

Transforming Leaders Circle

— a collaborative space for personal, team and systemic transformations.

“In a world of change, learners shall inherit the earth, while the learned shall find themselves perfectly suited for a world that no longer exists.”

— Eric Hoffer

Leading and learning in a VUCA World

The 21st Century organisation is a demanding place for leaders to weave their magic within. Volatile marketplaces, uncertain futures, complex strategies and ambiguous structures create a potent cocktail that can challenge the most grounded individual. Supporting oneself in the midst of this cacophony has become a critical capability.

The transforming leaders circle

We have created an innovative way to gain valuable support for yourself working with leadership peers and coach-facilitators. Participating in the *transforming leaders circle* offers a collaborative space away from your organisation to work on your personal, team and wider systemic transformations. You will work alongside 10 peer-leaders drawn from the public, private and third sectors who have a passionate interest in their own and their organisation's development.

The circle will meet four times over a 10 month period providing an opportunity for participants to confidentially and collaboratively explore topics that are most significant to them. Sessions will be facilitated to encourage participants to become more aware of their own patterns of behaviour and how these may be inhibiting their own and their organisation's development. Key materials will be provided to support the group's ongoing learning about personal and systemic transformations. All participants will complete a STAGES profile and be debriefed to support them in joining the programme and to help them make sense of their current developmental trajectory.

8 hours of 1:1 personal development time are included to support participant sense-making, the integration of developmental feedback and application of learning into their personal context. Participants will have a bespoke feedback report gathered from 6 colleagues and work in co-leader pairs between sessions to support personal learnings. A private online forum will provide a space for inter-session questions and answers and the development of connections between participants.

A network of high-calibre transforming leaders

A key element of the *transforming leaders circle* is connecting and working with leaders from other organisations who are facing similar personal and organisational challenges. All participants will engage in a developmental interview to ensure they are aware of the opportunities, challenges and commitments required to engage in this kind of work.

The 10 month transforming leaders circle:

- 4 x circle sessions (running from lunchtime to lunchtime)
 - 8 hrs of personal development time
 - bespoke feedback report from 6 colleagues
 - co-leader pairs between circles
 - STAGES development profile and debrief
 - private online collaboration space
- Meals and accommodation are not included.

Each circle comprises:

- 10 participants
- 2 coach-facilitators per circle session
- a dedicated development coach for the lifetime of the circle

Participants engage in a joining process:

- personal development interview with coach-facilitator
- STAGES vertical development profiling and debriefing

Coach-facilitators include:

Jason Harrison is a systemic coach, organisation consultant and supervisor who has worked at a strategic level with private, public, and third sector organisations. He has a Masters degree in Organisation Consulting.

Sarah Willis is an executive coach and organisation consultant with career experience in the Home Office, NACRO and as a CEO. Sarah is a certified TA Counsellor and Coach and NLP practitioner.

Simon Cavicchia is an executive coach, coach supervisor, organisational consultant and psychotherapist. He jointly led the Metanoia MA/MSc in Coaching Psychology, and has Masters degrees in Organisation Consulting and in Gestalt Psychotherapy.