

Integral Leadership Suite



the coaching room
A Partner for Life

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Welcome to our Integral+Leadership™ Suite

The Coaching Room's' **Integral+Leadership™** program provides a leadership framework (a map) for giving Leaders simple and yet, profound perspectives.

It unlocks capacities and the innate wisdom of the Leader, needed to Lead themselves, their followers, industry and the stakeholders of today, effectively and successfully into a vibrant and flourishing tomorrow.

Context is the knowledge for all content.

At last a map, the map, that truly charts the territory of individual, team and organisational leadership, issues and solutions!

Based on **Integral Theory** (Ken Wilber et al - an all-inclusive mesh that draws on the key insights of the world's great knowledge traditions) Integral+Leadership™ utilises a single developmental model; **The 4-Quadrants**, across all 5 days of this program. Making the learning simple, deep and embodied.

The wisdom gained from drawing on ‘all truths’ and ‘all perspectives’ of **The 4 Quadrants**, allows the **Integrally informed leader** to bring new depth, clarity and heart to every level of human and business problem and opportunity - from unlocking individual and team potential to finding different approaches to cultural, organisational and global-scale problems.

Integral Theory suggests that all human knowledge and experience can be placed in a four-quadrant grid (**The 4-Quadrants**), along the axes of “interior-exterior” and “individual-collective”. It offers some of the most comprehensive approaches to reality, to explain how academic and organisational disciplines are brought together and every form of knowledge and experience fit together coherently.

Our **Integral+Leadership™** program provides an overarching model that awakens and integrates ALL leadership and Organisational development theories on one single page!

Integrally Informed; Applying the model to the training. As a training program, each of the 4 areas of The Quadrants are taught and delivered throughout our **Integral+Leadership™** suite as follows:



Enabling } **Leading attitudes and perspectives.**
Leading behaviours and presentation.
Leading culture and systems.



Evolutionary Leading.

Moving from coping to managing to leading, through situational leading, often rests in active and reactive strategies and behaviours. Our **Integral+Leadership™** suite offers the power and agility of contextual leadership that is not dependent on reactivity or the situation.

The contexts, multiple-perspectives and distinctions shared via **The Quadrants** across this program provide a living and comprehensive wisdom that once learnt and practiced, seem kind of magical, like the response, be it an answer, offer or statement, seems to be with the leader before the question or need even arose.

Where

Our **Integral+Leadership™** suite is delivered In-house usually on the premises of the organisation engaging the program. It is a 5-day corporate leadership training program that can be scaled organisation wide both nationally and Internationally.

Each of the 5 days highlighted below can also be taken as single stand alone 1-day programs, or, a combination of them all to suit the needs and purposes of the organisation engaging it.

Course Outline

Below you can glimpse the potential of each day.

Day 1

Self-Leadership



This day Utilises the Self or Individual quadrants in developing the perspectives, attitude, Knowledge and communicating and behaviours for highly effective self-Leadership.

As the day unfolds, after the initial foundational learnings of the 4 Quadrants are shared, an in-depth exploration of the subjective experience of the Leader and a review and study of real or behavioural and communicative aspects of the Leader occur. Delivered through the quadrants in an effort and intention for creating significant self-awareness, enabling new and different perspectives and responses to be chosen and practised.

The dynamic utilised in this day is one of a developmental awakening from the Leader being subject to their current perspectives attitudes and patterns of personality and reactivity; toward greater objectivity leading to a broader range of capacities and responses.

This process also covertly starts to facilitate and educate the individual Leaders toward a more systemic and integrally informed world-view.

Using developmental action inquiry (DAI- Torbert) the day is wrapped up in formulating several core intentions, for post-workshop engagement leading to realising and becoming a more Integral Leader of Self.

Day 2**People-Leading**
(Others)

This Day uses the collective quadrants in the lower left (inter-subjective realities) and lower right (inter-objective environments, systems and processes) of the model in developing contextual Leadership relationships, abilities and systemic actions for engaging and leading others.

With a deep dive into how the organisational and social cultures impact follower attitudes, behaviours and group dynamics. A leader must lead from within their culture (pacing) and yet have the contextual power to not be subject to the culture or others influences from it in their leading people and processes.

The end of accepting the term and norm of 'culture change' by working directly upon culture and instead, awakening to the leverage of the 4 Quadrants to lead 'culture evolution' through an integral and whole of reality response that impacts and directs a different organisational culture to emerge.

Using developmental action inquiry to formulate core intentions leading to realising and becoming a more Integral Leader of other people and organisational cultures and processes.

Day 3**Becoming an
Integral Leader**

This day we use the 4 Quadrants to identify a Leaders current way of leading. We start by mapping out the current 4 quadrant profile of each Leader. This process is often complicated to start doing (simply because these areas are so close to us) and often brings up concerns and realisations of just how often we are 'Out-Of-Date!' with our Leadership qualities, perspectives & attitudes and our actions.

There is usually quite a void in what we imagine we are like as a leader and how we lead. It is often an eye-opener of a morning with lots of delight and disaster floating around in the room. Leaders start to realise that knowing about the 'gap' and any sense of lack is a delightful opportunity toward becoming a more powerful and inclusive operator!

Collective teamwork is engaged during the mid-point of the day to profile, using the 4 Quadrants, an ideal or ultimate Leadership profile for your organisation, a utopian Leader!

Finally, the opportunity to map out across the 4 Quadrants a new or different way for the Leader; identifying and energising different attitudes, identity, energy, behaviours and connective processes moving each Leader toward becoming a more Integrally informed Executive, Leader & Human Being.

Closing the day, using developmental action inquiry (DAI- Torbert) each Leader formulates several core intentions with strategies, behaviours and evaluation criteria, on realising and actioning the identified 'different way' as a Leader for post-workshop engagement leading to understanding and becoming a more Integral-Leader

Day 4

Living an Integral Leadership Vision



In today's current and historical organisation situations, the Leadership or Organisational Vision is often well intended, yet, lacking something for almost every stakeholder.

A Leadership vision cannot be 2-pages long; however, that would seem to be what's needed to keep everyone engaged and happy! With this err of understanding, we often see very complicated, messy and overprivileged Vision statements that are haemorrhaging from multiple locations and places.

Organisations are often misdirected and being 'lead' by more people 'wandering' than Leading in a collaborative, confident and unified way.

Using all 4 quadrants this day is to assess the current org. or Leadership vision against an integrally informed wide lens; The 4 Quadrants.

Then toward envisioning a more Integrally informed Leadership vision, identifying one crucial aspect from each quadrant to contribute to an overall Integrally informed Leadership vision and statement that enables a timely, intentional, meaningful and engaging vision for the people to follow. Each Leader may have formed their functional Leadership Vision, or they may have contributed to the different, new emerging leadership vision. The dynamic of the need for a collective and individual vision and the relationship between both are explored, shared and discussed.

Closing the day, using developmental action inquiry (DAI- Torbert) each Leader formulates several core intentions with strategies, behaviours and evaluation criteria, on realising and embodying the new or 'different' vision as a Leader and how they will engage and inspire their followers, for post-workshop engagement leading to understanding and living a more Integrally informed Leadership vision.

Day 5

Leading an Integral Business

(Problem or and Objectives)



Often the problem and the solution are very close to each other. We sometimes as organisational and business leaders, sense something is missing, or we long for something, yet, what? Why does something so simple seem so difficult, no matter what we try?

This day is facilitated using the 4 quadrants lens for analysis of business issues and objectives. If you do not have the whole picture and all of the perspectives and dynamics of a problem or opportunity, it can be very challenging to make and take effective action toward results and issues.

The 4 Quadrants is used to layer over these seemingly tricky and challenging business processes to provide greater and more general wisdom and outcomes. We look not only 'at' all the possible arising areas for analysis, but we also look 'as' the problem or opportunity from 'as' it, from the inside looking out.

These 4 Quadrant processes awaken immense realisations and revelations for the individual, teams and organisational growth.

Closing the day, using developmental action inquiry (DAI- Torbert) each Leader formulates several core intentions with strategies, behaviours and evaluation criteria, on realising and actioning the identified solutions and utilising the 4 Quadrants for the future for post-workshop engagement leading to understanding and leading a more Integrally Informed Business or Organisation.

Price on application

We can quickly provide you with a quote and fee structure, once we understand your needs. Please contact:

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