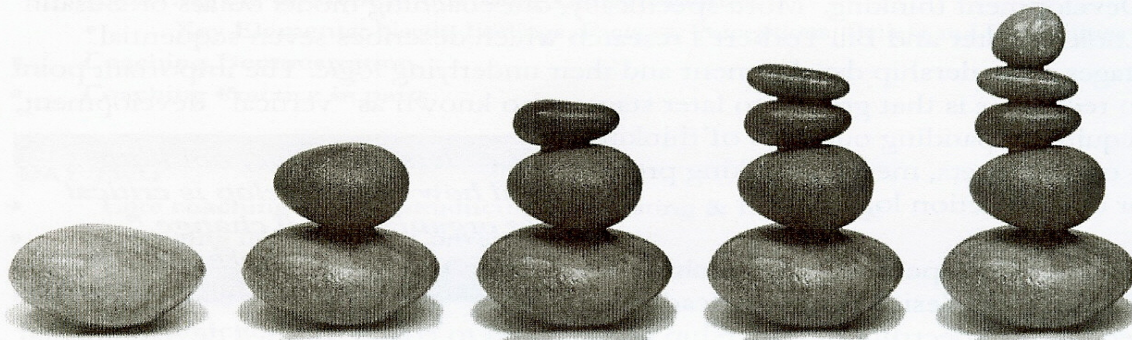


Leadership Maturity Framework and Assessment

Coaching Certification

An Experiential Intensive for Professionals



MODULE 1
September
14 -16, 2011
Boston, MA

MODULE 2
December
8-10, 2011
Boston, MA

Dr. Susanne Cook-Greuter
Beena Sharma

Dr. Susanne Cook-Greuter and Beena Sharma are pleased to invite you to:

An intimate, intensive exploration of the **Leadership Maturity Framework (LMF)**, a framework that illuminates the journey of human development, with demonstrated applications in organizational contexts. (See Rooke & Torbert, HBR April 2005)

About the Leadership Maturity Framework

The LMF offers a profound understanding and appreciation of how and why adults behave as they do. The **LMF** describes nine stages of leadership development that reflect increasing levels of complexity and integration. While focusing on the individual's inner development, it offers a deep understanding of a vital aspect of an Integral perspective.

Each stage is generally more effective, flexible, and insightful than the previous one. The LMF outlines the evolutionary path of development and identifies the strengths and vulnerabilities of each stage.

Extensively researched and validated, The **LMF** describes what can promote and impede growth at each successive stage. The **LMF** also makes the most subtle and explicit distinctions at the high-end of the growth trajectory, and includes ego transcendent perspectives.

Maturity Assessment Profile SCTi-MAP, or MAP for short,

combines the Washington University Sentence Completion Test with Susanne's 30-year long extensive and rigorous research in adult development. It is Harvard-tested, and the most reliable and cost-effective stage measure currently in the field. Only certified raters score and interpret sentence completions. MAP measures nine levels of adult meaning making and development.

What makes MAP unique?

Most leadership development approaches in practice today foster adult learning through a lateral, skill-based approach. The **MAP** assesses horizontal growth as well as vertical transformation. It taps into multiple lines. It supports people in gaining insight into their own meaning making patterns, their growing and trailing edge. It identifies areas for greatest growth potential at each stage of development.

The **MAP** measure is the best tool for identifying self-actualizers, the very individuals most likely capable of the systemic, transformative leadership necessary to thrive in today's demanding and ever-changing global context. It is being increasingly used in multiple organizational settings to support development of individuals and systems.

What you will get in this intensive

A rich fusion of personal and professional development
An opportunity to deepen self awareness step by step, to learn from theory and research, and obtain a developmental coaching certification.

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.

You will experience 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 begin to 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 development-ally-informed professionals who pay adequate attention to differences in how people construe experience.

You will learn about how to apply the LMF and the MAP

As a Leader, HR or 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. You will learn about typical stage specific coaching goals and preoccupations, key transition challenges by stage, tools to consolidate stages and aid transition, and implementation considerations with client and stakeholders. After completion of all segments of the Intensive,, you will be authorized to administer the MAP instrument in your work with clients and certified to use the LMF & MAP to coach your clients.

A Two-Module Program

The LMF Coaching Intensive is designed to equip you to use the LMF and MAP in coaching interventions. Completing all segments of the Two-Module program can lead to a certification as a developmentally-informed LMF coach after a supervised practice period. A prerequisite for a modules is having taken the MAP in the last 2 years.

Module I : 3-day session focusing on adult development stage theory and organizational applications.

Module II : 2 Segments (3 days)

Module 2, Segment 1 - 1-day session on Language as a window into adult meaning making (This segment can be taken as a stand alone).

Module 2, Segment 2 - 2-day session, offering training and practice in developmental coaching that can lead to a certification on successful completion.

Module I

This is a 3-day session covering the basics of developmental theory, and a detailed understanding of the nine stages of adult development in the LMF. It lays out the overall spiral of development, and describes the strengths and limitations of each level. Participants learn through lecture, dyad work, experiential learning, and group work what different levels are able to pay attention to and what does not yet appear on their radar, what is object and thus alterable and what is yet subject and therefore hidden from awareness. The module encourages and enables participants to get in touch with their own developmental journeys.

The first two days thus delve into stages of meaning making; the third day will look at how the LMF can be applied both implicitly and explicitly for team & organizational transformation. You will receive an introduction to Polarity Management as a powerful toolkit for developing self, teams and organizations in service of vertical development. You will learn about considerations in applying the framework and using the instrument for team and organizational interventions in addition to individual coaching and development. You will have an opportunity to discuss cases of real application and the outcomes.

Module II : 2 Segments (3 days)

Module 2, Segment 1 - 1-day session on Language as a window into adult meaning making
(This segment can be taken as a stand alone).

Module 2, Segment 2 - 2-day session, offering training and practice in developmental coaching. **Participants have to successfully demonstrate their ability during the session in order to be certified.**

In case you have completed the prior DIP participation (Development Intensive for Professionals), you will need to complete both segments of Module II in order to be a certified Developmental Coach using MAP.

Module II – Segment 1 (1 day)

In this one-day session we introduce language as a mirror of meaning making. We look at some of the many criteria that distinguish different levels from each other. What changes from stage to stage? How do different levels look, feel and sound like? Participants will learn to notice 1) their clients' complexity of thought, 2) their relationship to others, 3) their relationship to time, and 4) their main focus and concerns. We will practice these stage indicator “detection” skills by exploring MAP protocols from different levels.

Prerequisite for attending Segment 2 of Module 2 is proven long-term experience as a coach and/or an ICF or equivalent coaching certification.

Module II – Segment 2 (2 days)

This session offers deeper insight into developmental coaching and serves as an opportunity to gain competence in coaching with the LMF and the MAP. We will explore use of the LMF and the MAP (implicit / explicit), and how to give effective feedback to the MAP. Participants will practice in two ways: a) in fishbowl-type sessions with “fictional” characters and b) one-to-one dialogues using their own MAP profiles. Through these practices, participants will be able to appreciate people where they are. They will learn to support as well challenge people towards both horizontal and vertical growth. Overall you will receive a detailed and appreciative understanding of developmental coaching.

Susanne: Dr. Cook-Greuter is a principal of Cook-Greuter and Associates, LLC, a consulting, testing and research firm. She is a founding member of Ken Wilber's Integral Institute in Denver, Colorado. She presents and co-facilitates at Integral seminars and workshops. Her work is referenced by Ken Wilber in many of his works, pointing to the sophisticated theory of mature adult development and the MAP instrument that Susanne created using Loevinger's model. Susanne is an internationally known authority on adult development and travels worldwide to share her insights and to train professionals in applying developmental theory.



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 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.

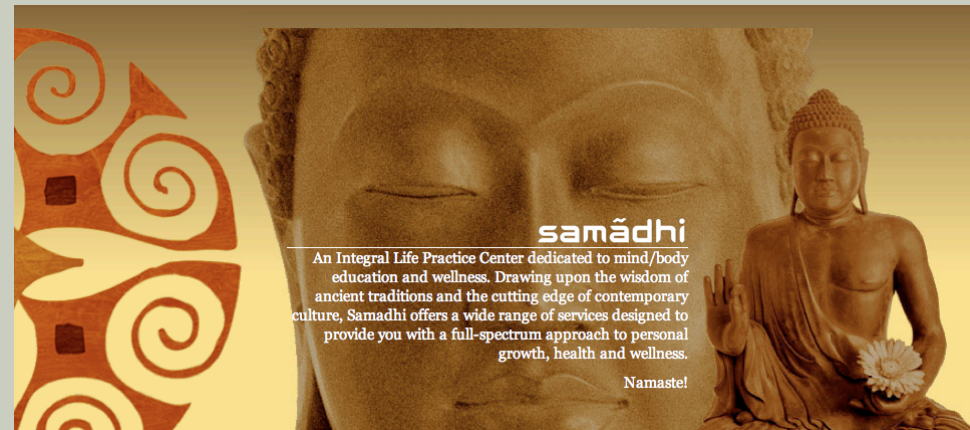


Beena: Beena Sharma is an International Consultant committed to embedding Integral approaches in human and system development. Beena brings with her significant experience in facilitating leadership and organizational learning and development, including designing and anchoring large scale change efforts 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 ten years in learning and teaching Polarity Management. 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 certification training. Beena actively employs LMF and MAP in Leadership coaching and systemic organizational development.

**MODULE I : September
14 – 16, 2011**

**MODULE II : December
8 – 10, 2011**



Registration Deadline	Module 1: August 15 Module 2: November 7		Application due on a “first come, first served” basis
MAP submission	August 15, 2011		MAP submission due (4 weeks ahead) or bring your previous one if it is no more than 2 years old
Workshop Dates and Time	September 14	Day 1	10.45 am – 5.45 pm
	September 15	Day 2	11 am – 5.45 pm; 7.15 pm to 9.45 pm
	September 16	Day 3	1 pm – 6 pm; 7.15 – 9.15 pm
	December 8	Segment 1	To be determined
	December 9 December 10	Segment 2	
Contact Beena for questions and Application form:	Mobile e-mail	941-726-7620 beena.sharma@limglobal.net	

Caveat: Please note, we reserve the option to change dates if we have less than 8 participants by registration deadline dates.



Program Fees

Program Fee for Module I - \$ 2250

3-day session: USD \$ 2250

Program Fee for Module II - \$ 3250

1- day, Segment 1 alone: \$ 750

2-days, Segment 2 alone: \$ 2500

Package Program Fee

Both Modules I & II, 6 days = \$ 5200

MAP Assessment and report - \$ 300

All participants need to have a MAP report to participate in any of the modules.

<p>Venue</p>	<p>SAMADHI 796 Beacon (Newton Centre) Boston, MA</p> <p>Please visit www.samadhiintegral.com for travel related and other information.</p>	<p>Materials & Facilities incl. coffee, tea and healthy snacks are included in this fee</p> <p>Room and board at participant cost</p>
<p>Registration</p>	<p>Please email beena.sharma@limglobal.net for registration form, MAP-instrument, cancellation policy and payment details</p>	