

**HDF 412: Historical, Multi-Ethnic & Alternative Approaches to Leadership**  
*Capstone Argument*

Russell Levendusky

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**The Capstone Argument**

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The capstone argument will provide a written summary of progress throughout the semester based on identified "capstone goals" and the primary learning objectives for the course.

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**The 7D Approach**

The "7D Approach" is a coaching strategy developed by Gene Knott in 2011, in the book *Power Up!: The Guide to Leadership Coaching with Strengths* (Knott, 2011). The 7 D's comprising the strategy are comprised of the following words (all beginning with D), **Declare, Define, Distinguish, Differentiate, Develop, Decide, Determine**. These "7D's" provide a *framework and scaffold* for coaching. In order for the model to be a successful coaching technique the individual following the model must address the following categories. The first D, **Declare**, refers to what exactly needs to be dealt with in the situation or overall relationship. Second, is **Define**, to come up with a goal statement that focuses on what the desired outcome is. Third, is **Distinguish**, to look at what are the key features of the situation, and how can the individuals strengths be applied. Next, is **Differentiate**, exploring the possibilities for alternatives, choices, or different decisions. Fifth, is **Develop**, planning for the "logistics" of the chosen event by the

individual. Next, is **Decide**, to choose the best way to implement the plan, possibly including a timetable of events. Finally, **Determine**, do so by assessing progress of the goal and use that information to be applied to the next instance.

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