



*Dr. Susanne Cook-Greuter
Beena Sharma*

*Developmental Intensive
for Professionals (DIP)*

Dr. Susanne Cook-Greuter & Beena Sharma

are pleased to invite you to an intimate, intensive exploration of the leadership Maturity Framework (LMF), a framework that illuminates the trajectory of human development, with demonstrated applications in organizational contexts. (See Rooke & Torbert, HBR April 2005)

The Maturity Assessment for Professionals (MAP) combines the Washington University Sentence Completion Test with Susanne's extensive and rigorous research in adult development. It is Harvard-tested, and the most reliable and cost-effective stage measure currently in the field. It defines nine levels of adult meaning making & emergence.

About the LMF

The LMF offers a profound understanding and appreciation of how and why adults behave as they do. While focusing on the individual interior development, it seamlessly fits into an integrally-oriented AQAL perspective.

The LMF describes nine stages of leadership development of increasing levels of complexity and integration. Each stage is generally more effective, flexible, and insightful than the previous one. The LMF also identifies the strengths and vulnerabilities of each stage. Extensively researched and validated, it describes what promotes and impedes growth at each successive stage.

What makes MAP unique and distinctive

Most leadership development approaches in practice today foster adult learning through a lateral, skill-based approach. MAP uniquely focuses on both lateral growth and vertical, transformational development (gaining greater capacity)

MAP makes the most subtle & explicit distinctions at the high-end of the developmental trajectory, and includes ego transcendent perspectives. The MAP measure is the best tool for identifying self-actualizers, the very individuals most likely capable of integrally-oriented, transformative leadership necessary to thrive in today's demanding and ever-changing global context.

What you will get in this intensive

A rich fusion of personal and professional development

An opportunity to deepen self awareness step by step.

You will begin to consciously understand:

Where is my growing edge?

What are my greatest challenges?

Where is my own learning spiral moving?

And where will I get new energy to move forward?

You will also learn to deeply understand the LMF framework and perspective, be equipped to use the MAP profile. You will understand and work with your own profile and learn to do the same with your clients in the service of supporting development in your clients, teams, and in organizations.

An advanced perspective of development covering many dimensions of leadership: personality; skill/effectiveness; worldview, mindsets; values/character/ principles; identity; task, process/field orientation, influence, adaptability & spirit.

You will learn the “languages” of people at different developmental action logics and how to communicate most effectively with them.

You will get the most current and emerging applications of this approach: particularly the articulation of skills approaches that illuminate the transition between levels of functioning.

You will also become part of a growing community of practitioners and integrally informed professionals.

As a leader and an OD practitioner you will understand more clearly the capacities and limitations of your client systems and will be able to support them and intervene more powerfully.

You will add a sophisticated developmental model to your coaching and mentoring skills. We will cover typical stage specific coaching goals and preoccupations, key transition challenges by stage, client readiness for development, strategies, structures and tools to consolidate stages and aid transition, and developmental contracting with client and stakeholders. After the workshop, you will be authorized to use LMF in your work with clients and commission MAPs from Cook-Greuter & Associates.

More about Susanne



Dr. Cook-Greuter is a principal of Cook-Greuter and Associates, LLC, a consulting and research firm. She is a founding member of Ken Wilber's Integral Institute; a think tank in Denver, Colorado. Susanne is a co-director of its Psychology Center and a contributor to the Business Practice Branch. She present and co-facilitates at the Integral Institute seminars. Susanne's work is referenced by Ken Wilber in many of his works, pointing to the sophisticated theory of mature adult development and the SCTi- MAP instrument that Susanne created using Loevinger's model.

Susanne coaches individuals in self-awareness, self-acceptance, and personal growth. She consults to organizations and projects in using developmental frameworks, leadership development, and research.

Susanne is an internationally known authority on adult development and travels worldwide to give workshops and presentations in the LMF and scoring the MAP.

Susanne has a doctorate from Harvard University. Her thesis, Post-autonomous Ego Development, is a landmark study in the characteristics and assessment of highly developed and influential leaders. She has co-authored two books with Mel Miller on Mature Adult development, creativity and spirituality.

More about Beena

Beena Sharma currently holds the position of Vice President of Learning and Performance at Magellan Health Services, the nation's leading behavioral health disease management and employee assistance company.

Beena brings with her significant experience in facilitating leadership and organizational learning and development, including designing and anchoring large scale change efforts using Real Time Strategic Change (RTSC) methodologies. Beena is a certified Action Learning Team Coach and has led several projects in Leadership Development using Action Reflection Learning (ARL) as an associate consultant with LIM LLC.

Beena is an active resource for Polarity Management Associates, and has been working with Dr. Barry Johnson over the past five years in learning and teaching the Polarity Management Toolkit. Beena is also associated with Integral Institute, supporting development of applications of Integral theory in Organizational Leadership and Development.

Partnering with Susanne since 2004, Beena is a certified MAP scorer, having completed a rigorous, one-year certification training. Beena actively employs LMF and MAP in Leadership coaching and systemic organizational development. She is guided by a deep and abiding passion to serve human consciousness and emergence.





Terms and Logistics

Program Fee

\$2500 - Individuals

\$3000 - Corporate Participants

Plus \$ 250 - MAP instrument & report fee
Room and board at participant cost

Location: Berkeley Springs, WV

Airport: Baltimore or Washington DC

Venue: Xperience, Retreat Facility
<http://www.xperienceit.com/>

Registration

Please email

beena.sharma@imglobal.net

for registration form, lodging costs,
cancellation policy and payment details

Registration	Sept. 20, 2008	Deadline for all applications "First come, first served" basis
	Sept. 24, 2008	SCTi-MAP submission due
Dates and Time	Oct. 16	4:00 pm - Evening session plus Dinner meeting
	Oct. 17, 18	8:15 am to 5:00 pm (13 th - evening session)
	Oct. 19	8:00 am to 3:00 pm
Contact Beena	Mobile: 941-726-7620; Fax 1-877-570-5796	

What previous participants have said about this program:

"An educational, supported oral transmission from mentors who embody what they teach"

Chad Stewart, Consultant, Japan

"The material is extraordinarily valuable – a great contribution to human and organizational growth. The workshop was very effective in presenting this material. I enjoyed the flow you two created, the dynamic between the two of you; and your willingness to adjust the schedule as required"

Bryan Gregory, Dupont, Delaware

The workshop offered tremendous learning and insights for me to continue to contemplate and pursue further. Susann, I appreciate your depth and deeply felt your full heart. I appreciated your humble way and your attitude of learning. Beena, I appreciated your intellect, sharp wit, attitude of service and joyful nature.

Dorothy Hutt, Leadership Coach and Consultant, Canada

"Wise teachers and high-level participants made this experience meaningful. You are doing invaluable transformative work, thank you"

Dr. Ramon Corrales, Author and CEO, Corporate Mastery, Kansas

What previous participants have said about this program:

"The tension between open-ended and structured was wonderfully embodied in the dance of Beena and Susanne"

Viscount Thurston, Federal Aviation Authority, Washington D.C.

"Susanne is the 'real deal': knowledge, awareness and being – superb!

Beena - humanity, intelligence and commitment to a good outcome"

Terry Patten, Co-Director, Integral Life Practice Center, Integral Institute and University

"I learned as much from the skills of teaching, coaching and facilitating as I did from the material. I enjoyed Susanne's framing and coaching; she helped create a radiance in our circle that nourished me. I enjoyed the freshness and straightforwardness of Beena's thinking, and the depth of her organizational understanding".

Adrienne McDunn, Leadership Coach and Consultant, Seattle, WA

"Susanne, your coaching session – simply holding the space while planting seeds was amazing to watch. Beena, I appreciated your understanding of the material and adding your personal experience was very valuable"

Tom Thomison, CEO, HolacracyOne LLC, Houston, TX