

ACCELERATING INDIVIDUAL PERFORMANCE AND ORGANISATIONAL DEVELOPMENT!

The Coaching Centre through its **Integral+ Practice of Leadership**® invites you to attend the
LEADERSHIP MATURITY FRAMEWORK INTENSIVE
with Dr Susann Cook-Greuter, Beena Sharma & Dr Paddy Pampallis
this October 2014.

Join us in accelerating pathways for growth and activating leadership taking you
and your organisation to the next level!

Who should attend?

- Leaders of organisations and people
 - OD & HR
- Coaches & Consultants

BOOK YOUR PLACE!

For more Info and to RSVP, contact:
Ray Adams | admin@thecoachingcentre.co.za | 021 7150525

Space is limited to 30 participants for Module 1.
Space is limited to 20 participants for Module 2.



**The Coaching Centre**
Leading Integral Practice



THROUGH EGO TO WISDOM

THE LEADERSHIP MATURITY FRAMEWORK (LMF) AT A GLANCE:

The LMF looks at how we make meaning and how this determines the way we think, behave and change. The framework describes and explains the nine stages adults pass through during their adult life and reflects the increasing levels of complexity and integration required at each stage. Based on extensive research and adult developmental theory, the Leadership Maturity Framework clarifies the unfolding of human potential and ego development while offering a profound understanding and appreciation of how we make decisions, relate to the environment and why we behave as we do.

Knowing your current stage of development and what is available to you to accelerate your growth and understanding of how you personally make meaning is profoundly powerful. You will learn to identify how you can expand your capacity to take informed and skilful action moving forward by expanding your range of capability to inhabit each stage more fully. Each stage holds particular levels of complexity unique to each stage.

The Leadership Maturity Framework helps you understand your personal abilities and limitations, as well as those of your clients, teams and your organisations. It provides practical tools for assisting you to guide yourself and others through a journey of transformational change.

The LMF is an opportunity to deepen self-awareness and it provides you with a rich infusion of personal and professional development. The LMF training will add a sophisticated developmental model to your coaching skills and leadership toolbox, which can be used with individuals, teams and within organisational contexts.

WHAT IS THE MAP INSTRUMENT?

The Maturity Assessment Profile (SCTi-MAP), is Harvard-tested and the most reliable and cost-effective measure of adult meaning-making currently available. The MAP is based on the LMF and measures your current level of vertical development. This is the level from which you routinely operate, view experience, and act in the world. The MAP is a highly validated, robust assessment of your personal leadership maturity. The MAP is the most effective tool for identifying self-actualisers – the very individuals most capable of the systemic, transformative leadership necessary to thrive in today's demanding and ever-changing global context.



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HOW WILL I BENEFIT?

As a trained professional in an organisation , a leader, coach, mentor, HR and OD Practitioner you will:

- Be introduced to adult developmental theory as a valuable contribution to understanding the unfolding stages through which an adult grows from ego to wisdom.
- Understand the logic and consequent actions through the stages through a vertical lens. The LMF is powerful, as most leadership frameworks engage only horizontal learning.
- See how adults make meaning and how to assess the capacity and potential through ever-increasing stages of complexity development. This profoundly impacts each individual's pathways of development and potential for transformation.
- Understand personal and leadership capacities and limitations of each stage and use this in your work with others.
- Be able to more effectively discern effective profiling of your teams; management of teams; high potential and succession planning; calculation of the effectiveness of programmes; management and leadership development; and organisational culture change.
- Understand developmental pathways of individuals, teams and organisations through understanding each stage's unique contribution of maturity and organisational effectiveness potential. This allows people to cultivate more integrated ways of making sense of their experience.
- Be able to use the knowledge to see powerful ways of building teams, and for choosing the right person for the right job/role or function: thus eliminating much of the pressure and misplacement resulting in many being "in over their heads" (Kegan).

QUESTIONS WHICH 'I' WILL BEGIN TO CONSCIOUSLY ANSWER:

- What is my growing edge for expanding the range of my capacities for thinking about managing complexity?
- What are my greatest challenges?
- What do I need to let go of?
- What practices will best support me moving forward successfully?
- Where will I get the energy to move forward?
- What can I do to support others in their growth and development?
- How can I discern the levels of capability in my people so that I can work with their talent?
- How to use this for skillful role placement and succession planning?



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LMF INTENSIVE OVERVIEW:

The modules will be a blend of lectures, dyad work, experiential learning and group work.

Admission Requirements:

In order to attend the first module, you will have had to have completed the MAP instrument within the last two years. If you are interested in attending and have not yet done the MAP, you will be issued one upon registration to be completed 4 weeks before the October Intensive begins. (Scoring is intensive and done by highly trained certified scorers).

Module 1: This module focuses on adult development stage theory and understanding the Leadership Maturity Framework from your personal application of the LMF and MAP. In addition, an introduction to Polarity Wisdom as an important extension to this sense-making approach as well as the organisational applications will be included.

Module 2: This will build on the skills learnt in Module 1, through understanding how language acts as a window into adult meaning-making. This offers training and practice in the use of the MAP and the LMF Framework in developmental coaching and is necessary to do if you are interested in becoming a certified LMF coach.

APPLICATION AND CERTIFICATION:

Module 1:

- You will receive a Certificate of Completion and Attendance.
- As a leader, individual, coach, OD & HR practitioner, you will understand the Leadership Maturity Framework which means you will be able to identify and accelerate your own personal development pathway for growth, and leadership - as well as see its application for others.
- As a certified coach and ICF member you will qualify for the following ICF Credentials for Continuing Education.

Module 2:

- You will receive a Certificate of Completion and Attendance.
- As a certified or experienced coach, completion of Module 1 and 2 allows you to then apply to be a Certified Maturity Coach. (This is comprised of a supervised practice period and submission of case studies.)
- As a leader, individual, OD & HR practitioner who has no coaching skills training (see registration) you will need to do an **additional 2 day coaching skills** training which will be offered after the LMF modules. During this time you will be supervised and will need to complete your case studies. You will then be able to apply to become a certified Maturity Leadership Coach and use the MAP within your organisation.
- The Certification allows you to use the LMF Framework and MAP for the development of others.
- As a certified coach and ICF member you will qualify for the following ICF Credentials for Continuing Education.
- You will have the opportunity to become part of the body of LMF coaches for The Centre of Leadership Maturity and with The Coaching Centre and its Centre for Intergral+ Business and Leadership.



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ICF CCE CREDENTIAL APPLICATIONS FOR CONTINUING EDUCATION:

The Leadership Maturity Framework will take place in Cape Town and Johannesburg and consists of two modules. Module One will be run in both Cape Town and Johannesburg, and Module Two will **only** be run in Johannesburg.

ICF Members credits:

Module One: Core Competencies = 21, Resource Development = 4.25

Module Two: Core Competencies = 27, Resource Development = 6.75

LMF INTENSIVE DATES

CAPE TOWN

LMF Module 1

The Coaching Centre, Bergvliet | 01 - 03 October 2014
R15 000.00 incl VAT | MAP Assessment Fee \$300

JOHANNESBURG

LMF Module 1

4Living Guest House, Waverley | 08 - 10 October 2014
R15 000.00 incl. VAT | MAP Assessment Fee \$300

LMF Module 2

4Living Guest House, Waverley | 14 - 17 October 2014
R15 000.00 incl. VAT

Investment covers facilitation, venue, refreshments for the day (does not include accommodation, travel or MAP fee) plus 2 day Coaching Skills intensive to support those who are not already coaches.

REGISTRATION DEADLINE – 3 SEPTEMBER!

Please note we require the MAP Assessment to be completed and returned by the 3 September 2014. Dr Susann Cook-Greuter and her team will analyse and provide feedback at Module One.

Late Registration & submission of your MAP will mean you will be accommodated with a tentative result and the proper analysis **after** the workshops.



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MASTER CLASSES:

An exciting overview of the work and impact of LMF.

CAPE TOWN

The Coaching Centre, Bergvliet
Master Class with Dr Susann Cook-Greuter
30 September 2014 | 6:00pm - 8:30pm
R350.00 incl. VAT

JOHANNESBURG

Johannesburg Country Club, Auckland Park
Master Class with Dr Susann Cook-Greuter
06 October 2014 | 6:00pm - 8:30pm
R350.00 incl. VAT

ABOUT THE COACHING CENTRE (TCC)

The Coaching Centre is currently at the forefront of Integral+ Business and Leadership © development in Africa and its Coaching Diploma has been hailed as the most integrally cultivated programme by renown international leaders in Integral theory. The Coaching Centre's Diploma in Practitioner Coaching is highly regarded within the coaching space, as are its organisational and leadership interventions. The diploma is ICF ACTP Accredited. Dr. Paddy Pampallis (Executive Director of The Coaching Centre) is the official Africa partner with Susanne Cook-Greuter and Beena Sharma, in their Leadership Maturity Institute.

Please feel free to forward this invitation to other like-minded individuals who could benefit from this Integral teaching.

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ABOUT THE FACILITATORS:



Dr Susann Cook-Greuter is Co-Founder of the Centre for Leadership Maturity. Susann is a founding member of Ken Wilber's Integral Institute. Susann is an internationally known authority on adult learning development. She has a doctorate from Harvard University. Her thesis, Post-autonomous Ego Development, is a landmark study in the characteristics and assessment of highly developed and influential leaders.



Beena Sharma is Co-Founder of the Centre for Leadership Maturity, and an International Consultant committed to embedding Integral approaches in human and system development. Beena brings with her significant experience in facilitating leadership and organizational learning and development. She is a Leadership Maturity Master Coach, trained in developing and certifying Coaches and consultants in LMF/MAP applications.



Dr Paddy Pampallis is the Executive Director, co-founder and faculty head of The Coaching Centre (Pty) Ltd. and Centre for Integral+ Business Leadership. As an internationally accredited executive coach, consultant and supervisor, Paddy is a leader in the field of executive coaching, integral thought leadership and programme design, and Integral+ supervision. Paddy is sought out as an executive coach, consultant and facilitator and with her highly skilled team, embodies intergral practice through The Coaching Centre's learning, leadership and organisational programmes. She is a WABC (World Association of Business Coaches) accrediting board member.

Dr Susann Cook-Greuter and Dr Paddy Pampallis will facilitate Module 1 in Cape Town and Johannesburg and Module 2 will be facilitated by Dr Susann Cook-Greuter, Beena Sharma and Dr Paddy Pampallis in Johannesburg.