

Experience and Theory of Stages of Self Development: Developmental Intensive for Professionals



Dr. Susanne Cook-Greuter with Glenda Reynolds

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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 LMF

The LMF offers a profound understanding and appreciation of how and why adults behave as they do. While focusing on the individual's inner development, it seamlessly fits into an integrally-oriented AQAL perspective. The LMF describes nine stages of leadership development that reflect increasing levels of complexity and integration.

Each stage is generally more effective, flexible, and insightful than the previous one.

The LMF identifies the strengths and vulnerabilities of each stage. Extensively researched and validated, it 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.

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.

The 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 both horizontal growth and vertical transformation. It support people in gaining insight into their own meaning making and growth potential.

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 am I on the journey?
Where is my growing edge?
What are my greatest challenges?
How will I get new energy to move forward?

You will also learn to deeply understand the LMF framework and perspective. You'll get 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 or stages and how to communicate most effectively with them.

You will get the most current and emerging applications of this approach: particularly the articulation of the polarities that take center stage at each action logic.

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 add a sophisticated developmental model to your coaching and mentoring activities.

We will cover stage specific goals and preoccupations, key transition challenges by stage.

Finally, you will become part of a growing community of practitioners and integrally informed professionals who take the developmental differences among adults adequately into account.

Three Module Structure

This is the first module in a series of three, that can lead to a certification as an LMF coach upon completion.

Module II introduces language as a mirror of people's meaning making.

Module III serves as an opportunity to practice coaching with the LMF and MAP and to demonstrate facility with the model.

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; a think tank in Denver, Colorado. She presents and co-facilitates at Integral Institute seminars and workshops. 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 share her insights and to train individuals in developmental theory.

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.

Glenda: Glenda is a consultant committed to adult learning and development. Glenda brings over 20 years of facilitating leadership development, organizational learning, career and personal development and has worked with leaders individually and in Fortune 500 companies.

Glenda has her Masters degree in education, has been certified in many adult learning tools and initially certified with Susann in the use of the Leadership Development Framework in 2000. Glenda has been using MAP (formerly the LDF) with clients since then.



Program Fee for Module 1

CAD\$1750 + gst

Plus \$ 250+gst – MAP Instrument and Report

Materials & Facilities (incl. coffee and tea) are included in this fee

Room and board at participant cost

Venue

Innovation Place

2 Research Drive

University of Regina Campus

Regina, Saskatchewan

Registration

Please email [Glenda Reynolds](mailto:Glenda.Reynolds@telus.net)

for registration form, MAP test

cancellation policy and payment details

Registration	July 23, 2010	Application due on a “first come, first served” basis
		SCTi-MAP submission due (4 weeks ahead)
Dates and Time	Aug 22, 2010	7:00pm to 9:00pm
	Aug 23, 2010	9:00 am to 5:00 pm
	Aug 24, 2010	8:30 am to 4:00 pm
Contact Glenda	Mobile: 403-813-9222	e-mail: glenrey@telus.net