



The Lensbury, Twickenham, near London

## RESEARCH FORUM: Advancing a Vertical Development approach to Change June 5th - 7th, 2018, London

In our second international forum we focus on making-the-change from “Transformation” programmes based primarily on horizontal designs to ones rooted in Vertical Development principles. Questions raised: What transitions do we need to foster; how might we manage the interplay between “spotlight” and “scaffold” designs; why is a developmental approach not simply the prerogative of organisations but a valuable piece in community change?



### Partners

Global Leadership Associates / Center for Creative Leadership

### Purpose

The first Forum explored opportunities and challenges facing leaders as they create Vertical Leadership Development in international organisations. Part II continues the discussion by investigating: what does it mean to move from (and between) positions of organisational maintenance to positions of creative change? How can this shift be generative and life affirming? What are typical waking-up-moments to the complexities we are already facing?

### Outcomes

- For Part II our focus broadens as we seek to inform individual and organisational learning from the broader lens of societal transformation.
- We will explore a variety of themes impacting transformation at all levels including; our relationship to time, stress, curiosity and power.
- Insight into how to take Vertical Leadership Development into your organisation in a deep and systemic way. We want to better understand how to transform leadership cultures to be better adapted in the face of complex challenges.
- Designing leadership development and culture change interventions with Vertical Development as a scaffold for the whole program.
- Exposure to the latest tools and research ideas and findings, including using the Transformations Cards in a self-estimate protocol.
- Insight into enabling individual Vertical Development through programmes, coaching and cultural contexts of beliefs and practices.
- Insight into your own personal journey as a person, leader, citizen, and coach.
- Advancing the research agenda for our field
- Develop a community of vertical practise.

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## Research Forum

### Participants

- Bring your latest thinking regarding Vertical Development in your organisation, approach, content and plans.
- Bring your questions and concerns.
- Share your personal journey of Vertical Development in a supportive environment.
- Use the Forum as a time to make sense of this work and how it can be transformative for your organisation.
- Explore your own plans for research, organisational practices and leadership development.

### GLA & CCL

- Share latest thinking in this field, our IP, tools and practical experience.
- Share twenty years of experience using this work in an organisational context.
- Facilitate three days of Action Inquiry.
- Equip participants to take a developmental approach deeply into their organisations.
- Offer on-going support.

## The Three Days

### Day 1

#### Transitions in Individual and Organisational Development

Making the shift from a dependent mind set (in which thinking and behaviours are repetitive) to an integrative/complex approach (in which actions are creative, strategic and mutually transformative.)

### Day 2

#### Transition in Practice

Sharing ideas and experiences which support movement to new levels of complexity. We explore why we bother: what does it matter if our leaders are mature thinkers? What does it matter if our organisations seek to embrace complexity or not?

—more details next page—

### Day 3

#### Community and Societal Shifts

With the help of individuals who devote their lives to asking different questions, framing different thinking and making critically needed changes in communities, we examine how leaders and organisations, in very different contexts, might learn from each others' experience.



## Practical Details

### The Lensbury Club

We are delighted to be able to hold our Forum at the beautiful Lensbury Club in Twickenham. Set in 25 acres of grounds next to the River Thames the Lensbury Club is a wonderful setting. Calm, spacious, friendly and generous are words that describe it well. Yet it is also a centre for elite level sport and so somehow the combination of calm with peak performance and development make it a wonderful metaphor for our learning about stage development together.

The Lensbury is also a hotel with 170 rooms and the attached conference centre has a relaxed comfortable feel with the sporting theme again coming through.

The fitness facilities are fantastic with a state of the art gym and 25 metre indoor swimming pool. If you arrive the day before it is also possible to canoe or sail on the river.

The club is located in Twickenham and is ideally situated for Heathrow airport and easy access to Central London.

### Programme

The Forum will run from 9.00am on Tuesday June 5th until 4.00pm on Thursday June 7th. It is possible to stay extra nights at The Lensbury on both Monday 4th and Thursday 7th.

The Lensbury is a short taxi ride from Heathrow and easily accessible from central London.

The evenings are still to be finalised though will have a relaxed and creative theme. On one evening we will likely take a boat trip on the River Thames to Hampton Court, home of Henry VIII.

**Investment** The cost is £3,000 per person which includes the Forum, all materials, accommodation, food and evening entertainment.

If you'd like to know more please contact:

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