



MasterClass
CERTIFICATES



NAVY SEAL
FOUNDATION

Leadership & Decision-Making Under Pressure

Be strategic, communicate clearly, and motivate teams to deliver.

COURSE SYLLABUS

Unlock Elite Leadership Capabilities

Do you lead teams? Drive strategy? Make high-stakes decisions? This course is for you.

MasterClass and the Navy SEAL Foundation have partnered to deliver a professional certificate in elite leadership, taught by five decorated military leaders, including a vice admiral, rear admiral, NASA astronaut, and Congressional Medal of Honor recipient. In just 15–20 hours, you'll learn leadership and decision-making principles used by one of the most elite military units in the United States.

Discover how to inspire teams, drive execution, and scale results even under pressure. Build your personalized 90-day action plan and be ready to lead with clarity, build trust quickly, and make the right call when it counts. No prerequisites required.



What's in It for You

✓ **Expert Navy SEAL instruction**

Learn directly from former SEALs who've led teams in the world's toughest conditions.

✓ **Immediate career impact**

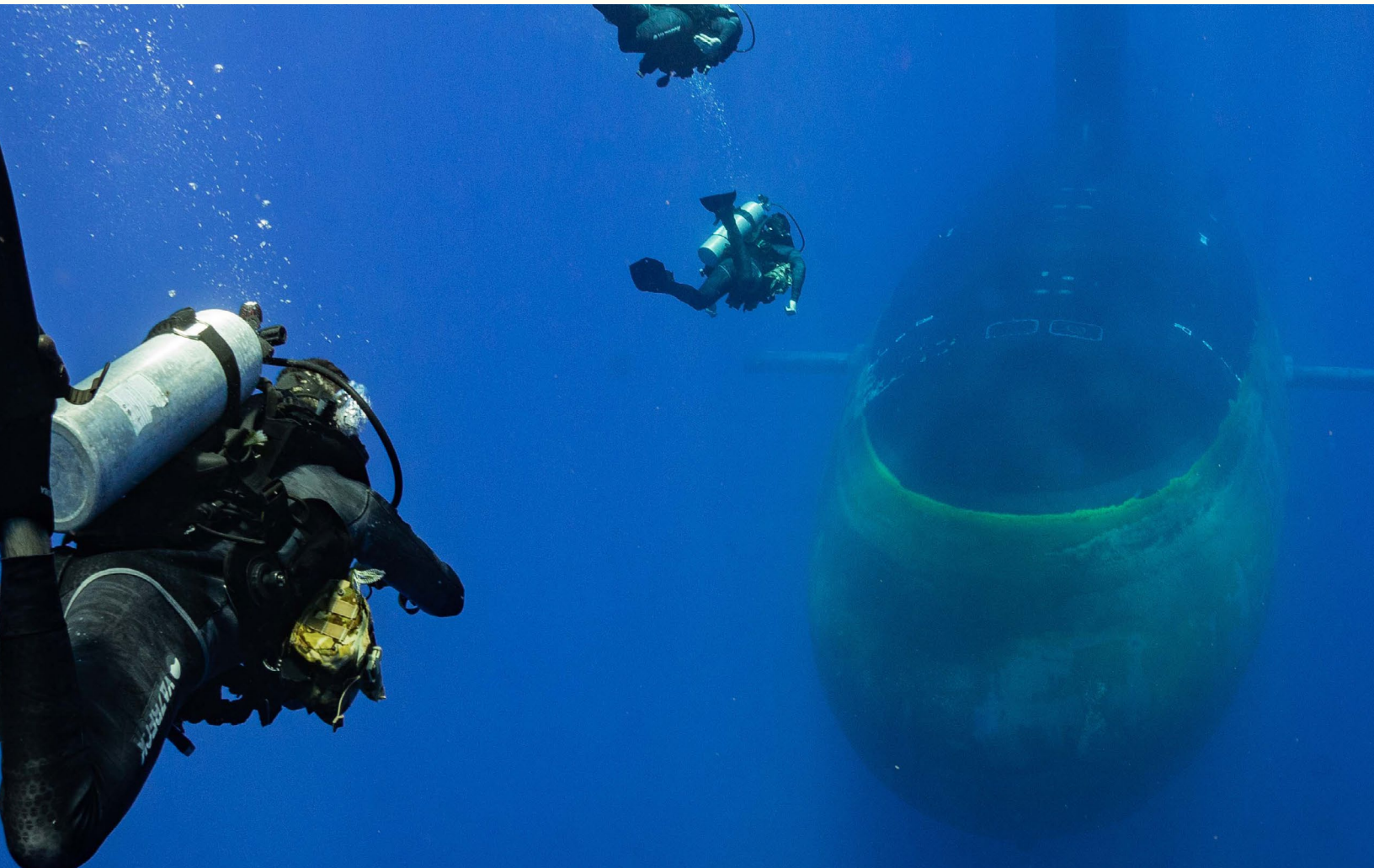
Use proven principles to lead with presence and increase decision-making confidence.

✓ **Strategic skills**

Learn systems for delegation, planning, and communication that scale with increasing responsibility.

✓ **Proof of readiness**

Demonstrate strategic leadership with a 90-day blueprint employers will recognize and value.



Real Skills. Real Transformation.

✓ **Stay calm when it counts.**

Lead with clarity through chaos, change, and the pressure to have all the answers.

✓ **Decide fast, without regret.**

Use simple frameworks to make smart calls even when information is limited and time is tight.

✓ **Turn mess into momentum.**

Break down complex goals into clear roles, timelines, and next steps.

✓ **Lead with systems, not stress.**

Build team habits that connect big-picture strategy to everyday execution.

✓ **Prove you're ready to lead.**

Build a 90-day plan that shows you can think ahead, move fast, and adapt.

ADAPTABILITY

CRISIS MANAGEMENT

DECISION-MAKING

DELEGATION

EFFECTIVE PLANNING

EXECUTIVE PRESENCE

LEADERSHIP COMMUNICATION

ORGANIZATIONAL ALIGNMENT

RISK MANAGEMENT

STAKEHOLDER ENGAGEMENT

STRATEGIC LEADERSHIP

TEAM BUILDING



Course Outline

MODULES	DURATION
1. Leadership Foundations	🕒 7 lessons 1 hour
2. Personal Readiness	🕒 14 lessons 2 hours
3. Prep and Planning	🕒 13 lessons 2 hours
4. Decision-Making	🕒 13 lessons 2 hours
5. Communication	🕒 16 lessons 2 hours 30 minutes
6. Delegation and Ownership	🕒 12 lessons 1 hour 45 minutes
7. Feedback and Debriefs	🕒 10 lessons 1 hour 45 minutes
8. Developing Future Leaders	🕒 10 lessons 1 hour 45 minutes
9. Your Leadership Blueprint	🕒 7 lessons 2 hours





Why the Navy SEAL Foundation?

This course is taught by five former Navy SEALs and was created in partnership with the Navy SEAL Foundation (NSF), one of the nation's top-rated nonprofits. The NSF provides critical support for the warriors, veterans, and families of Naval Special Warfare, and its programs have directly impacted these instructors, their teammates, and their loved ones.

The principles you'll learn in this class are shaped by hard-earned lessons from the field, grounded in the NSF's values, and designed to help you build trust quickly, lead with clarity, and develop teams that excel at the highest level. SEALs lead in the world's most extreme conditions, making life-or-death decisions with precision, adaptability, and resilience. They build cohesive, high-performance teams and use proven, repeatable systems for planning, delegation, and feedback that translate directly to any leadership challenge.



Your Instructors



Master Chief Petty Officer Britt Slabinski

MEDAL OF HONOR RECIPIENT
25-YEAR NAVY VETERAN, RETIRED SEAL

A Medal of Honor recipient, Master Chief Slabinski has led teams in some of the most demanding environments imaginable. As a corporate consultant today, he helps business leaders navigate crises, strengthen strategic alignment, and maintain clarity and resilience when the stakes are highest.



Vice Admiral Colin Kilrain

38-YEAR NAVY VETERAN, RETIRED SEAL

Vice Admiral Kilrain brings 40 years of strategic leadership, including top roles at NATO, the CIA, and the National Security Council. Today, he advises the board of Constellis on applying strategic foresight and crisis management expertise to complex business challenges.



Rear Admiral Keith Davids

34-YEAR NAVY VETERAN, RETIRED SEAL

With 30+ years in Special Operations and the White House Military Office, Admiral Davids transforms operational excellence and smart delegation into practical systems that help business leaders scale teams, boost efficiency, and drive consistent performance.



Captain Chris Cassidy

28-YEAR NAVY VETERAN, NASA ASTRONAUT, RETIRED SEAL

Captain Cassidy combines experience as both a Navy SEAL commander and NASA astronaut, excelling in cross-functional leadership, international collaboration, and strategic adaptation. Currently CEO and president of the National Medal of Honor Museum, he regularly advises executives and organizations on leadership, teamwork, and managing complex organizational changes.



Force Master Chief Bill King

32-YEAR NAVY VETERAN, RETIRED SEAL

Master Chief King led leadership development for all SEAL teams as Naval Special Warfare's top enlisted leader. With 32 years of experience across all ranks of service, he understands what drives performance from the ground up.

Module Overviews



Leadership Foundations

🕒 7 LESSONS | 1 HOUR

Meet your instructors and get grounded in the mindset that defines elite leadership. Applying tools and principles used by Navy SEALs and real business scenarios, you'll build clarity, discipline, and focus under pressure.

Learning Outcomes

- **Leverage the C3+ principle:** Gain a deep understanding of the Courage, Compassion, and Communication model that elite teams rely on to make high-stakes decisions and drive consistent performance.
- **Map your leadership context:** Identify your team size, reporting structure, pace of change, and sources of pressure to personalize every lesson to your exact situation.

Key Activities

- **Take the leadership self-assessment:** Answer contextual questions to establish your leadership baseline across six dimensions (decision-making, communication, delegation, planning, adaptability, and composure under pressure).
- **Complete the context mapping exercise:** Document your leadership environment, challenges, and 90-day vision for transformation.

Resources Included

- ▶ 2 Videos
- ☰ 3 Readings
- ✍ 1 Activity
- ☑ 1 Quiz

Personal Readiness

🕒 14 LESSONS | 2 HOURS

Lead with confidence, even amid chaos. Learn strategies used by SEALs to manage overload, reset fast, and stay grounded. Build daily habits that sharpen focus, strengthen presence, and steady your leadership.

Learning Outcomes

- **Eliminate performance killers:** Remove “ankle biters” that chip away at focus, and spot red line signals (early warnings of bigger issues) before they spiral into major problems.
- **Build command presence:** Practice physical and emotional readiness techniques that inspire team confidence and set the tone for high-stakes collaboration.
- **Maximize mental preparation:** Apply SEAL visualization techniques to rehearse high-stakes moments with clarity, confidence, and control.

Key Activities

- **Complete a personal foundation audit:** Take a structured look at your professional, personal, and mental foundations.
- **Build your rehearsal protocol:** Create a personalized “chair flying” method to mentally walk through every step of a challenging task or situation before it happens.

Resources Included

- ▶ 3 Videos
- ☰ 6 Readings
- ✍ 4 Activities
- ☑ 1 Quiz

Prep and Planning

🕒 13 LESSONS | 2 HOURS

Plan with intent, not guesswork. Learn tools used by SEALs like intent statements, risk maps, and T-minus timelines to drive alignment, reduce friction, and lead your team through any challenge.

Learning Outcomes

- **Create commander's intent:** Write clear purpose statements that enable teams to make aligned decisions without constant oversight.
- **Apply H-hour planning:** Build backward from critical moments to sequence complex initiatives, ensuring all efforts converge when it matters most.
- **Deploy ends/ways/means:** Link your goals (ends) to the actions (ways) and resources (means) needed to achieve them, so nothing falls through the cracks.

Key Activities

- **Complete strategic planning assessments:** Apply tools and principles used by Navy SEALs to real business scenarios.
- **Design your planning system:** Select and customize SEAL tools for your specific leadership challenges.

Resources Included

- ▶ 2 Videos
- ☰ 7 Readings
- ✍ 3 Activities
- ☑ 1 Quiz

Decision-Making

🕒 13 LESSONS | 2 HOURS

Hesitation adds risk. Learn how to assess quickly, decide clearly, and move with intent. Use methods used by SEALs to cut through noise, weigh tradeoffs, and guide your team when the path ahead isn't obvious.

Learning Outcomes

- **Lead when guidance is unclear:** Use your team's input to act decisively and keep control when senior direction is delayed.
- **Build go/no-go checkpoints:** Set clear criteria to avoid taking on too much, keep progress moving, and know when to change course or keep going.
- **Frame decisions under pressure:** Use three key questions to simplify tough choices when you don't have all the facts: How much time do you have? How urgent is it? How serious are the consequences?

Key Activities

- **Design go/no-go criteria:** Build risk checkpoints into an active project.
- **Create your decision review process:** Establish a routine to analyze outcomes and improve future judgment.

Resources Included

- ▶ 2 Videos
- ☰ 7 Readings
- ✍ 3 Activities
- ☑ 1 Quiz

Communication

🕒 16 LESSONS | 2 HOURS 30 MINUTES

In high-stakes environments, communication is mission-critical. Learn principles to share clear messages and keep everyone focused across functions, geographies, and pressure points.

Learning Outcomes

- **Communicate with commander's intent:** Create clear definitions of success that enable teams to execute autonomously without constant check-ins or micromanagement.
- **Build trust through truth:** Begin with small, honest feedback to earn credibility, then move into tougher performance conversations.
- **Assess team readiness dynamically:** Quickly gauge if someone is performing at an A (top performer), B (consistent), or C (learning) level, and adapt your communication. Pair newer members with top performers without burning out your best people.

Key Activities

- **Be clear and honest:** Tackle conversations you've been avoiding and agree on what success looks like for your current projects.
- **Plan information flow:** Decide who needs to know what and when, so you avoid confusion before it happens.

Resources Included

- ▶ 3 Videos
- ☰ 8 Readings
- ✍ 4 Activities
- ☑ 1 Quiz

Delegation and Ownership

🕒 12 LESSONS | 1 HOUR 45 MINUTES

Delegation is a key part of effective leadership. Learn how to set your team up to take ownership, make smart calls, and follow through without constant oversight.

Learning Outcomes

- **Create psychological safety:** Build an environment where teams volunteer problems early and say “check my work” with confidence instead of hiding mistakes until they explode.
- **Map decision rights:** Use decentralized command principles and a clear RACI map (who is Responsible, Accountable, Consulted, and Informed?) to show exactly who makes which decisions, preventing bottlenecks and second-guessing.

Key Activities

- **Build your decision leadership map:** Use a clear responsibility chart (RACI) to fix three decisions that are slowing things down.
- **Coach your critical layer:** Identify the mid-level leaders who affect the most parts of your system and develop them using the “getting paid to win” principle.

Resources Included

- ▶ 2 Videos
- ☰ 6 Readings
- ✍ 3 Activities
- ☑ 1 Quiz

Feedback and Debriefs

🕒 10 LESSONS | 1 HOUR 45 MINUTES

Speed beats perfection. Learn how to lead focused debriefs and give feedback that drives growth. Build habits of reflection that strengthen execution, reinforce accountability, and move your team forward.

Learning Outcomes

- **Lead 10-minute AARs (After Action Reviews):** Learn the SEALs' 3-part method (what went well, what worked, what didn't work) to surface honest insights before details fade.
- **Create rank-agnostic feedback cycles:** Value experience and insight over hierarchy, and build a culture where anyone, no matter their rank, can speak up to senior leaders when they see something important.
- **Document for future teams:** Capture hard-earned lessons so the next team can avoid your mistakes, creating lasting institutional knowledge instead of just quick fixes.

Key Activities

- **Build the foundation for honest AARs:** Assess your team's readiness for a rank-agnostic feedback culture.
- **Practice the 3-Step AAR:** Apply the SEAL-tested method to your own work using a recent project milestone.

Resources Included

- ▶ 2 Videos
- ☰ 5 Readings
- ✍ 2 Activities
- ☑ 1 Quiz

Developing Future Leaders

🕒 10 LESSONS | 1 HOUR 45 MINUTES

Learn how to develop emerging leaders and scale your impact. Coach with purpose, delegate clearly, and build systems that let your team operate with confidence, even when you're not in the room.

Learning Outcomes

- **Identify leadership potential:** Use criteria used by SEALs to spot who others naturally turn to, who asks good questions under pressure, and who maintains composure when stakes rise.
- **Apply decision authority principles:** Help leaders grow by giving them the opportunity to learn from low-risk, reversible decisions, then move them to bigger decisions that have lasting impact.
- **Build leadership at scale:** Create systems to grow many leaders at once through role rotations, increasing challenges, and structured debriefs that sharpen judgment.

Key Activities

- **Design coaching conversations:** Plan talks that build trust and give real decision-making power, not just more tasks.
- **Build your leadership development system:** Create progressive challenges for 2 or 3 emerging leaders.

Resources Included

- ▶ 2 Videos
- ☰ 4 Readings
- ✍ 3 Activities
- ☑ 1 Quiz

Your Leadership Blueprint

🕒 7 LESSONS | 2 HOURS

Put it all into practice. This capstone helps you turn key tools and habits into a clear 90-day plan. Lead with confidence and apply what you've built where it matters most.

Learning Outcomes

- **Bring it all together:** Combine what you learned in all eight modules into a clear leadership plan you can present to executives and start using right away.
- **Create your strategic playbook:** Build a clear blueprint showing how you'll use structured decision-making, communication, and team development skills.
- **Position for advancement:** Turn what you've learned into clear proof of your ability to lead strategically, showing you're ready for more responsibility.

Key Activities

- **Complete the course:** Finish the assessment and submit your leadership plan so it's ready to use.
- **Assess your leadership growth:** See how much you've improved by comparing your results to your scores from Module 1.

Resources Included

- ▶ 1 Video
- ☰ 3 Readings
- ✍ 2 Activities
- ☑ 1 Quiz

Frequently Asked Questions

What are MasterClass certificates?

MasterClass certificates are online programs co-created with industry experts and top institutions, designed to build real-world skills and award a shareable certificate upon completion.

Who are these certificates for?

They're for professionals who want to advance their careers, pivot into new roles, or gain in-demand technical, creative, or business skills.

What's included in a certificate program?

15–20 hours of immersive learning through expert-led video lessons, interactive quizzes, practical exercises, and a capstone project.

How long does it take to complete?

Most learners finish in 4–6 weeks, but you can learn at your own pace and have up to one year after purchase to complete it.

Are certificates included in my MasterClass membership?

No, certificates are a separate product. However, MasterClass members can preview the first 1 or 2 modules for free.

Can I share my certificate?

Yes! You can showcase your certificate on LinkedIn, your résumé, or other professional platforms.

Is financial assistance available?

Not yet, but we are exploring options to expand accessibility.

Are certificates available in the MasterClass app?

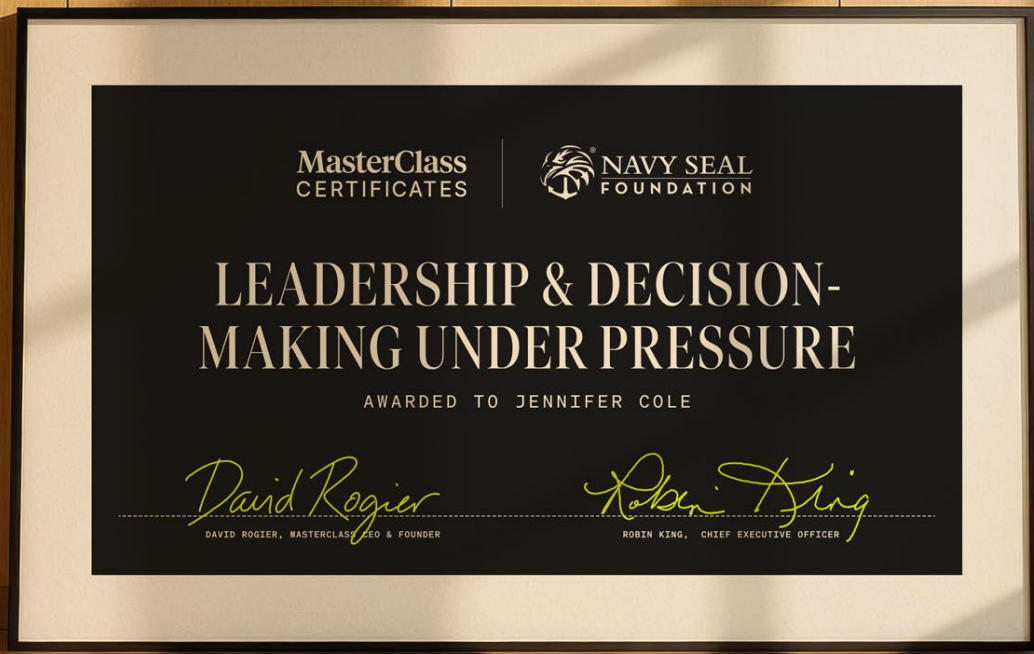
Currently, certificates are only available via the MasterClass website. App support is planned for the future.

What if I need help or have another question?

Reach out to us at support@masterclass.com.

The appearance of U.S. Department of Defense (DoD) visual information does not imply or constitute DoD endorsement.





Get This Certificate

- ✓ 30-day money-back satisfaction guarantee.
- ✓ Access to all videos, reading materials, case studies, assignments, and quizzes.
- ✓ Earn a MasterClass Certificate upon completion to enhance your résumé and LinkedIn profile.

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