



Vertical Leadership Development, Action Inquiry and the Global Leadership Profile (GLP) Certification Programme



Offered over nine interactive workshop sessions:
April 25 & 27 and May 2, 4, 9, 10, 16, 18, 23 with
sessions starting at 08:00 PT / 11:00 ET / 16:00 UK.

The programme also involves participating
in Inquiry labs and experiencing powerful
developmental tools, techniques and approaches.

Our Welcome and Introductory call will take place
on April 18 from 08:00-09:00 PDT / 11:00-12:00
EDT / 16:00-17:00 UK / 17:00-18:00 CET.

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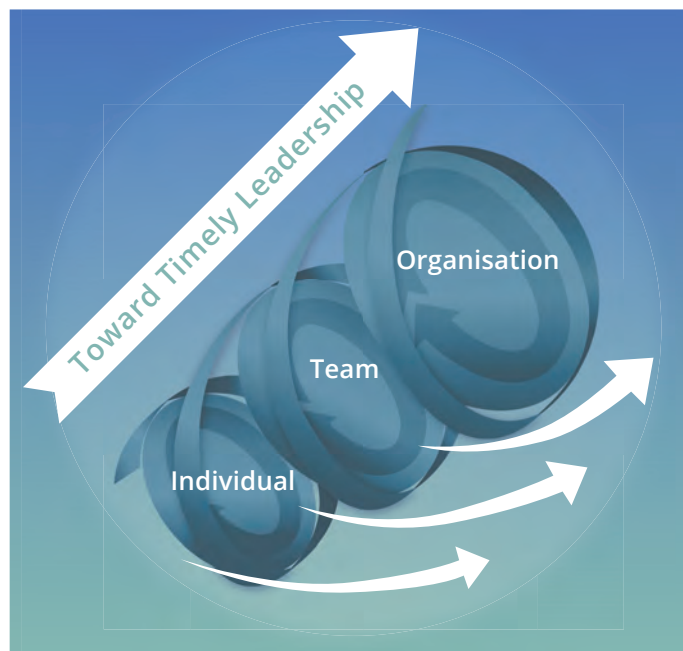
This enhanced, deep dive programme is ideal for business leaders, consultants, coaches, researchers and sustainability practitioners who wish to further their personal development and learn about:

- Action-logics – the developmental paradigms through which we think and act
- The power and practice of Collaborative Developmental Action Inquiry—the only approach statistically confirmed as reliably generating both personal and organisational transformation.

All participants take the ground-breaking tool, the **Global Leadership Profile (GLP)** and receive feedback on their centre-of-gravity, emergent and fallback leadership action-logics. Those who wish to become authorised to use and debrief the **GLP** with their clients are required to participate in this programme and a short follow-up Certification module.

Offered by Elaine Herdman-Barker, Richard Izard and Professor Bill Torbert alongside a facilitation team of our senior associates and members of our international coaching bench, this programme comprehensively blends the what, why and how of transformational leadership development, including:

- 1) The theory of Collaborative Developmental Action Inquiry (CDAI)
- 2) The assessment of leaders' predominant action-logics (either using the **GLP** or in-action diagnoses), and
- 3) The ongoing practice of **Action Inquiry** at the personal, team, and organisational scales
- 4) Learning how to introduce a developmental approach into a teams and organisational context



Our Enhanced Workshop Experience

At our events, you will benefit from the dynamic and interactive conversation and experience from other participants such as HR specialists, Leadership & Development experts and academics who will be together with you throughout.

Together you will learn practical ways to help yourself and others:

- Assess current leadership action-logics—the centre-of-gravity, emergent and fallback perspectives that guide action and influence results
- Become conscious of and shift action/ mental/ emotional habits that are limiting effectiveness

- Exercise personal power with greater flexibility and mutuality to generate personal and organisational transformation
- Develop collaborative practices that increase mindful, relational and cultural intelligence in the wider organisation
- Build capacity to lead from the inside out, confidently responding to the deepest calls of our human nature and of the natural world that holds us.

Your facilitation team, with their rich experience, will be on hand to answer any questions and to support your on-going inquiry through a number of additional, online Inquiry Lab sessions, a pre-course meet and post Workshop check-in.

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How It Works

The programme includes three streams that run in parallel:

Workshops: Nine highly interactive workshop-webinars. These webinars introduce you to the foundational theory and you'll do a deep-dive on the action-logics. In addition, there will be specific sessions on action-inquiry and organisational development/teams.

Individual learning: As well as taking the GLP you'll also get to use the digital Transformation Cards. We'll also be regularly offering other resources to support your learning journey.

Inquiry Labs: participants join Inquiry Labs for the duration of the programme. Inquiry Labs are made up of four-six participants and are facilitated by a member of our team. These Inquiry Labs will allow you to explore questions in depth and will help you adopt the action-inquiry approach (approx. five hours)

All of this is supported by cutting-edge but simple to use technology that helps maximise your learning experience.

About the GLP

The GLP and its companion report, help us understand our current frameworks of thinking (action-logics). We are then able to make better sense of ourselves, others, and the contexts/systems around us. It helps us question our current mindsets and paradigms and begin to shift them if appropriate. The reports offer coaches a rich resource to draw from that can lead to many powerful coaching inquiries and explorations. By measuring and analysing action-logics we are able to see more clearly the subtle dynamics at work within leaders, teams and organisations. Working on these can lead to deep transformations.

Over 50 years of research and real-world engagement points to the GLP instrument and GLA's Action Inquiry approach being world leading; impacting both individual and organisational transformations. Aside from the sentence-completions, the GLP asks participants to both complete a Self-Estimate and gather feedback from colleagues. This multi-perspective approach to assessment models the richness of inquiring into both one's own and others' viewpoints. Each profile has a personalized commentary based on the leader's own sentence responses. This enables leaders to effectively explore in coaching, the patterns that will make the most difference to their leadership contribution.



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Facilitation Team



Elaine Herdman-Barker

Co-founder and President of Global Leadership Associates, Elaine is the co-creator of the Global Leadership Profile, leading authority on assessing and supporting change in leadership action-logics.



Richard Izard

Co-founder and CEO 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.



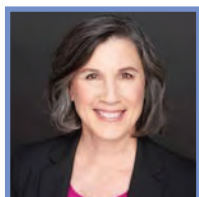
Bill Torbert

Co-founder of GLA, Yale/Harvard/Boston College Leadership Professor Emeritus, Bill is an award-winning teacher, internationally renowned consultant, and author of many books including Action Inquiry: The Secret of Timely and Transforming Leadership.



Kirsty Leishman

A highly respected coach and facilitator, Kirsty works alongside leaders and teams from global, FTSE organisations; public services and the voluntary sector – across the UK and internationally.



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.



Nick Owen

Nick Owen is a consultant with an international reputation whose work has been acclaimed across a variety of contexts: corporate organizations, the professions, the arts and education.



Aman Gohal, PhD, MCC

Aman works with Founders, CEOs and VP leaders across industries and primarily supports leaders in start-ups, Tech and Health-Care. Compassion and wisdom are cornerstones to her work with clients.



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.



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.



Halim Dunsky

Enterprise consultant and executive coach, Halim brings a deep understanding of human systems to the challenges of technology and change in today's digital organization. His career has spanned more than 40 years in commercial software, consulting, corporate IT and education.



Kirstin Irving

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

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Practical Details

Offered over nine interactive workshop sessions: **April 25 & 27 and May 2, 4, 9, 10, 16, 18, 23** with sessions starting at 08:00 PT / 11:00 ET / 16:00 UK.

All sessions are 2.5 hrs apart from May 9 and 10 which are 1.5 hours.

Part of the Workshop experience includes taking the GLP and receiving a 1:1 debrief with one of our Senior Associates. As part of this enhanced workshop, we have also introduced additional action inquiry group sessions into our programme, offering further space for reflection and time for discussion. These groups are active, collaborative, mind and heart expanding. Questions are held before problems are solved, leaving space for personal exploration and experimentation. The 5 X inquiry lab sessions are 60 minutes long, held on the following dates: April 18 at 17:00 UK/ 09:00 PDT/ 12:00 EDT after our introductory call, then April 26, May 3, 15 and 22 at 16:00 UK/ 08:00 PDT/ 11:00 EDT

Programme participants will also have the opportunity to map their developmental journey through our online Transformations Cards deck as part of their experience with us.

Cost:

£2600 for corporate clients, £2300 for independent coaches/consultants & students with an early bird booking discount of £200 applicable on all bookings made before 1st February 2023.

Add £600 if you wish to do the certification module to become an authorised GLP debriefer. (Participants seeking to certify after the Workshop are also asked to purchase 2 GLPs at £400 each to debrief as part of their GLP accreditation - this is typically recharged to their clients or organisations.)

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. **For further inquiries or to register for the Programme, please email alison@gla.global or [book online here](#).**

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.



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GLA Awarded ICF (Continuing Coach Education) Accreditation

We are thrilled to announce our Action Inquiry (AI) & GLP Workshops and our Advanced Practitioner Programme have been accredited by the International Coach Federation (ICF). All delegates who attend our Workshops will now earn credits towards the renewal of their ICF credential.



GLA Workshops – Client Testimonials

“The Action Inquiry & Global Leadership Profile Virtual Programme was excellently organized, with a strong energy and engagement flowing through the group for the whole week. The collaborative way of working enabled deeper discovery of the stages of adult developmental maturity, and I gained an intimacy of realization about each stage, along with the capability to administer and debrief the GLP instrument with clients.”

Paul O'Donovan Rossa, Executive Coach

“It is clear from taking the GLP Certification Workshop how Elaine and her team have been listening and taking action at the leading edge of human development for several decades now. The way they have translated their work into a meaningful, disciplined framework for leadership development and organisational transformation is staggering in its implications, elegant in its simplicity, and humbling in what it represents: a beacon of light in the midst of a complex world filled with shadows. Prosaics aside, the GLP also has a “role up your sleeves and get boots on the ground” kind of pragmatism about it.”

Christopher Chang-Duffet, Executive Director, Humaxis, Inc.

“I attended both the recent London accreditation Workshop and also the Advanced Practitioner Programme, which invites you to take a deeper dive and answers the ‘what next’ question, developing a wider community of practise and inquiry. The space was creative and inviting in anticipation for learning, exploration and living the theory. I was joined by a group of wonderful, like-minded people who were happy to share their rich experiences, both professionally and personally. Elaine in particular is a wonderful facilitator – She manages to create a perfect balance between academic rigour and skilful use of art, metaphor and story-telling for making complex concepts not only accessible, but also much easier to integrate by the audience.”

Alis Anagnostakis, Consultant and Executive Coach

“I recently attended the Action Inquiry & Global Leadership Profile (GLP) Workshop in London and am a complete convert. The idea of Vertical Development through GLA’s specific lens and industry leading measurement tool, the GLP, has massive potential for both personal and professional development at all levels of an organisation. I arrived at the Workshop steeped in various theories and models with which I was currently working at doctoral level; meaning that I was very curious and even more sceptical! However, Richard and Elaine patiently and expertly guided us through making sense of the action-logics and GLP, and importantly, were able to ground their claims in strong academic research. Since the Workshop, I have engaged with the action-logics and theory in various settings all with great success. I have personally developed tremendously as a direct result of completing the GLP and having attended the event.”

Niel Stander, Sensibus Consulting

“It was an outstanding programme, it really stretched my thinking which was exactly what I wanted. I left with both a sore head and what feels like a much bigger perspective. Thanks!”

Nick Petrie, Senior Faculty, Center for Creative Leadership