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

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Run at times convenient for our Asia-Pacific community, India and Europe.

Offered in two parts over nine interactive workshop sessions:

**June 4, 6, 11, 13, 18, 20, 25, 27 & July 2** with sessions starting at 08:00 UK / 09:00 CET / 15:00 SGT / 17:00 AEST

## Part 1

The first four dates can stand alone for MyWorldView® Practitioner Certification which will give you access to the many resources and practitioner pricing available as part of the GLA authorized practitioner community.

## Part 2

The last five dates take the journey into vertical development much deeper and the two parts together are the pathway to becoming certified to debrief the GLP.

Sign up for both parts of the workshop to take a deeper dive into vertical development and move towards becoming certified to debrief the GLP (Part 3).

If you have previously taken another MyWorldView® Certification workshop then you can also sign up for Part 2 of this program only, to deepen your experience of adult development theory.

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



My  
World  
View



June 4, 6, 11, 13, 18, 20, 25, 27 & July 2

## Part 1

June 4, 6, 11, 13

### Stands alone as MyWorldView® Certification or Part 1 of the GLP certification

Sign up for part 1 only if you wish to use MyWorldView® and become part of the authorized practitioner community

#### Who is it for?

MyWorldView® certification is the gateway to the GLA authorized practitioner community allowing you to buy profiles at half the retail price US\$200 (RRP US\$400). It is for those who wish to start using MyWorldView® as soon as possible.

You may choose to just take Part 1 for now and return for Part 2 at a later stage.

## Part 2

June 18, 20, 25, 27 & July 2

Parts 1 and 2 combined enable a deep dive into adult development theory and practice. Signing up for Part 2 includes getting to take the GLP and having a one to one debrief with a GLA coach.

#### Who is it for?

Parts 1 and 2 combined are for those who want to go deeper with their understanding of vertical development. It is also for those who wish to progress to being certified to debrief the GLP.

## Part 3

If you wish to become certified to debrief the GLP then take Part 1&2 of the workshop.

Part 3 is to work with a GLA coach who will prepare and supervise you through your first two GLP debriefs.

You will then become certified to debrief the GLP.

#### Who is it for?

Those who wish to become certified to debrief the GLP.

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

All participants take either the **Global Leadership Profile** or **MyWorldView®** leadership assessments and receive feedback on their centre-of-gravity, emergent and fallback leadership action-logics. 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 organizational scales
- 4) Learning how to introduce a developmental approach into a teams and organizational context



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## Practitioner Certification

**Part 1** on this certification workshop 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 a wide range of resources for coaching, team coaching, leadership development programs, and organizational application
- Marketing resources to help you sell MyWorldView® to your clients
- Regular free community events including Q&A sessions
- Discount on professional development programs offered by the community e.g. Working with the shadow side of the seven worldviews
- Regular news updates sharing developments in the field
- You will be able to manage your own MyWorldView® cohorts via access to the MyWorldView® platform and practitioner dashboard

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.

**Part 2** of this certification program can either be added to part 1 and you can attend all nine dates for this workshop. Or you can take Part 2 at any time after first completing a MyWorldView® certification workshop.

Part 2 is the chance to go deeper into adult developmental theory and practice. Specifically you will:

- Take the GLP and receive a profile with personalized commentary. If you have already taken MyWorldView® previously then your stem responses will be moved across to the GLP system and a personalized commentary added
- Explore sentence stem makeup and scoring to understand at a deeper level how this approach can inform leadership development and coaching
- Receive a one hour debrief with a GLA coach
- Take a deep dive into the seven action logics and how they show up in organizations and coaching
- Experience GLA's Action Inquiry approach as a way to make sense of and intervening in organizations
- Broaden from development of the individual to look at coaching, teams, organizational stages of development and culture change
- Explore the idea of leading for the common good of society and how this is informed by vertical development

**Part 3** is a non workshop stage and is for those who would like to become certified in debriefing the GLP. Unlike MyWorldView® which has a digital learning journey (debrief) the GLP requires a certified coach to debrief it. If you would like to go deeper with this work then Part 3 may be the perfect option for you. Only those who have completed all three parts can buy GLPs in the Authorized Practitioner Shop. Part 3 involves three meetings with a highly experienced GLA coach who will supervise your first two GLP debriefs.



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## Our Enhanced Workshop Experience

GLA is the craft master of not just learning about, but experiencing vertical development. Our approach offers a unique way of being and working with people. In this program you will benefit from conversations with other participants such as HR specialists, Leadership & Development experts, coaches and academics. Take advantage of GLA's decades of experience in offering vertical leadership development programs.

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 organizational transformation
- Develop collaborative practices that increase mindful, relational and cultural intelligence in the wider organization
- 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 Learning Cafe sessions.

## How It Works

The program includes three streams that run in parallel:

**Workshops:** 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 the action logics (Part 2) and organizational development/teams.

**Self-paced Learning:** As well as taking the MyWorldView® or 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.

**Learning Cafes:** Participants join Learning Cafes for the duration of the program. Learning Cafes are facilitated by a member of our team and allow you to explore questions in depth and will help you adopt the action-inquiry approach.

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

## About the GLP and MyWorldView® (MWV)

MyWorldView® is our new scale developmental (vertical) measure. It features the same 30 sentence stems as the GLP and is a break through 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 worldviews.

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 organizations. Working on these can lead to deep transformations.

Over 50 years of research and real-world engagement points to the GLP and MyWorldView® instruments and GLA's Action Inquiry approach being world leading; impacting both individual and organizational transformations. Aside from the sentence-completions, the GLP asks participants to both complete a Self-Estimate and gather feedback from colleagues. This multiperspective 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

Faculty will include a selection from the following:



### 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 specializes in helping individuals, teams and organizations 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.



### Romeck van Zeijl

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



### Trish Silber

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



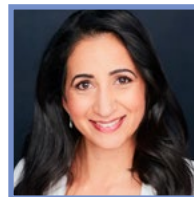
### Kirsty Leishman

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



### 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, 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.



### 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.



### Roxane Loiseaux

As a coach, Roxanne's presence invites deep connection, curiosity and lightness. Her focus is on leadership development individually and in teams to foster a collaborative culture.

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## Practical Details

Offered over nine interactive workshop sessions:

**Part 1 - June 4, 6, 11, 13** can stand alone for MyWorldView® Practitioner Certification which will give you access to the many resources and practitioner pricing available as part of the GLA authorized practitioner community.

**Part 2 - June 18, 20, 25, 27 & July 2** takes the journey into vertical development much deeper and the two parts together are the workshop part of becoming certified to debrief the GLP.

Sign up for both parts of the workshop to take a deeper dive into vertical development and move towards becoming certified to debrief the GLP.

If you have previously taken another MyWorldView® Certification program then you can also sign up for Part 2 of this workshop to deepen your experience of adult development theory.

Sessions starting at 08:00 UK / 09:00 CET / 15:00 SGT / 17:00 AEST. All sessions are 2.5 hrs.

**Part of the Workshop experience includes either taking MyWorldView® or the GLP and receiving a 1:1 debrief with one of our Senior Associates (with GLP only).**

As part of this workshop, we have also introduced additional Learning Cafe sessions 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.

Workshop 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:

### Part 1

US\$999

Independent Coaches & consultants

US\$1,499

Corporates

### Part 2

US\$1,499

Independent Coaches & consultants

US\$1,999

Corporates

### Part 3

US\$780

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 at \$500 (RRP \$600) each to debrief as part of their GLP accreditation - this is typically recharged to their clients or organizations.)

*Please note, VAT is chargeable to UK residents only.*

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

To book your place on Part 1, please [click HERE](#)

To book your place on Part 2, please [click HERE](#)

To book your place for Part 1 and Part 2 together and receive an early bird booking discount, please [click HERE](#)



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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

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*“I’m deeply invested in using the GLP to make a difference with my clients, and rippling into their lives, careers and organizations. I can already see the results of this from my first clients. New thinking, new possibilities, new space and scope for who they are becoming and what that means for them and their worlds. I’m just so looking forward to continuing the journey and offering this transformative and deeply developmental opportunity to more clients and wider networks.”*

Joanne Ostler, Leadership and Development Coach, Spring Leadership

*“The Action Inquiry & Global Leadership Profile Virtual Program 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 organizational 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 Program, which invites you to take a deeper dive and answers the ‘what next’ question, developing a wider community of practice 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