

COLLECTIVE LEADERSHIP RETREAT PROGRAM

OPEN ENROLMENT



**LEADERSHIP
COEFFICIENT**

Leadership Coefficient is offering an open enrolment series of our Collective Leadership Program in both Europe and Asia Pacific. This experiential retreat program is designed for leaders, top talent and change agents to grow their collective leadership competencies on a learning journey over 8 - 10 months.

TODAY'S CHALLENGE

SHIFTING LEADERSHIP FROM THE INDIVIDUAL TO THE COLLECTIVE

- An emerging set of leadership competencies in systems thinking and adaptability are needed to address increasing complexity.
- Developing the capacity to ask different questions, observe systemic patterns, and shift mental models, generates innovation.
- A focus on individual and team strengths, and on team dynamics, enables a team to enhance its own performance, creating culture together.

BUSINESS IMPACT

Collective Leadership is an organisational performance differentiator that directly impacts bottom line results. Our clients have experienced direct improvements in many areas, including employee engagement, workplace climate, productivity, quality, innovation and customer satisfaction.

THREE PRINCIPLES OF COLLECTIVE LEADERSHIP

The retreat program is based on three foundational principles:

- 1 Focus on the 'Being' of Leadership, not only on the 'Doing'**
Participants explore the complexities of "who we are being" in our relationships, versus the traditional focus on what we are supposed to be doing as leaders. A collective model requires deep self-awareness and the courage to express oneself fully and authentically.
- 2 Leading from the Whole System versus from 'the Rock'**
Our model emphasises the collective (or system). Traditional leadership models focus on the individual. In collective leadership the team members are conscious that they are part of a larger whole and are co-leading from a systems perspective.
- 3 Leading from the Emerging Future rather than the Past**
We address the imperatives for leading in a fast changing, complex world to remain sustainable. It requires leaders to be present, aware, able to see with fresh eyes, ask different questions, see systemic patterns, and leverage collective strengths, in order to anticipate a future that is emerging moment by moment.

THREE LEADERSHIP RETREATS

1

Leading from Your Authentic Core (3 days)

Developing deep self-awareness from a values base, exploring leadership purpose, learning about personal impact, discovering what it is to be vulnerable, and having the courage to express oneself fully authentically.

2

Leading from the Collective Whole

Self-discovery in relationship with others: thinking systemically, understanding team dynamics, learning how to co-create and co-lead within dynamics, and harnessing the collective intelligence across the organisation.

3

Leading from the Emerging Future

Heightened awareness of systemic impulses and an unfolding future: how to lead through change and complexity, seeing systems, sensing what is emerging and being agile and adaptive to harness new opportunity and possibility.

LEARNING APPROACH

The program is designed to generate significant personal and professional growth and has a profound impact. Multiple learning approaches are used: facilitated discussions, experiential exercises, coaching and personal reflection. Personal and cultural change is a journey, and the program supports that with 3 retreats over 6 - 8 months, including 3 in-between coaching sessions, to progressively reinforce learning and application.

REASONS TO ATTEND

As a result of attending the full program participants will be able to lead together as a coherent, high performing team through:

- Knowing how to become fully present, with quality attention on self, people and tasks.
- Deepened emotional intelligence, with greater awareness of the behaviours, impact and talents of self and others.
- Creating and inspiring quality relationships, trust and motivation, through greater self-awareness and improved communication, leading to improved engagement and climate.
- Demonstrating greater collaboration and cohesion within the leadership team and with others, taking ownership for the whole and able to lead collectively to achieve shared goals.
- Being aware of own judgements and assumptions and able to maintain a more open and curious view that fosters personal and team creativity and innovation.
- Leveraging strengths and maximising contributions through the ability to think and act systemically, capitalising on the collective intelligence to improve team performance.
- Being able to sense and lead from emerging future dynamics, to innovate for sustainability.
- Deepened coaching competency, to inspire employees and create a learning culture across the organisation.
- Being energised to deliver a quality experience for all key stakeholders and constituents in the organisation system.

PROGRAM REGISTRATION


If you would like to explore dates and register your interest in our open programs, please visit : <https://leadershipcoefficient.eu/register/>

If you would like to discuss how Leadership Coefficient can support leadership and cultural transformation in your organisation, please email or call us to speak with one of our consultants.

WHO WE ARE

At Leadership Coefficient we are experienced consultants, facilitators and certified coaches. Our global team members have broad business backgrounds and international experience in senior corporate roles. In particular we are practitioners in the work of the Coaches Training Institute, the Center for Right Relationship and the Presencing Institute for Theory U.

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