

Transform yourself to transform the world you are in

Into The New Whitepaper - on a Transformational Leader Program

EXECUTIVE SUMMARY

This paper summarises outcomes, process and enabling keys of a 9 month Leader Transformation Program run in a large industry operating in a highly competitive market.

Program Intention: To strengthen organisational excellence through human centered, emergent leadership.

Outcomes & Conclusions: Holding a deep enough process, to enable transformation of the individual leader, is a key for long term, sustainable, human centric strengthening of the organisation. The transformation of the individual leader transforms the leadership of self, others and the organisational systems. Initiatives holding transformational power are shaped, and creativity, collaboration and work progress are all strengthened as the human and relational aspects of organisation grow in significance.

PROGRAM OUTCOMES

We observe transformation in individuals, transformational effects in leadership of teams and organisational units, and we see co-emergent organisational initiatives holding transformational capability for the system.

That is, we observe that transformational development of individual leaders do find its way into daily leadership, with notable effects for subordinates and peers, teams being led, and organisational units.

An attendee program evaluation gave the following scores:

- The NPS (Net Promoter Score) of the entire program: 94,1 (on a scale from -100 to +100)
- Average attendee score: 9,65 (on a scale from 0 to 10)

These exceptionally high scores can partly be understood through the selected attendee quotes:

“I have a new set of values when I communicate with my teams and also when I listen to them. Today my teams are more eager to share, and pitch ideas. I also note that the teams’ work progress is faster.”

“When I started the program I felt that I was not the best version of myself. Now I feel I have gotten the insights to be the best version of myself, in various situations and contexts with others, enabling them to be the best version of themselves. And I have gotten tools to support my future growth for years to come.”

“I want to share how the program has helped me meet people in a completely different way, understanding their perspective and triggered fear. In doing that, I am able to spark true engagement from more people, enabling us to go forward together.”

“Now I am honest with myself. And that has created great shifts both in my private life and as a leader. I look at things differently now. I think everyone is much more beautiful now. It sounds silly, but I really do. Everything looks so much more beautiful now than before.”

“In order to grow, we need to see the cracks in ourselves. That is painful. And the process of changing them is painful. But there is no other way... And that is where we grow. And it is soo rewarding when we endure. The growth is incredibly liberating.”

PROGRAM OUTLINE, PROCESS & ENABLING KEYS

The program consisted of:

8 facilitated full days, monthly. Coaching triads meeting weekly or bi weekly between sessions. One 1-1 developmental coaching session per month.

Theory and scientific frameworks was shared in pre-recorded video available online prior to sessions, to enable exploring and experiencing of the models in the self during sessions.

Tools and practices for individual- and triad reflection, as well as team and organisational practices available online.

Key program process activities and tools has been:

- Facilitated, co-exploratory full day sessions
- 1-1 Developmental Coaching sessions
- Attendee Coaching Buddy Triads
- Digital material available online, in both video and printed format.
- A deck of cards – with graphics of all models and frameworks as a supporting scaffold to guide the integration into daily leadership.

The main keys to enable leader transformation thru the program were:

- To give time for deep exploration into the scientific frameworks of human development stages (vertical development). Deepening the understanding and embrace of oneself through the different psychological figures shared by all humans. Thus also deepening the understanding of, and relating with others.
- To explore the complexity of social systems (such as organisations), and experience the interrelatedness and co-emergence of self, other and system, thru applicable and complementary frameworks.
- To experience the infinity 8 – the oscillation between setting aspirational intent and exploring resistance and fear holding us back – as a way to grow as a human being and as systems/organisations.
- To explore and experience the nature of emergent change. To see the need for co-emergence for social systems to change, and own the agency to lead in co-emergence.
- To deepen the present centred awareness.
- The 9 month program duration, and the integral program intention, enables integration of the above enabling keys. An integration that allows for the different frames and perspectives to integrate into one coherent whole.

CONCLUDING REMARKS

The intention of this program is to enable transformational development of leaders, leading to initiatives in the organisation holding transformational capacity.

The outcomes of the program are remarkable. We observe what we aimed for:

- Transformational development of individual leaders, transforming their daily leadership.
- We note (measured) higher creativity in teams. Increased eagerness to share, and pitch ideas. And the teams' work progress is faster
- We see co-emergent organisational initiatives holding transformational capability for the system.
- Attending leaders experience a significant, positive shift in all relations in life, becoming closer, more honest. Also, a true appreciation of diversity is noted.
- Attending leaders experience a significant, positive shift in all parts of life. They experience life as more beautiful. With more joy. With more life.

That is, we observe that transformational development of individual leaders do find its way into daily leadership, with notable effects for subordinates and peers, teams being led, and organisational units. But it does not stop there. This program transforms lives. Which probably is the main reason for the observed, positive effects in leadership.

About us:

We, Karin and Niklas, hold a range of global certifications in developmental coaching, vertical leader development, the relational organization, sustainable change of social systems, vertical organizational development, self-organizing structures and so on... But this is not the primary reason why we are really successful in what we do.

Many others use this research to compete. A fit right in our Achiever paradigm. "The more developed the better", "Later is greater", "We need to develop", "We must..." And so on. The problem with this approach is that it actually seems to inhibit the very growth and development aimed for. Striving for consciousness expansion is a great hinder for the same. We learn to say the right things, but on the inside, nothing really changes. It is hurtful. And we have seen it closely.

We have found another way. A holistic way. Totally free from competition. Free from better or worse. We use this research to meet ourselves. To meet every part of ourselves with an open heart. With compassion. With love. And when we do, we start to integrate ourselves. And when we do, our consciousness open up for expansion. We grow from the inside out. Bill Torbert once said something like this in a dialogue we had: "Trying to expand your consciousness without integrating your earlier stages properly is like trying to climb a staircase nailed to the floor. It hurts. And it's impossible."

So, in all our work, we work holistically. And people attending our programs and workshops are actually moved. Touched. By meeting themselves. Thru others. For we are all beautiful. And deep inside, we know it!

Get in contact:

We want to spread what we by experience and validation know work within the field of personal and leader development for the emerging future.

Get in touch if you sense that our paths may cross, or if you are curious of what we can help you with.