



Institute For Developmental Coaching

ASIA PACIFIC

*for Coaches, Adult Learning & Development Specialists,
Organisational Change Practitioners, Human Resource Managers,
Leaders and Individuals*

Module 1 – Developmental Stages: 3rd to 5th February 2015
Module 2 – Developmental Coaching Intensive: 6th to 8th February 2015

THE LEADERSHIP MATURITY FRAMEWORK

Dr Susanne Cook-Greuter and Dr Maja Stanojevic-Andre are pleased to invite you to share an intimate, intensive exploration of the theory and practice behind Leadership Maturity Framework. The workshop is rich in experiential learning. You will engage in exercises and conversations that will stretch your thinking and engage your emotions. By its nature, this material will apply to your personal journey as well as to your professional work.

The Leadership Maturity Framework (LMF) is concerned with the core human process of making meaning – how we make meaning determines how we think, how we behave and how we change. The framework analyses and predicts the meaning-making stages leaders pass through, and the workshop provides practical tools for assisting professionals to guide themselves and others through a journey of transformational change. Based on adult ego developmental theory, the LMF describes the unfolding of human potential through nine stages towards deeper understanding, wisdom and effectiveness in the workplace and in the world. Susanne's MAP is based on extensive research and collaboration among high profile academics including Dr Jane Loevinger, Dr Robert Kegan, and Dr Bill Torbert.

Susanne is responsible for creating the sophisticated, full-spectrum developmental assessment tool behind the LMF - the Leadership Development Profile (SCTI-MAP), commonly called the MAP. It combines the Washington University Sentence Completion Test (Loevinger) with Susanne's extensive and rigorous research into adult development. It is Harvard-tested and the most reliable stage measure currently available.

The two modules of this course can be taken separately. Module one is a pre-requisite for Module two. The application of developmental theory to coaching presented by Susanne and Maja is at the cutting edge of world practice. They have shown that, with coaching and support, leaders can be able to handle the uncertainties, complexity, chaos, and conflict of contemporary times.

WORKSHOP PURPOSE

In an intimate, intensive experience deepened by a rich community of fellow participants engaged in co-inquiry, you will:

- Expand your understanding of adult development and how it informs your personal journey, your coaching style, and your leadership style.
- Enhance your ability to coach, support and mentor the development of people, teams and organisations through understanding your own developmental stage, and that of others.
- Extend your transformative skills enabling you to intervene more powerfully in individual and organisational change initiatives.

WORKSHOP DESIGN

The workshop is offered as two three-day modules.

Module 1 Adult development stage theory and applications

Cover the basics of developmental theory and gain a detailed understanding of the nine stages of adult development in the LMF. Understand the overall spiral of development, and describe the strengths and limitations of each level.

In days 1 and 2 participants learn through lecture, dyad work, experiential learning and group work what people at different stages are able to pay attention to, and what does not yet appear on their radar; that is, what is object and thus alterable, and what is yet subject and therefore hidden from awareness. Special focus on participants own stage of development and their past, present and future developmental journey.

In day 3, learn how the LMF can be applied both implicitly and explicitly for individual, team and organisational transformation. Be introduced to Polarity Management as a powerful tool for developing self, individuals, teams and organisations in service of vertical development. Learn how to apply the LMF and use the instrument for team and organisational interventions, in addition to individual coaching and development. Discuss cases of real application of the LMF, and the outcomes.

Module 2 Language Analysis for Coaches & LMF Coaching Intensive

In day one of 2nd module, participants explore aspects of language and implications for meaning making and therefore growth. Engage in real world analysis of text as insights into stages of development and subject-object orientation.

In the last two days you will get a lot of practice in using developmentally informed coaching styles. You will explore the application of developmental moves, developmental momentum and types of developmental support for each stage. We will explore how the developmental stage of the coach will impact on their coaching style, power and strength, but also possible blind spots and limitations of each stage . Debrief your own MAP, coach using MAP in dyad/triads, observe coaching demonstrations, and gain insights from constructive feedback.

WORKSHOP OUTCOMES

By participating in this intensive you will:

- Develop an in-depth understanding of the Leadership Maturity Framework and be familiar with the research that underpins it
- Learn how to use the sentence completion form and the resulting Leadership Maturity Profile through the use of richly textured case studies.
- Complete your own Sentence completion test, receive your personal Leadership Maturity Profile (SCTi-MAP) and identify the most effective learning activities and experiences to support your own developmental journey
- Deepen your self awareness through powerful visualisations, metaphors, and experiential activities
- Extend your coaching and mentoring skills with knowledge of the LMF. Learn new approaches to developmental work and engage in practice sessions.
- Understand more clearly the capacities and limitations of your client systems and be able to intervene with tools, strategies and models most effective for each stage of development
- Understand the difference between change, translation and transformation
- Become authorised to use the Leadership Maturity Profile SCTi-MAP, which enables you to commission profiles for others (after full completion of all modules)
- Become part of a growing community of LMF practitioners

COMPLETING THE MATURITY ASSESSMENT PROFILE (MAP)

For those of you who have not already completed the MAP, we require that you do so before attending the program. Susanne Cook-Greuter's MAP is the most well researched tool available for assessing adult stages of development. The fee for this assessment is \$400 (a discounted rate). Since we need 3 weeks to score and write your personalised feedback and report, we require SCTi-s to be completed no later than March 2nd, 2014 to ensure that you get your results in advance of the program. You will be provided with all the materials and connections to do the MAP.

CERTIFICATION

All participants who complete the six-day workshop will receive a Certificate of Authorisation. However to be a fully credentialled LMF Developmental Coach, a supervised practice period will be required of at least 3 supervision sessions to make sure that adequate standards of quality are upheld.

This program is approved for 38.4 core competency continuing education units by the International Coach Federation.



2014 REGISTRATION INFORMATION

Dates: Module I: 3, 4, 5 February

Module II: 6, 7, 8 February

Location: Adina, Bondi Beach Australia

Enrolment: by 3 January 2015 (Allows time for pre-course assessments and reading)

Early Bird: 3 November 2014 (book early for 10% saving on module fees)

Fees: Registration
Module 1 - \$2850 + gst
Module 2 - \$2850 + gst
Personal MAP - \$400

All course materials and lunch are included

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COURSE TEACHERS AND FACILITATORS



Dr Susanne Cook-Greuter, D.Ed., M.Ed., is a founding member of Ken Wilber's Integral Institute in Boulder, Colorado and is a co-director of its Psychology Centre. Susanne's work is heavily referenced by Ken Wilber in many of his works, pointing to the sophisticated development of the instrument she created. Susanne coaches and consults to various organisations and projects, including research design and use of developmental frameworks.

Susanne has a doctorate from Harvard University and is an internationally known authority on adult development. She worked closely with Robert Kegan while she developed her own thesis, 'Post-autonomous Ego Development', a landmark study in the characteristics and assessment of highly developed and influential individuals and leaders. She has co-authored two books with Mel Miller: "Mature Adult Development" and "Creativity and Spirituality."



Dr Maja Stanojevic-Andre, MD, FCPsych (SA) is the Director of Q3Intelligence, a consultancy that specialises in Integral Leadership Development. Trained as a medical doctor and psychiatrist, she has been working in Sydney as a leadership consultant and executive coach since 2001.

Maja is passionate about enhancing excellence and effectiveness of leadership and coaching practices through introducing the developmental perspective to coaching communities in the Asia-Pacific region. For that purpose, she has established the Institute for Developmental Coaching, which provides professional development opportunities for coaching communities in providing training and education in developmental coaching practices based on the Leadership Maturity Framework theory and coaching methodology. In support of her role in mentoring and supervising coaches, Maja has completed over 2 year period supervision training to the standards of the Australian Association for Supervision of International Coach Federation and Psychotherapy & Counselling Federation of Australia,

TESTIMONIALS

“LMF provides an excellent means of understanding how individuals progress through greater levels of complexity. It can be very helpful to coaching practitioners to provide them with understanding of relevant subtleties in order to support growth of their clients. Susanne works as an Alchemist to facilitate growth...

My transformation continues to unfold, refold, be retold.”

Chip McFarlane, Institute of Executive Coaching

“I came expecting professional learning and emerged with personal transformation – it’s a mystery. Thank you.”

Carolyn Taylor, Axialent

“Excellent overall experience. A highlight in my own personal journey.”

Peter Hayward, Strategic Foresight Swinburne University

“A wonderful blend of didactic & content with personal and experiential: HEADS AND HEARTS. First rate material presented in a wonderful and interactive way. I cannot remember a conference I enjoyed & was stretched by as much as this one!”

Mark Richardson

“Workshop was an unusual and provocative combination of academic rigour and disciplined content spiced with intrigue. Susann as dedicated researcher is impressive, as nature mystic, delight. Maja as a pioneer of LMF in Australia has a strong grasp of LMF concepts and is both enthusiastic and very effective teacher.

Tim Gartside, Epicentre for Thriving Organisations

“It was a wonderful experience to meet Susanne and to spend three days sharing the wisdom of this renowned developmental 'guru'. I also found it very useful to be able to tap into Maja's extensive experience in using the LMF successfully in the Australian context. Her training as a psychiatrist also showed through in the richness and depth she was able to bring to her descriptions of the experience of different developmental levels. In addition, Maja's engaging presentation and facilitation style brought warmth, colour and energy to the workshop.”

Niki Vincent, CEO Leaders Institute of South Australia

“Openness, heart, experience, clarity. Very supportive environment, great value and enjoyment. Will integrate learnings into my philosophy for business change, transformation and evolution ”

Richard Barrett, Values Centre