



**STICHTING GROENIUS**  
GROENIUS LEADERSHIP INSTITUTE

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Virtue-based leadership for young men

COURSE OVERVIEW

# Groenius Leadership Course

*Virtue-Based Leadership for Young Leaders*

MODULE 1 · SELF-KNOWLEDGE

MODULE 2 · SELF-INTEGRATION

MODULE 3 · SELF-GIVING

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*"He cannot govern a nation [...] if he  
cannot govern himself"  
— Hugo Groenius*



OUR MISSION

# Empowering Virtuous Leaders for a Better Tomorrow

Grotius provides venues, accompaniment, materials and programs to help young leaders on their journey toward becoming better versions of themselves through the practice of virtues and principled leadership.

Inspired by the words attributed to the Dutch thinker Hugo Grotius — on the need for leaders to manage their passions according to reason — we developed a course that expounds on three aspects of leadership: **self-knowledge**, **self-integration**, and **self-giving**. We name it, the Grotius Leadership Course (GLC).



*One cannot govern a nation if one cannot govern a city; one cannot govern a city if one cannot govern a family; one cannot govern a family unless one can govern oneself; and one cannot govern oneself unless one's passions are subject to reason.*

— HUGO GROTIUS

THE THREE PILLARS

## Self-Knowledge

Understanding your temperament, natural tendencies and psychosomatic nature as the foundation of authentic leadership.

## Self-Integration

Aligning your values, habits, and actions into a unified and consistent way of life — in public and in private.

## Self-Giving

The summit of leadership: building genuine relationships and serving others through sacrifice and friendship.





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MODULE ONE

# Self-Knowledge

Module 1 introduces the first prerequisite of virtue-based leadership: self-knowledge.

The module consists of a workshop and an accompanying talk. In the workshop, participants take a temperament test to discover their natural tendencies. Temperament refers to our inborn inclinations and patterns of reaction, not our character and not a moral judgment about who we are. Participants are encouraged to answer honestly and instinctively in order to identify their predominant and secondary temperaments.

In the talk, the four classic temperaments are explored in detail. They are: choleric (action-oriented), melancholic (idea-oriented), sanguine (people-oriented) and phlegmatic (peace-oriented). Their strengths, weaknesses, and implications for leadership are examined, along with practical considerations for working with different temperaments within a team. The module draws heavily from the work of Alexandre Havard and Art & Laraine Bennett and situates the four temperaments within a broader historical tradition.

Beyond temperament, the module introduces a basic understanding of the human person as a unity of body and soul, with intellect and free will. Leaders are reminded that while emotions are part of human nature, leadership requires clarity, reason, and responsible choice.

Self-knowledge is a prerequisite for authenticity, personal growth, and effective leadership.

Temperament Workshop

Alexandre Havard

Body & Soul

Intellect & Free Will

Team Dynamics

## THE FOUR TEMPERAMENTS

### Choleric

#### ACTION-ORIENTED

Natural leaders and decision-makers. Driven, goal-focused, and energetic. Challenged by impatience and a tendency to control.

### Melancholic

#### IDEA-ORIENTED

Deep thinkers with high standards. Analytical, principled, and creative. Challenged by perfectionism and sensitivity.

### Sanguine

#### PEOPLE-ORIENTED

Enthusiastic and sociable communicators. Warm, optimistic, and inspiring. Challenged by inconsistency and distraction.

### Phlegmatic

#### PEACE-ORIENTED

Calm, reliable, and diplomatic. Excellent mediators and team players. Challenged by passivity and avoidance of conflict.





## 2

## MODULE TWO

## Self-Integration

Module 2 builds on the foundation of self-knowledge from Module 1 and directs it toward self-integration, understood as a combination of self-mastery and unity of life. It explores what it means to guide one's inclinations and tendencies toward the good, and to live consistently across contexts, both when seen by others and when alone.

The module consists of a group-discussion workshop and an accompanying talk. In the workshop, participants are divided into small groups with a facilitator. Each group reads and discusses one of three texts (selected based on participant background) that focus on values, virtues, and freedom, using guided questions.

The talk connects these themes to self-integration and leadership. It distinguishes moral values (presented as objective) from non-moral values (presented as subjective), and explains how consistent action in line with moral values forms habits, which become either virtues or vices. It introduces a framework linking what we take in through our senses to thoughts, choices, actions, habits, character, and lifestyle.

Module 2 also expands the course's philosophical anthropology by examining the interplay of emotions, intellect, and will, and relates freedom to virtue, contrasting true freedom with being ruled by appetites and passions. It introduces virtue as a "mean" between vices and outlines the cardinal virtues (prudence, justice, fortitude, temperance).

[Group Discussion Workshop](#)[Values & Virtues](#)[Cardinal Virtues](#)[Character Development](#)[Freedom & Virtue](#)

## 3

## MODULE THREE

## Self-Giving

Module 3 presents self-giving as the summit of leadership grounded on self-knowledge and self-integration. It develops the themes of self-sacrifice and gives special emphasis to a core theme in Stichting Grotius: relationship building.

The module consists of a dialogue workshop and an accompanying talk. The dialogue will be based on a text about friendship which will be discussed in pairs.

The talk connects self-giving to leadership through building relationships and, concretely, friendship. It argues that leadership is opposed to selfishness and highlights friendship as more than "connections" or "networking," emphasizing persons rather than usefulness. Using Aristotle's categories, it distinguishes friendships of utility, pleasure, and virtue, noting differences in stability and motivation. The module also discusses the need for time and testing in friendship, potential risks for leaders regarding motives, and how different temperaments may face different challenges in building deep and lasting relationships.

[Dialogue Workshop](#)[Aristotle's Friendship](#)[Relationship Building](#)[Self-Sacrifice](#)[Virtue Friendship](#)



JOIN THE NEXT GLC

# Be Part of the Next Batch of Leaders

The Grotius Leadership Course brings together young leaders committed to growing in virtue, self-mastery, and genuine service to others. Scan the QR code below to register your interest and be the first to hear about upcoming GLC events.



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