

Leadership Maturity Framework



Authorisation Workshop
and Training Intensive
for Professionals
Module 1 & 2

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&
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New LMF Authorisation Workshop and Training Intensive for Professionals

Susanne and Maja are pleased to invite you to an intimate, intensive exploration of the Leadership Maturity Framework (LMF), a framework that illuminates a sound understanding of human development, with demonstrated application in organisational contexts (Rooke and Torbert, Harvard Business Review, April 2005).

The purposes of this intensive exploration are to:

- Expand your understanding of adult development and your own particular journey.
- Enhance your ability to support the development of people, teams and organisations.
- Augment your transformative skills enabling you to intervene more powerfully in organisational change and development.

Intended Audience

Anyone who plays an active part in the development of others. This includes HR staff, internal or external coaches and consultants, change agents, recruiters, and leaders who coach or mentor their staff.

The Experience

In this intensive workshop, you will experience a rich fusion of personal and professional development. The workshop is structured along a method of inquiry that deepens self awareness step by step.

You will begin to consciously understand: “Where am I? What is next for me? What are my greatest challenges? Where is my own learning spiral moving? And where will I get new energy to move forward?”

The training integrates learning at many levels:

1. Participants learn about adult development and the LMF.
2. They understand the framework through the lens of their own developmental journey.
3. Understanding language as a mirror of meaning making .
4. This learning is deepened by a rich community of fellow participants engaged in co-inquiry

The Outcomes

By participating in this intensive you will:

- develop an in-depth understanding of the Leadership Maturity Framework
- complete your own Sentence Completion Test and receive a personal Leadership Maturity Profile (SCTi-MAP)
- extend your coaching and mentoring skills with knowledge of LMF and learn new approaches to developmental work
- understand your own developmental ‘frame’ and your own development agenda better
- understand more clearly the capacities and limitations of your client systems and be able to intervene more powerfully
- understand the difference between translation and transformation
- learn how to use the sentence completion form and the resulting Leadership Maturity Profile
- become authorised to use the Leadership Maturity Profile SCTi-MAP, which enables you to commission Profiles for others (after full completion of all modules)
- become part of a growing community of LMF practitioners.

About

The Leadership Maturity Framework

The Leadership Maturity Framework offers a profound understanding of how and why leaders and organisations behave as they do. The framework offers insightful maps for individual development and organisational change.

The Leadership Maturity Framework is concerned with the core human process of making meaning – how we make meaning determines how we think and ultimately, how we behave. The Framework analyses and predicts the meaning-making stages leaders pass through. Most frameworks for understanding human difference and leadership capacity fail to recognise this core process. This training intensive provides the missing perspective and enables people to work skilfully with the meaning-making process.

The Leadership Maturity Framework describes nine stages of leadership development of increasing level of complexity and integration. Each stage is generally more effective, flexible, and insightful than the previous one. The LMF also identifies the capabilities and limitations of each stage. Extensively researched and validated, it describes what promotes and impedes development to each successive stage.

About

Leadership Maturity Profile SCTI-MAP

The Leadership Maturity Profile (SCTI-MAP) was developed by Susanne Cook-Greuter in conjunction with the Leadership Maturity Framework. It 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 stage measure currently on the market. It measures nine levels of adult learning and emergence.

In a unique process, unfinished sentences are completed by the person being profiled. A sophisticated dual analysis of the responses produces the person's "meaning making" profile. The analysis process has very high validity and reliability on a range of measures.

What makes the LMF & MAP unique and distinctive?

Most leadership development approaches in organisational and professional practice today promote adult learning through a lateral, skill-based approach. The LMF uniquely focuses on both lateral growth (competency acquisition) and vertical, transformational development (gaining greater capacity). In addition, the LMF makes the most subtle and explicit distinctions at the high-end of the personal developmental spiral, and includes ego-transcendent or transpersonal perspectives.

The MAP measure is the best tool for identifying self-actualisers, the very individuals most likely capable of the transformative leadership necessary to survive in today's demanding and ever-changing environments.

New training program towards a LMF-Coaching Certificate:

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 Developmental 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 II, Segment 1 - 1 Day Session on Language as a window into adult meaning making

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

Module I : (3 days)

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)

1st Segment is 1 day session on Language as a window into adult meaning making, 2nd Segment is 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, you will need to complete both segments of Module II in order to be a certified LMF 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 with 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.

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.



Dr. Susanne Cook-Greuter is a founding member of Ken Wilber's Integral Institute in Boulder, Colorado.

Susanne is a co-director of its Psychology Center and a contributor to the Business Practice Branch. Susanne's work is heavily referenced by Ken Wilber in many of his works, pointing to the sophisticated development of the instrument she created. Susanne coaches and consults to various organisations and projects in research design and the use of developmental frameworks.

Susanne has a doctorate from Harvard University and is an internationally known authority on adult development. Susanne worked closely with Robert Kegan, while she developed her own thesis, "Post-autonomous Ego Development", a landmark study in the characteristics and assessment of highly developed and influential individuals and leaders. She has co-authored two books with Mel Miller titled "Mature Adult Development, Creativity and Spirituality".



Dr Maja Stanojevic-Andre is the director of Q3 Intelligence, a consultancy that specializes in Integral Leadership Development. Trained as a medical doctor and psychiatrist, she has been working as a leadership consultant and executive coach in area of leadership and organizational culture transformation since 2001.

Maja is passionate about introducing and complementing adult developmental perspectives to current leadership theories and practices.

Registration Information

Dates: Module I: April 26th - 28th, 2012

Module II: April 30th - May 2nd , 2012

Venue: Medina, Coogee
183 Coogee Bay Road
Sydney, Australia.

Enrolments

closure: 23th March 2012

Allows time for pre-course assessments

Early Bird

Deadline: 31st December 2011,

Book early for 10% saving of full fee

Registration

Fee: Module 1: \$2850 + gst

Module 2: \$2850 + gst

Prices include all course materials & lunch

Add extra \$330 for your personal MAP

Registration: For enquiries and bookings contact

Maja Stanojevic-Andre

via phone: 0401 77 55 37

or email: maja@q3intelligence.net

Testimonials

“LMF provides an excellent means of understanding how individuals progress through greater levels of complexity. It can be very helpful to coaching practitioners to provide them with understanding of relevant subtleties in order to support growth of their clients.

Susanne works as an Alchemist to facilitate growth...

My transformation continues to unfold, refold, be retold.”

Chip McFarlane, Institute of Executive Coaching

July 2006

“I came expecting professional learning and emerged with personal transformation – it’s a mystery. Thank you.”

Carolyn Taylor, Axialent

June 2006

“Excellent overall experience. A highlight in my own personal journey.”

Peter Hayward, Strategic Foresight Swinburne University

July 2006

“A wonderful blend of didactic & content with personal and experiential: HEADS AND HEARTS. First rate material presented in a wonderful and interactive way. I cannot remember a conference I enjoyed & was stretched by as much as this one!”

Mark Richardson

July 2006

“Workshop was an unusual and provocative combination of academic rigour and disciplined content spiced with intrigue. Susann as dedicated researcher is impressive, as nature mystic, delight. Maja as a pioneer of LMF in Australia has a strong grasp of LMF concepts and is both enthusiastic and effective teacher.

Tim Gartside, Epicentre for Thriving Organisations

September 2007

“It was a wonderful experience to meet Susann and to spend three days sharing the wisdom of this renowned developmental 'guru'. I also found it very useful to be able to tap into Maja's extensive experience in using the LMF successfully in the Australian context. Her training as a psychiatrist also showed through in the richness and depth she was able to bring to her descriptions of the experience of different developmental levels. In addition, Maja's engaging presentation and facilitation style brought warmth, colour and energy to the workshop.”

Niki Vincent, CEO Leaders Institute of South Australia

September 2007

“Openness, heart, experience, clarity. Very supportive environment, great value and enjoyment. Will integrate learnings into my philosophy for business change, transformation and evolution ”

Richard Barrett, Values Centre

January 2008