tools are designed to neurobiologically activate peak performance and deep emotional intelligence, fostering resilience and wellness essential for success in challenging operations. This course is necessary for all personnel across law enforcement, including SWAT, special operations, corrections, and patrol, catering to individuals at every rank. It leads attendees on a Great to Magnus journey to inspire, educate, impact, and transcend, personally and professionally.

### INSTRUCTIONAL GOALS

Upon completion of this course the attendee will be familiar with:

1. Mastering the principles of MAGNUS OVEA theory and its application in transforming leadership from merely "great" to a state of "MAGNUS" excellence.
2. Developing decisive leadership, performance, and psychological resilience tailored to law enforcement contexts.
3. Cultivating an enduring mental toughness and anti-fragility through neurobiological skills.
4. Acquiring neurobiological skills to elevate performance, enhance relationships, regulate the body, improve communication, modulate fear, maintain emotional balance, enhance empathy, gain insight, and sharpen intuition.
5. The latest scientific findings and best practices in human behavior, enhancing personal leadership traits.
6. The groundbreaking theory of human behavior, "MAGNUS OVEA," which leverages interpersonal and intrapersonal neurobiological capacities to unleash peak performance.
7. Understanding and utilizing cutting-edge tactical and practical tools that have been proven to identify, develop, and utilize neurobiological capacities crucial for success in demanding operational environments.
8. Developing skills in adapting to rapid change and navigating volatile, uncertain, complex, and ambiguous (VUCA) environments within public safety professions.



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### DAY TO DAY / HOUR TO HOUR AGENDA

#### DAY ONE

0800-0830	Course Administration
0830-0930	Foundation
0930-1200	Journey In - Sacrifice, Elasticity, and Data from the field
1200-1300	Lunch (not provided)
1300-1400	Journey In - The Science of Attunement
1400-1530	Journey In - Triangle of Neurobiology
1530-1700	Journey In - Power of OVEA

#### DAY TWO

0800-0830	Journey-Out: Responsibility, Keystone and SOUL V
0830-1200	Journey-Out: Saboteurs
1200-1300	Lunch (not provided)
1300-1400	Journey-Out: The Science of 11 Rings
1400-1530	Journey-Out: Box Breathing and Meta Motivation Zig Zag
1530-1645	Course Conclusion: Breakout Sessions
1645-1700	Course Closeout



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### COURSE OUTLINE

- I. Preface
  - A. Course Overview
    - a. GREAT to MAGNUS Models
  - B. Instructional Goals
  - C. Agenda
  - D. Outline
  - E. Co-Host Logistics
  
- II. Foundation
  - A. Self-assessment #1
  - B. Self-assessment #2
  - C. OODA Loop Review
  - D. Dr. Bandura's Social Cognition Theory
  - E. Dr. Javidi's MAGNUS OVEA Theory
  
- III. Journey In
  - A. Sacrifice
    1. Definition
    2. Impact
  - B. Elasticity
    1. Definition – Objects
    2. Definition – Chemicals
    3. Definition – Humans
  - C. Elasticity Curve
    1. Stress Pathway
    2. Research Data from the Field
  - D. The Science of Attunement
    1. Interpersonal Neurobiology
    2. Intrapersonal Neurobiology



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- E. Triangle of Neurobiology
  1. Defining the Medial Pre-Frontal Cortex
  2. The Nine Functions of the Medial Pre-Frontal Cortex
    - a. Body Regulation
    - b. Attuned Communication
    - c. Emotional Balance
    - d. Fear Modulation
    - e. Response Flexibility
    - f. Empathy
    - g. Insight
    - h. Morality
    - i. Intuition
  3. The Nine Integration Techniques
    - a. Integration of Consciousness
    - b. Horizontal Integration
    - c. Vertical Integration
    - d. Memory Integration
    - e. Narrative Integration
    - f. State Integration
    - g. Interpersonal Integration
    - h. Temporal Integration
    - i. Transproational (Expanded Version of Self)
  4. Power of OVEA
    - a. Young Man Wants to Fly a Fighter Jet
      - Challenges
      - Journey
      - Outcome

### IV. Journey Out

- A. Responsibility
  1. Duty
  2. Obligation
  3. Supererogation



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- B. Keystone & Souls
  - 1. Inspire
  - 2. Educate
  - 3. Impact
  - 4. Transcend
- C. Saboteurs
  - 1. Saboteurs Assessment
    - a. Hyper-Rational
    - b. Hyper-Achiever
    - c. Hyper-Vigilant
    - d. Controller
    - e. Stickler
    - f. Restless
    - g. Pleaser
    - h. Avoider
    - i. Victim
- D. The Science of 11 Rings of Performance
  - 1. Relationship Development
  - 2. Family Dynamics
  - 3. Spiritual Being
  - 4. Mental Toughness
  - 5. Emotional Factors
  - 6. Resilience Fitness
  - 7. Physical Health and Nutrition
  - 8. Financial Stability
  - 9. Occupational Fulfillment
  - 10. Leadership Capability
  - 11. Social Connections
- E. Box Breathing
- F. The Science of Butterfly Curve: Effective Orientation in the LOOP
- G. Meta-Motivation Zig Zag
  - 1. Motivational State: Serious
    - a. Microclimate: Purpose



## STRENGTHENING LEADERSHIP, RESILIENCE, AND WELLNESS

- b. Value: Achievement
  - c. Keywords: Vision, Direction, Strategy & Significance
  - d. Orientation: Future
  - e. Contribution to Performance: Long-Term Goals, Strategic Perspective, and Alignment
  - f. Potential Negative Impact: Narrowness and Inflexibility, Driven Without Consideration, and Anxiety
2. Motivation State: Playful
- a. Microclimate: Energy
  - b. Value: Enjoyment
  - c. Keywords: Fun, Stimulation, Interest
  - d. Orientation: Present Moment
  - e. Contribution to Performance: Enthusiasm and Passion, Engagement and Enjoyment, and Increased Effort
  - f. Potential Negative Impact: Aimlessness, Indulgence and Confusion
  - g. Good Feelings: Excitement, Fascination, and High-Energy
  - h. Bad Feelings: Boredom and Restlessness
3. Motivational State: Conforming
- a. Microclimate: Structure
  - b. Value: Fitting In
  - c. Keywords: Rules, Procedures and Consistency
  - d. Orientation: Doing the Right Thing at the Right Time
  - e. Contribution to Performance: Efficiency, Consistency and Standards
  - f. Potential Negative Impact: Things are Always Done This Way, Building Bureaucracy and Being Too Rigid
  - g. Good Feelings: Sense of Belonging and Comfort
  - h. Bad Feelings: Embarrassment and Guilt
4. Motivational State: Rebellious
- a. Microclimate: Change Orientation
  - b. Value: Freedom
  - c. Keywords: Challenge, Constructive Conflict and Re-Evaluation
  - d. Orientation: Even Liberated
  - e. Contribution to Performance: Critical Thinking, Innovation and Change
  - f. Potential Negative Impact: Anarchy, Confusing Innovation with Being Different and Anger / Hostility
  - g. Good Feelings: Freedom and Independence



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- h. Bad Feelings: Frustration with Being Restrained and Anger at the Unfairness of Certain Rules
- 5. Motivational State: Sympathy
  - a. Microclimate: Warmth
  - b. Value: Belonging
  - c. Keywords: Affection, Group Cohesion and Friendliness
  - d. Orientation: Affection and Caring
  - e. Contribution to Performance: Collegial Spirit, People Look Forward to Working With Each Other and Openness to Emotional Needs
  - f. Potential Negative Impact: Over-Concerned, Lack of Objectivity and Avoidance of Tough Issues
  - g. Good Feelings: Loving and Being Loved
  - h. Bad Feelings: Rejection and Neglected
- 6. Motivational State: Callous
  - a. Microclimate: Individual Contribution
  - b. Value: Self-Mastery
  - c. Keywords: Personal Responsibility
  - d. Orientation: Control, Power and Authority
  - e. Contribution to Performance: Determination, Willingness to Learn and Taking Charge
  - f. Potential Negative Impact: Lack of Cooperation, Power Games and Feeling of Inaction
  - g. Good Feelings: Pride and Triumph
  - h. Bad Feelings: Humiliation and Loss of Face
- 7. Motivational State: Self
  - a. Microclimate: Consideration
  - b. Value: Care
  - c. Keywords: Trust, Work/Life Balance and Self-Expression
  - d. Orientation: Self-Orientation
  - e. Contribution to Performance: Taking Personal Responsibility and Personal Ambitions
  - f. Potential Negative Impact: Over Focus of Self, Indulgent Self-Concern and Lack of Objectivity
  - g. Good Feelings: Self-Satisfaction
  - h. Bad Feelings: Resentment and Loneliness
- 8. Motivational State: Others
  - a. Microclimate: Enablement
  - b. Value: Empowerment



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- c. Keywords: Cooperation, Collaboration and Consensus
  - d. Orientation: Collectivism
  - e. Contribution to Performance: Mentoring and Coaching Others and Encouraging Team Spirit
  - f. Potential Negative Impact: Lack of Individual Accountability, Everyone Involved in Everything and Lack of Focus on Self
  - g. Good Feelings: Virtuous For Helping Others
  - h. Bad Feelings: Guilt For Not Helping Others Enough
- V. Course Conclusion
- A. Breakout Sessions
  - B. Review / Q&A





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### CO-HOST LOGISTIC REQUIREMENTS

#### CLASSROOM

- Adequate seating for up to 34 students with tables and chairs, good ventilation
- Markerboard and markers
- Flipchart with paper

#### AUDIOVISUAL

- LCD projector for computer presentation
- Large projection screen (minimum of 6' x 6' screen size)
- Speaker system to connect laptop for audio
- Extension cord and power strip
- AV table or cart

#### OTHER

- Access to copier



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### STUDENT EQUIPMENT LIST

#### INDIVIDUAL

- Law Enforcement / Agency ID
- Business casual attire
- Laptop computer or tablet
- Student notebooks will be made available via Dropbox



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### NTOA PROVIDED INSTRUCTOR MATERIALS

#### INSTRUCTOR PACKET

- QR codes for walk-ins / replacements
- Course roster
- Student name tents
- Instructor agreements
- Dropbox link for student notebook and resource materials

#### TRAVEL INFORMATION (emailed in advance)

- Directions to the training site and hotel information
- Contact numbers for co-host point of contact

#### COURSE PRESENTATION MATERIALS

- PowerPoint presentations available on Basecamp for download

#### INSTRUCTOR EQUIPMENT

- Laptop computer



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### STUDENT NOTEBOOK CONTENTS

<b>TAB</b>	<b>DESCRIPTION</b>
Preface	Overview, Instructional Goals, Agenda, Outline, Student & Co-host Logistic Requirements
1.	Magnus Ovea Strengthening Leadership, Resilience, and Wellness PowerPoint