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# Vertical Leadership Development, Action Inquiry and the Global Leadership Profile (GLP) Foundation Programme



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Offered over nine interactive workshop sessions  
**September: 21, 23, 28, 30**  
and **October: 5\*, 7\*, 12, 14 & 19.**

Our programmes attract global audiences and sessions run from **16.00 to 18:30** (UK) each day.  
\*Oct 5 and 7 sessions run from 4pm to 5:30pm.

Our Welcome and Introductory call will take place on **September 14** from **16.00** to 17.00 (UK.)

The programme also involves participating in developmental cafes and experiencing powerful developmental tools, techniques and approaches.

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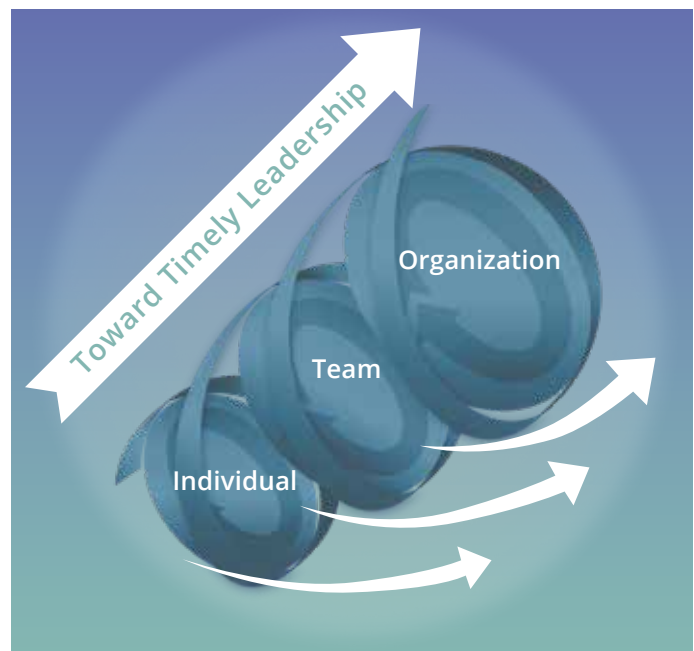
This enhanced, foundational programme is ideal for business leaders, consultants, coaches, researchers and sustainability practitioners who wish to further their personal development and learn about:

- Action-logics – the developmental paradigms through which we think and act
- The power and practice of Collaborative Developmental Action Inquiry—the only approach statistically confirmed as reliably generating both personal and organisational transformation.

All Foundation participants take the ground-breaking tool, the **Global Leadership Profile (GLP)** and receive feedback on their centre-of-gravity, emergent and fallback leadership action-logics. Those who wish to become authorised to use and debrief the **GLP** with their clients are required to participate in this Foundation programme and a short follow-up Certification module.

Offered by Elaine Herdman-Barker, Richard Izard and Professor Bill Torbert alongside a facilitation team of our senior associates and members of our international coaching bench, this program comprehensively blends the what, why and how of transformational leadership development, including:

- 1) The theory of Collaborative Developmental Action Inquiry (CDAI)
- 2) The assessment of leaders' predominant action-logics (either using the **GLP** or in-action diagnoses), and
- 3) The ongoing practice of **Action Inquiry** at the personal, team, and organizational scales
- 4) Learning how to introduce a developmental approach into a teams and organisational context



## Our Enhanced Workshop Experience

At our events, you will benefit from the dynamic and interactive conversation and experience from other participants such as HR specialists, Leadership & Development experts and academics who will be together with you throughout.

Together you will learn practical ways to help yourself and others:

- Assess current leadership action-logics—the centre-of-gravity, emergent and fallback perspective that guide action and influence results
- Become conscious of and shift action/ mental/ emotional habits that are limiting effectiveness

- Exercise personal power with greater flexibility and mutuality to generate personal and organisational transformation
- Develop collaborative practices that increase mindful, relational and cultural intelligence in the wider organisation
- Build capacity to lead from the inside out, confidently responding to the deepest calls of our human nature and of the natural world that holds us.

Your facilitation team, with their rich experience, will be on hand to answer any questions and to support your on-going inquiry through a number of additional, online developmental café sessions, a pre-course meet and post Workshop check-in.

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## How It Works

The programme includes three streams that run in parallel:

**Workshops:** Nine highly interactive workshop-webinars. These webinars introduce you to the foundational theory and you'll do a deep-dive on the action-logics. In addition, there will be specific sessions on action-inquiry and organisational development/teams.

**Individual learning:** As well as taking the GLP you'll also get to use the digital Transformation Cards. We'll also be regularly dropping other resources to support your learning journey.

**Developmental cafes:** participants join a developmental café for the duration of the programme. Cafes are made up of four-six participants and are facilitated by a member of our team. These cafes will allow you to explore questions in depth and will help you catch the action-inquiry approach (approx. six hours)

All of this is supported by cutting-edge but simple to use technology that helps maximise your learning experience.

## About the GLP

The GLP and its companion report, help us understand our current frameworks of thinking (action-logics). We are then able to make better sense of ourselves, others, and the contexts/systems around us. It helps us question our current mindsets and paradigms and begin to shift them if appropriate. The reports offer coaches a rich resource to draw from that can lead to many powerful coaching inquiries and explorations. By measuring and analysing action-logics we are able to see more clearly the subtle dynamics at work within leaders, teams and organisations. Working on these can lead to deep transformations.

Over 50 years of research and real-world engagement points to the GLP instrument and GLA's Action Inquiry approach being world leading; impacting both individual and organizational transformations. Aside from the sentence-completions, the GLP asks participants to both complete a Self-Estimate and gather feedback from colleagues. This multi-perspectival approach to assessment models the richness of inquiring into both one's own and others' viewpoints. Each profile has a personalized commentary based on the leader's own sentence responses. This enables leaders to effectively explore in coaching, the patterns that will make the most difference to their leadership contribution.





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## Facilitation Team



### Elaine Herdman-Barker

Co-founder and President of Global Leadership Associates, Elaine is the co-creator of the Global Leadership Profile, leading authority on assessing and supporting change in leadership action-logics.



### Richard Izard

(Co-founder and Managing Director of Global Leadership Associates) is a leadership development consultant who specialises in helping individuals, teams and organisations make lasting change in how they think and behave.



### Bill Torbert

Co-founder of GLA, Yale/Harvard/Boston College Leadership Professor Emeritus, Bill is an award-winning teacher, internationally renowned consultant, and author of many books including Action Inquiry: The Secret of Timely and Transforming Leadership.



### Kirsty Leishman

A highly respected coach and facilitator, Kirsty works alongside leaders and teams from global, FTSE organisations; public services and the voluntary sector – across the UK and internationally.



### Trish Silber

Trish has over 25 years of experience consulting with global organizations facing rapid and unprecedented changes in technology, markets, strategy, and leadership.



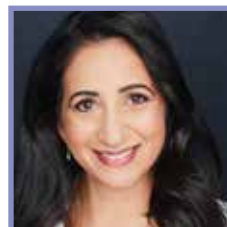
### Oliver Nyumbu

Oliver has over 20 years experience in coaching senior executives, CEO's and Boards around the globe. He is also a trusted advisor to businesses in Europe; USA, Scandinavia; Africa; Asia and South America.



### Nick Owen

Nick Owen is a consultant with an international reputation whose work has been acclaimed across a variety of contexts: corporate organizations, the professions, the arts and education.



### Aman Goyal, PhD, PCC

Aman works with Founders, CEOs and VP leaders across industries and primarily supports leaders in start-ups, Tech and Health-Care. Compassion and wisdom are cornerstones to her work with clients.



### Danny Morris

International Coaching Lead, Danny brings clients new ideas and fresh perspectives that can be immediately applied to business and leadership challenges. He helps leaders navigate relational complexity and getting the best out of people.



### Eric Svaren

Eric is a coach to leaders in business, tech, health care, research, higher education, government, NGOs (non-profits), and associations—as well as leaders in transition.

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## Practical Details

Covered over nine virtual sessions running on September: 21, 23, 28, 30 and October: 5\*, 7\*, 12, 14 & 19. Sessions run from 4pm to 6:30pm (UK) each day.

\*Oct 5 and 7th sessions run from 4pm to 5:30pm.

Our Welcome and Introductory call taking place on September 14 from 4pm to 5pm (UK).

**Part of the Workshop experience includes taking the GLP and receiving a 1:1 debrief with one of our Senior Associates.** As part of this enhanced workshop, we have also introduced additional action inquiry group sessions into our programme, offering further space for reflection and time for discussion. These groups are active, collaborative, mind and heart expanding. Questions are held before problems are solved, leaving space for personal exploration and experimentation. Workshop participants will also have the opportunity to map their developmental journey through our new online Transformations Cards deck as part of their experience with us.

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## Cost:

£2400 for corporate clients, £2100 for independent coaches/consultants & students with an early bird booking discount of £200 applicable on all bookings made before 1st June 2021.

Add £600 if you wish to do the certification module to become an authorised GLP debriefer. (Participants seeking to certify after the Workshop are also asked to purchase 2 GLPs at £400 each to debrief as part of their GLP accreditation - this is typically recharged to their clients or organisations.)

Please note, VAT is chargeable to both UK residents/registered organisations, and EU residents/registered organisations who are unable to provide an EU VAT registration number.

**For further inquiries or to register for the workshop, please email [alison@gla.global](mailto:alison@gla.global)**

This workshop is bought to you by Global Leadership Associates, specialist developmental coaches, consultants & creators of the ground-breaking vertical assessment, the GLP (Global Leadership Profile) which is based on over 50 years of research and real-world experience.



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## GLA Awarded ICF (Continuing Coach Education) Accreditation

We are thrilled to announce our Action Inquiry (AI) & GLP Workshops and our Advanced Practitioner Programme have been accredited by the International Coach Federation (ICF). All delegates who attend our Workshops will now earn credits towards the renewal of their ICF credential.



## GLA Workshops - Client Testimonials

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*"The Action Inquiry & Global Leadership Profile Virtual Programme was excellently organized, with a strong energy and engagement flowing through the group for the whole week. The collaborative way of working enabled deeper discovery of the stages of adult developmental maturity, and I gained an intimacy of realization about each stage, along with the capability to administer and debrief the GLP instrument with clients".*

Paul O'Donovan Rossa

*"It is clear from taking the GLP Certification Workshop how Elaine and her team have been listening and taking action at the leading edge of human development for several decades now. The way they have translated their work into a meaningful, disciplined framework for leadership development and organizational transformation is staggering in its implications, elegant in its simplicity, and humbling in what it represents: a beacon of light in the midst of a complex world filled with shadows. Prosaics aside, the GLP also has a "role up your sleeves and get boots on the ground" kind of pragmatism about it."*

Christopher Chang-Duffet, Executive Director, Humaxis, Inc.

*"I attended both the recent London accreditation Workshop and also the Advanced Practitioner Programme, which invites you to take a deeper dive and answers the 'what next' question, developing a wider community of practise and inquiry. The space was creative and inviting in anticipation for learning, exploration and living the theory. I was joined by a group of wonderful, like-minded people who were happy to share their rich experiences, both professionally and personally. Elaine in particular is a wonderful facilitator - She manages to create a perfect balance between academic rigour and skilful use of art, metaphor and story-telling for making complex concepts not only accessible, but also much easier to integrate by the audience."*

Alis Anagnostakis, Consultant and Executive Coach

*"I recently attended the Action Inquiry & Global Leadership Profile (GLP) Workshop in London and am a complete convert. The idea of Vertical Development through GLA's specific lens and industry leading measurement tool, the GLP, has massive potential for both personal and professional development at all levels of an organisation. I arrived at the Workshop steeped in various theories and models with which I was currently working at doctoral level; meaning that I was very curious and even more sceptical! However, Richard and Elaine patiently and expertly guided us through making sense of the action-logics and GLP, and importantly, were able to ground their claims in strong academic research. Since the Workshop, I have engaged with the action-logics and theory in various settings all with great success. I have personally developed tremendously as a direct result of completing the GLP and having attended the event."*

Niel Stander, Sensibus Consulting

*"It was an outstanding program, it really stretched my thinking which was exactly what I wanted. I left with both a sore head and what feels like a much bigger perspective. Thanks!"*

Nick Petrie, Senior Faculty, Center for Creative Leadership