

# Transforming Start

*Transforming yourself to optimise your work and life*

PROGRAMME DATES - NOVEMBER 2022: 2, 9, 15, 30 AND DECEMBER 6, 13.



*“Transforming Start is a program that has strengthened both my self-leadership and my leadership capabilities in a broader sense. By getting to know myself and my action patterns better, the program has laid a good foundation to accelerate my personal development and my influence. The program is vibrant, interactive, in-depth and in short: absolutely fantastic!”*

- Olof, Business Developer

Offered over 6 x 3hr sessions running on November: 2, 9, 15, 30 and December 6, 13.

Our programmes attract global audiences and sessions run from 08:00-11:00 PST / 11:00-14:00 EST / 16:00-19:00 UK / 17:00-20:00 CET.

Our Welcome and gathering call will take place on October 25 from 08:00 PST / 11:00 EST / 16:00 UK / 17:00 CET for 1 hour.



# Transforming Start



**NOVEMBER 2022: 2, 9, 15, 30 AND DECEMBER 6, 13.**

## **Transforming Start is a truly modern development programme, offering growth on both a personal and leadership level.**

Your story is your biggest asset when tackling your challenges in life and leadership – and also its biggest struggle. Your story is the way you explain to yourself how you experience the world. Leveraging that story, adding to it, changing it... offers you more powerful and imaginative choices as a leader and human being. It's about transforming yourself to transform the world you are in...

*Transforming Start is a gentle and deep journey enabling you to grow. To authentically lead yourself and others.*

This programme will dig into the different ways you think and act, and then mine them for gold. The prize here is you more creatively responding to the challenges you face; it's releasing your latent potential as a leader. The Transforming Start Programme will not only help you revitalise your leadership, it will also stretch you beyond where you thought you could go.

This programme is ideal for leaders who are:

- craving to work on themselves to increase their impact in their organisation
- returning to a leadership role after a career break
- at a crossroads in their career and need a creative space to reflect
- simply curious and want to grow

## TRANSFORMING YOURSELF TO TRANSFORM THE WORLD YOU ARE IN

During the programme, we guide you through a transforming process where we explore the most important keys for leading and shaping the relational organisation of the 21st century. Exploring and integrating scientific frameworks from Leadership and Social Systems, Relational Organisation, Complex Adaptive Systems, and Vertical Development will shape a deeper understanding of how we as human beings relate, collaborate and create value in a social, organisational context.

In the programme You will grow your abilities to see, sense and make sense of the organisation you lead. To discover the parts of your culture and structure currently holding you back from reaching your ambitions. And to co-initiate change of that culture and structure, to form an organisational system in which individuals, teams and organisational results can grow together in harmony with society.

Our overarching learning process is Intention - Action - Reflection - Learning. A clear intention, for each programme session as well as your intention for yourself forms the base for experience through action - practices, dialogue, common exploration and tools, both in sessions and in your daily life in-between sessions. Reflecting on both experience and outcomes through the actions enables transformative learning.

This is an inner journey. An experiential journey. Exploring your way forward together with others in the group. Learning from the inside out, to develop the mental and emotional capabilities that are key qualities for successful, authentic leadership in our complex, fast changing world. It all starts with you. That is why we call the programme Transforming Start.

**INTENTION**

**ACTION**

**REFLECTION**

**LEARNING**

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## EXPECTED OUTCOMES FOR YOU, YOUR TEAM AND YOUR ORGANISATION

### SELF

#### You will:

- Enhance your present centred awareness, enabling you to sense, and make sense of, the information constantly flowing towards you from yourself, from others and from your system.
- Explore and get to know the vertical, developmental stages within yourself, to understand, integrate and gain access to more of yourself.
- Begin to integrate your inherent "destructive, avoidant, micromanaging and performance-obsessed" leadership patterns, opening up for expansion into sustainable co-creation.
- Grow your inner driving forces and values. Your "why" in life to consciously choose your way forward.
- Explore your purpose and the shifts you want to see, bringing your gifts to the world.

### YOUR TEAM

#### You will:

- Increase your understanding of how adults develop psychologically to better understand and meet others where they are.
- Enhance your skills of dialogue to co-create in a common direction.
- Develop your understanding of what, in the current culture, may activate non-beneficial behaviours.
- Grow your capabilities to help others develop from where they are, to un-lock more of their capacity.

### YOUR SYSTEM/ORGANISATION

#### You will:

- Enhance your understanding and analysis of the structures and culture your organisation currently holds that may activate non-beneficial behaviours.
- Deepen your understanding and analysis of the interconnectedness and interrelatedness of the Self - Other - System dynamic, to better navigate any complex system.
- Develop your capability to shape cultures and structures that enable growth of people and harmony in an organisation.

## OUR TRANSFORMING PROCESS

- Preparatory work and pre-recorded video material available ahead of each session
- Bi-weekly, facilitated 3hr programme sessions.
- Participants are put together in Coaching Trios, meeting between the programme days for in-depth learning and joint reflection.
- Personal reflection and personal skills training takes place between programme sessions.

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## PROGRAMME DETAILS

The programme is provided via Zoom in 6 x 3hr sessions.

Each session centres around one of the 6 stages of vertical development. Participants take part in both theory and exercises, in a proven and effective mix, with a focus on experience.

We work with visualizations, self-reflection, group dialogue, pair and triad exploring practices and mirroring to strengthen and integrate insights and lessons learned. The combination of your own reflection, sharing your own insights and taking part in others' perspectives enables in-depth learning that deepens your development.

In between sessions, you will get exercises and reflections to deepen and integrate lessons and anchor insights and habits in your everyday life. You will also get access to filmed theory introductions for the upcoming session.

Our programmes are based on, and combine research, from the domains of adult stage developmental psychology (vertical development), relational gestalt psychology, sustainable social change and neuroscience. This is the only programme globally that combines these research fields for proven accelerated growth, according to the leading researchers in the USA and England with whom we collaborate.

## COST:

£2400 for corporate clients, £2100 for independent coaches/consultants & students with an early bird booking discount of £200 applicable on all bookings made before 31st July 2022. Please note, VAT is chargeable to both UK residents/ registered organisations, and EU residents/ registered organisations who are unable to provide an EU VAT registration number.

We have a small number of bursaries available.

For further inquiries or to register for the workshop, please email [sarah@gla.global](mailto:sarah@gla.global)

This workshop is bought to you by Global Leadership Associates, specialist developmental coaches, consultants & creators of the ground-breaking vertical assessment, the GLP (Global Leadership Profile) which is based on over 50 years of research and real-world experience.

## THE DAYS IN OVERVIEW:

<b>DAY 1</b>  <b>Expanding Consciousness</b>	Open up for holistic knowing and being through 4 ways of knowing Explore the fluid self Explore your intention, and your aspirations The Infinity 8 - a model for development Self - Other - System. Interrelatedness and The Field Discovery Dialogue - Perspective taking through the vertical stages Explore your Opportunist	<b>DAY 4</b>  <b>Expanding Fulfillment</b>	Your gifts to the world - Purpose as unifying force Explore the power of a personal purpose What world do you want to create? Explore the seed to your Purpose - Why are you here Discovery Dialogue - Fear thru the stages Explore your Achiever
<b>DAY 2</b>  <b>Expanding Presence</b>	Presencing - Navigating through the experience of now Reinforcement-loops to external events Circle of impact / influence / concern Exploring your longing and your fear Discovery Dialogue - Healing & integration through the vertical stages Explore your Diplomat Stories to explore values and norms	<b>DAY 5</b>  <b>Expanding Range</b>	Explore fear holding you back Explore your inner Leader Discovery Dialogue - Intention Action Reflection Learning through the vertical stages Single, double, triple loop learning Explore your Redefining Who are you becoming? How can you create space for yourself to grow?
<b>DAY 3</b>  <b>Expanding Self</b>	Exploring personal values Values and the Infinity 8 model An emotional journey and the power of mirroring Emotions and wellbeing Discovery Dialogue - Power through the vertical stages Explore your Expert	<b>DAY 6</b>  <b>Expanding Into The New</b>	Discovery Dialogue - Leading through the vertical stages Explore the Transforming From answers to questions. Attention as Choice and Power Uniting Paradox: Autonomy - Community, Imaginary paradox and constraints Revisit the fluid self Life purpose statement

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## PREVIOUS CLIENT TESTIMONIALS

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*“It is absolutely magical to get so much through six short sessions in a digital meeting. I have discovered new sides of myself. Both those I like and want to grow, and those that hinder me, that I have been given tools to work with. After six weeks, I am stronger and have already started to grow the relationships that are important to me and I have started to guess my purpose. “*

Johan, Leader- & Organisational Developer

*“To mix an overview of the sharpest tools from the science of personal development with mini-workshops in both large and small format with other beautiful people – of course it will be awesome!”*

Patrik, CEO

*“Transforming Start is a programme that has strengthened both my self-leadership and my opportunities for leadership in a broader sense. By getting to know myself and my action patterns better, the programme has laid a good foundation to accelerate my personal development and my influence. The programme is vibrant, interactive, in-depth and in short absolutely fantastic! “*

Olof, Business Developer

*“Great to be part of something new in leadership with support from the academic world.”*

Annelie, Scrum Master

*“Are you curious about your inner journey and want to get to know yourself in depth together with other curious and brave people? Then I can warmly recommend Karin & Niklas as your guides. With clarity and sensitivity, they move groups forward and inward. We dare to meet the shadows and integrate the lessons that exist that we may have put a lid on today. My image of the self, the “us” and the system became much more complete after this programme. Thank you Karin. Thank you Niklas. And not least, thank you all brave and curious classmates. “*

Mattias, Agile Coach