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# GLA Certification Programme in Vertical Organisational Development



This programme looks beyond individual transformation and offers insights into bringing about change within an organisational context. Join us as we explore multiple perspectives of organisational development and discover GLA's unique tools which help support the Action Inquiry approach.

Offered over six, interactive sessions on **January 31 and February 2, 7, 9, 14, 16** with sessions running at 08:00 to 11:30 PST / 11:00 to 14:30 EST / 16:00 to 19:30 UK / 17:00 to 20:30 CET (3.5 hour sessions).

Our Welcome & Introductory call will take place on **Tuesday 24th January** at 08:00 PST / 11:00 EST / 16:00 UK / 17:00 CET (1hr).

For those who have not attended one of our GLP Certification Programmes, participants will need to attend an additional Overview of the GLP & Action Logics session on **January 17 & February 8** at 08:00 PST / 11:00 EST / 16:00 UK / 17:00 CET (1.5 hrs sessions).

On completion, participants will be awarded a Certificate in Vertical Organisational Development.

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# GLA Certification Programme in Vertical Organisational Development



January 2023: 31 and February 2023: 2, 7, 9, 14, 16

This programme is ideal for coaches, consultants and corporate organisational development practitioners who wish to further their developmental learning within an organisational context and explore:

- Organisational Stages of Development – how organisations can grow developmentally.
- The organisation as a Human (Complex Adaptive) System – how a systemic view of change differs from traditional change methodologies. This includes exploring informal and formal systems and using constellation tools in organisations.
- Liberating structures – how forms of organisational structure can guide organisational transformation.
- The 'I to We Bridge' - how to support developing leaders fit into, increase contribution to, and shift their organisational context.
- Designing Vertical Leadership Interventions.
- Organisational Pullbacks: Where do they get stuck? When is it helpful and when is it not so? How do we unstick the stuck?
- Organisational Culture through a Vertical Lens.
- Collaborative Developmental Action Inquiry (CDAI) as an Engine for Transformation.

Offered by Richard Izard and Danny Morris alongside a facilitation team including our Senior Associates and members of our International Coaching Bench, this certification programme comprehensively blends the what, why and how of organisational transformational development. The facilitation team, with their rich experience, will be on hand to answer any questions and to support on-going inquiry through a number of additional, online Inquiry Labs sessions.

If not already completed, all participants take the groundbreaking tool, the Global Leadership Profile (GLP) and receive feedback on their centre-of-gravity, emergent and fallback leadership action-logics through a group debrief session.



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## Facilitation Team



### Richard Izard

Co-founder and Managing Director of Global Leadership Associates, Richard is a leadership development consultant who specialises in helping individuals, teams and organisations make lasting change in how they think and behave.



### Danny Morris

International Coaching Lead, Danny brings clients new ideas and fresh perspectives that can be immediately applied to business and leadership challenges. He helps leaders navigate relational complexity and getting the best out of people.



### Jenny Mackewn

Jenny is an author and renowned coach in the field of action research and action inquiry. She spent 10 years as a Fellow at the Centre for Action Research in Professional Practice at the University of Bath and more latterly was Head of Schumacher College.



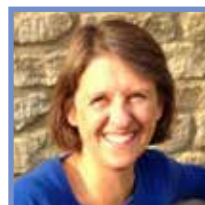
### Trish Silber

Trish has over 25 years of experience consulting with global organizations facing rapid and unprecedented changes in technology, markets, strategy, and leadership.



### Oliver Nyumbu

Oliver has over 20 years experience in coaching senior executives, CEO's and Boards around the globe. He is also a trusted advisor to businesses in Europe; USA, Scandinavia; Africa; Asia and South America.



### Kirstin Iving

A Chartered Occupational Psychologist in the UK, Kirstin has spent the past 25+ years supporting organisations globally to implement large scale change. Focusing on personal, organisational and system transformation, she works with leaders and their teams to grow their capacities for conscious leadership.



### Eric Svaren

Eric is a coach to leaders in business, tech, health care, research, higher education, government, NGOs (non-profits), and associations—as well as leaders in transition.





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**January 2023: 31 and February 2023: 2, 7, 9, 14, 16**

## Practical Details

Covered over six virtual sessions running on **January 31 and February 2, 7, 9, 14, 16**. All sessions are running at 08:00 to 11:30 PST / 11:00 to 14:30 EST / 16:00 to 19:30 UK / 17:00 to 20:30 CET (3.5 hour sessions) each day with a 30 minute break during the session. As part of this programme, we're delighted to offer additional Inquiry Labs with members of the Facilitation Team, offering further space for reflection and time for discussion. All of this is supported by cutting-edge but simple to use technology as well as the opportunity to explore the range of GLA Tools for intervening within organisations. Our Welcome & Introductory call will take place on **Tuesday 24th January** at 08:00 PST / 11:00 EST / 16:00 UK / 17:00 CET (1hr)

For those who have not attended one of our GLP Certification Programmes, participants will need to attend an additional Overview of the GLP & Action Logics session on **January 17 and February 8** at 08:00 PST / 11:00 EST / 16:00 UK / 17:00 CET (1.5 hrs sessions) and take the GLP and receive a group debrief with one of our Senior Associates.

## Cost:

Registration Fee: £2100 for corporate clients, £1700 for independent coaches/consultants & students, with an early bird discount for all bookings made before **November 30, 2022**.

If you have not already taken the GLP, please add £750 to do the assessment and receive a group de-brief session with one of our Senior Associates and to book your place on our 'Overview of the GLP & Action Logics' call on **January 17 and February 8**. If you have not been on a GLP certification workshop but completed the GLP with your own coach outside of GLA, please add £350 to receive a group debrief and attend the additional overview session.

Please note, VAT is chargeable to UK residents/registered organisations.

**For further enquiries or to register for the programme, please email [alison@gla.global](mailto:alison@gla.global)**

This programme 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.

[Access the booking form here](#)

