



Vertical Leadership Development, Action Inquiry and the Global Leadership Profile (GLP) and MyWorldView (MWW) Practitioner Certification Program



Offered over nine interactive workshop sessions:
February (2024) 27, 29 and
March (2024) 5, 7, 12, 14, 19, 21, 26
with sessions starting at 16:00 UK / 11:00 then
12:00 ET (due to US clock change March 9).

Our Welcome and Introductory call will take place on **February 15 2024** from 08:00-09:00 PT / 11:00-12:00 ET / 16:00-17:00 UK / 17:00-18:00 CET for 1 hour.

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

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This enhanced, deep dive program 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

Practitioner Certification

This certification program is the entry requirement to become a MyWorldView Practitioner. Following attendance at the workshop you will join GLA's community of Practitioners with the following benefits:

- Access to wide range of resources for coaching and organisational application
- Practitioner discussion group for peer learning
- Helpline to aid the design of upcoming work
- Free enrolment in webinar series

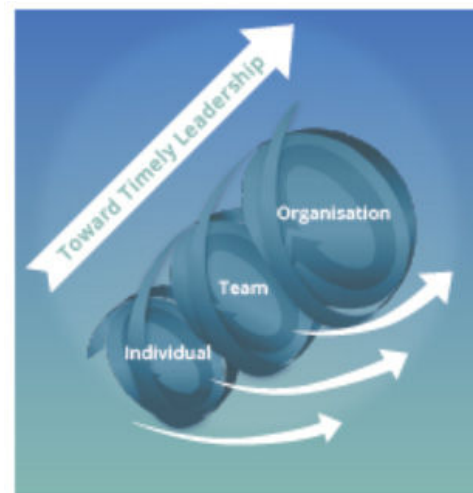
- Regular newsletter sharing developments in the field
- Practitioner discount on recommended retail price of MWV
- Access to MWV platform and practitioner dashboard
- Practitioner discount on Transformations Cards and other digital tools

Those who wish to become certified to debrief the GLP will need to go through a follow up GLP certification module which involves having the first two GLP debriefs supervised by a GLA coach.

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 program and a short follow-up Certification module. (Additional fees apply)

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 program 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-program check-in.

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How It Works

The program 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: a unique feature of the foundation program is our inquiry labs. In labs, four to six participants practice action inquiry together. Action inquiry is the practice of exploring levels of internal experience while also engaging in dialogue with others; action inquiry is essential for the responsible application of adult development theory. We regularly hear from participants that the inquiry labs are a highlight of the program. Labs meet five times for one hour over the course of the program and are facilitated by a GLA coach.

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

About the GLP and MyWorldView (MWV)

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 personalised 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.

MWV is our new scale developmental (vertical) measure. It features the same 30 sentence stems as the GLP and is a breakthrough in AI scoring to give the same reliability as the GLP. In addition MyWorldView features a full digital debrief on an engaging platform and with animated videos which unlock the mystery of adult stages of development, or world views.



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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.



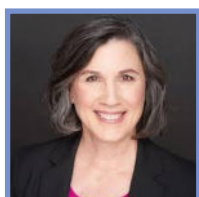
Bill Torbert

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.



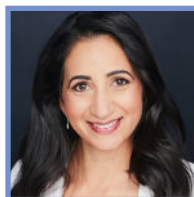
Nick Owen

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



Eric Svaren

Eric is a coach and organization development consultant to senior and emerging leaders in business, government, education, and non-profits. He also teaches leadership at the University of Washington.



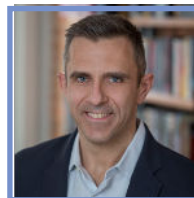
Aman Gohal, PhD, PCC

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.



Bill Pullen

Bill is focused on helping leaders by developing their leadership capacity, expanding the complexity of their thinking, and aligning their mental models and behavior with organisational strategy and mission.



Romeck Van Zeijl

Romeck is an experienced designer and facilitator of leadership and organisational development curricula focused on Vertical Development. He has been working as an executive coach and organisational development consultant for over a decade.



Roxane Loiseaux

As a coach, Roxane's presence invites deep connection, curiosity and lightness. Her focus is on leadership development individually and in teams to foster a collaborative culture. She is Certified with CTI (CPCC) and ICF (PCC).

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Practical Details

Offered over nine interactive workshop sessions:

February (2024) 27, 29 and **March 5, 7, 12, 14, 19, 21, 26** with sessions starting at 16:00 UK / 11:00 then 12:00 ET (due to US clock change March 9). All sessions are 2.5 hrs apart from March 12 & 14, which are 1.5 hours.

Our Welcome and Introductory call will take place on February 15th from 08:00-09:00 PT / 11:00-12:00 ET / 16:00-17:00 UK / 17:00-18:00 CET for 1 hour.

Part of the program 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 program, 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.

Program participants will also have the opportunity to map their developmental journey through our new on-line Transformations Cards deck as part of their experience with us.

Cost:

\$3250 USD for corporate clients, \$2875 USD for independent coaches/consultants & students. Add \$750 USD if you wish to do the certification module to become an authorized GLP debriefer. (Participants seeking to certify after the program are also asked to purchase 2 GLPs to debrief as part of their GLP accreditation - this is typically recharged to their clients or organisations. See www.gla.global/shop for current pricing - subject to change.)

Please note, VAT is chargeable to both UK residents/ registered organizations, and EU residents/ registered organisations who are unable to provide an EU VAT registration number.

For further inquiries or to book your place, please email alison@gla.global

This program 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 Program 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.

“My language has changed for the better and my ability to walk myself and others through the paradigm is coming more and more naturally. Excellent program with passionate and creative leaders to guide through this game-changing concept!”

Vanessa Tennyson, Global Executive & Leadership 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