

## Whole Spectrum Leadership Development

Our bespoke transformational leadership development programmes enable leadership teams to:

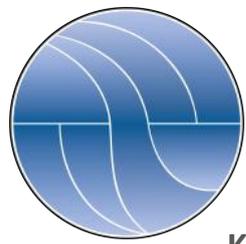
- Learn and **deepen their leadership skills**, become more self-aware and increase their capacity to engage and inspire others
- **Move out of reactive patterns** into an adaptive leadership style sourced in the capacity of the creative mind
- Build more **trusting relationships** founded on shared understanding of the power of values
- Seeking a **greater understanding of purpose and meaning** in work and life and in doing so, inspire others to do the same

We don't run typical, transactional development programmes in which participants are taught how and when to delegate, how to manage performance or implement strategy. There is no powerpoint, unless presenting data. We use **experiential learning to create shift in mindsets**.

Our programmes contain **a range of practical tools and techniques** that leaders take back to the workplace and apply, but in a way that has deeper meaning for them, as they have worked through their own values and limiting beliefs. We use **some theory** to set a context and to bring you the best leadership thinking around but in a **pragmatic, accessible format**.

We **use your business and leadership challenges**, alongside the corporate strategies and priorities, your growth or strategic plan, as the basis for the programme, so that activities and dialogue are grounded in day-to-day reality. **We work with what you're working with, rather than take valuable time away from the business.**





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## Key elements of the programme

- Understanding levels of listening to tune into the “system”, yourselves, your role, your organisation and the wider environment, using **generative listening skills to create new possibilities**
- Developing **adaptive leadership skills** to give greater power in a world of VUCA challenges (volatility, uncertainty, complexity and ambiguity), from the work of Ron Heifetz at the Harvard Kennedy School
- Theory U from Otto Scharmer and the Presencing Institute, as an innovative and practical model to create awareness, attention and emergence leading to **breakthrough thinking** in micro and macro contexts
- Exploring the **power of values**, and their impact on business and leadership challenges through beliefs and behaviours, building on the work of John DeMartini and Barrett Values Centre
- Improving team effectiveness through understanding how our subconscious fears create **triggers for limiting mindsets and behaviour**
- Learning to give and receive **powerful and impactful feedback**, and have courageous conversations

We offer transformational leadership programmes in different sizes and shapes to suit the organisation. Typically, this includes 360 assessments, 1-2-1 coaching and a 2-3 day offsite, supported by follow up reflective learning and next-steps planning sessions.

**If you are interested to explore how transformational leadership development could take your leadership team and business to the next level, please get in touch and we'd be happy to talk through your requirements.**