



## Institute For Developmental Coaching ASIA PACIFIC

*for Coaches, Adult Learning & Development Specialists,  
Organisational Change Practitioners, Human Resource  
Managers, Leaders and Individuals*

Module 1 – Developmental Stages: March 14<sup>th</sup> to 16<sup>th</sup>

Module 2 – Developmental Coaching Intensive: March 17<sup>th</sup> to 18<sup>th</sup>

### **THE LEADERSHIP MATURITY FRAMEWORK**

The Institute for Developmental Coaching is pleased to invite you to share in an intimate and intensive exploration of the theory and practice behind the Leadership Maturity Framework. This workshop is rich in experiential learning. You will engage in exercises and conversations that will stretch your thinking and engage your emotions. By its nature, this material will apply to your professional work and development as well as to your personal journey.

The Leadership Maturity Framework (LMF) is concerned with the core human process of making meaning – how we make meaning determines how we think, how we behave and how we transform and change. The framework analyses and predicts the meaning-making stages leaders pass through, and the workshop provides practical tools for assisting professionals to guide themselves and others through a journey of transformational change. Based on adult ego developmental theory, the LMF describes the unfolding of human potential through nine stages towards deeper understanding, wisdom and effectiveness in the workplace and in the world. The adult maturity measurement tool SCTi-LMP is based on Susanne Cook-Greuter's extensive research and collaboration among high profile academics including Dr Jane Loevinger, Dr Robert Kegan, and Dr Bill Torbert.

Susanne was responsible for creating this sophisticated, full-spectrum developmental assessment tool behind the LMF - the Leadership Maturity Profile (SCTI-MAP), commonly called the LMP or MAP. It builds on and refines the Washington University Sentence Completion Test (WUSCT) initially developed by Dr Jane Loevinger with Susanne's further extensive and rigorous research into later stages of adult development. It is Harvard-tested and the most researched and reliable stage measure test currently available on the market.

The two modules of this course can be taken separately. Module 1 is a pre-requisite for Module 2. The application of adult developmental theory to coaching presented by Maja is at the cutting edge of world practice. It has been shown that, with coaching and support, leaders can be able to develop abilities to better handle the uncertainties, complexity, chaos, and conflict of contemporary times.

## WORKSHOP PURPOSE

In an intimate, intensive experience deepened by a rich community of fellow participants engaged in co- inquiry, you will:

- Expand your understanding of adult development and how it informs your personal journey, your coaching style, and your leadership style.
- Enhance your ability to coach, support and mentor the development of people, teams and organisations through understanding your own developmental stage, and that of others.
- Extend your transformative skills enabling you to intervene more powerfully in individual and organisational change initiatives.

## WORKSHOP DESIGN

The workshop is offered as two modules.

### **Module 1     Adult development stage theory and applications**

Cover the basics of developmental theory and gain a detailed understanding of the nine stages of adult development in the LMF. Understand the overall spiral of development, and describe the strengths and limitations of each level.

In days 1 and 2 participants learn through lecture, dyad work, experiential learning and group work what people at different stages are able to pay attention to, and what does not yet appear on their radar; that is, what is object and thus alterable, and what is still a subject and therefore hidden from awareness. Special focus on participants own stage of development and their past, present and future developmental journey.

In day 3, learn how the LMF can be applied both implicitly and explicitly for team and organisational transformation. Be introduced to Polarity Management as a powerful tool for developing individuals, teams and organisations in service of vertical development. Learn how to apply the LMF and use the instrument for team and organisational interventions, in addition to individual coaching and development. Discuss cases of real application of the LMF, and the outcomes.

### **Module 2     LMF Developmental Coaching Intensive**

In Module two, participants will explore aspects of language and implications for meaning making and therefore growth. Engage in real world analysis of text as insights into stages of development and subject-object orientation.

In the last two days you will get a lot of practice in using developmentally informed coaching styles. You will explore the application of developmental moves, developmental momentum and types of developmental support for each stage. We will explore how the developmental stage of the coach will impact on their coaching style, power and strength, but also their possible blind spots and limitations of each stage. Debrief your own MAP, coach using MAP in dyad/triads, observe coaching demonstrations, and gain insights from constructive feedback.

## WORKSHOP OUTCOMES

By participating in this intensive you will:

- Develop an in-depth understanding of the Leadership Maturity Framework and be familiar with the research that underpins it
- Learn how to use the sentence completion form and the resulting Leadership Maturity Profile through the use of richly textured case studies.
- Complete your own Sentence completion test, receive your personal Leadership Maturity Profile (SCTi- MAP) and identify the most effective learning activities and experiences to support your own developmental journey
- Deepen your self awareness through powerful visualisations, metaphors, and experiential activities
- Extend your coaching and mentoring skills with knowledge of the LMF. Learn new approaches to developmental work and engage in practice sessions.
- Understand more clearly the capacities and limitations of your client systems and be able to intervene with tools, strategies and models most effective for each stage of development
- Understand the difference between change, translation and transformation
- Become authorised to use the Leadership Maturity Profile SCTi-LMP, which enables you to commission profiles for others (after full completion of all modules)
- Become part of a growing community of LMF practitioners

## CERTIFICATION

All participants who complete the 5-day workshop will receive a Certificate of Authorisation. However, to be a fully credentialed LMF Developmental Coach, a supervised practice period will be required of at least 3 supervision sessions to make sure that adequate standards of quality are upheld.

## 2017 REGISTRATION INFORMATION

- Dates:**
- Module I: March 14<sup>th</sup>, 15<sup>th</sup> and 16<sup>th</sup>
- Module II: March 17<sup>th</sup> and 18<sup>th</sup>
- Location:** Adina Conference Centre Coogee, Sydney, Australia
- Enrolment:** by February 14<sup>th</sup> (Allows time for pre-course assessments and reading)
- Early Bird:** by November 30<sup>th</sup> 2017 (book early for 10% saving on module fees)
- Fees:**
- Registration
- Module I - \$2850 + GST
- Module 2 - \$1800 + GST
- Personal MAP - \$380 + GST
- Enquiries:** Email: [admin@institute-for-developmental-coaching.com](mailto:admin@institute-for-developmental-coaching.com)  
or contact Maja Stanojevic-Andre (p) +61 401 775 537

## WORKSHOP FACILITATOR



### **Dr Maja Stanojevic-Andre, MD, FCPsych (SA)**

Maja is the pioneer of Leadership Maturity Framework and LMF developmental coaching practice in Australia. She has founded the Institute for Developmental Coaching with the purpose of raising the awareness and understanding of the developmental perspective and enriching the standards of coaching and leadership development practices in Australia and Asia Pacific region.

Putting on the map the importance and need for the practices of “Vertical Development” to complement the already familiar practices of “Horizontal Development” of individual leaders as well as organizational cultures. She has been organizing, developing and facilitating Leadership Maturity Framework and Developmental Coaching workshops since 2006. It started in collaboration with Dr Susanne Cook-Greuter, US based renowned adult development theorist, and they co-facilitated together until 2014 when Susanne decided to retire from traveling. Since then, Maja has continued to teach, train and facilitate these workshops through the Institute for Developmental Coaching; both in an organizational leadership development context as well as training and authorizing coaches and consultants to use Leadership Maturity Profile in their coaching practice.

Maja is passionate about equipping leaders and change agents as well as coaches and consultants supporting them, to be able to more effectively face, survive and thrive in this current time and climate often described as VUCA (Volatility, Uncertainty, Complexity and Ambiguity)

In support of her role in teaching, mentoring and supervising LMF developmental coaches, Maja has completed both, SCTi-LMP scoring training and supervision training to the standards of the Australian Association for Supervision of International Coach Federation and Psychotherapy & Counselling Federation of Australia,

For Maja’s full bio, see [www.institutefordevelopmentalcoaching.com](http://www.institutefordevelopmentalcoaching.com)

## Testimonials

“LMF provides an excellent means of understanding how individuals progress through greater levels of complexity. It can be very helpful to coaching practitioners to provide them with understanding of relevant subtleties in order to support growth of their clients. My own transformation continues to unfold, refold, be retold.”

**Chip McFarlane, Institute of Executive Coaching**

“A wonderful blend of didactic & content with personal and experiential: HEADS AND HEARTS. First rate material presented in a wonderful and interactive way. I cannot remember a conference I enjoyed & was stretched by as much as this one!”

**Mark Richardson, Thelos**

“Openness, heart, experience, clarity. Very supportive environment, great value and enjoyment. Will integrate learnings into my philosophy for business change, transformation and evolution”

**Richard Barrett, Values Centre**

“This kind of leadership thinking is exactly what's needed as we face increasing rates of change, rapid expansion of global communication, and ever more complex challenges. This is perfect framework for leaders to evolve not only their own capacity as leaders, but of those they work with too. It also helps us as educators, coaches, and leaders to expand our own perspective and to be more effective in our work.”

**Zoe Routh, Leadership Program Manager, ARLF**

“I have found it very useful to be able to tap into Maja's extensive experience in using the LMF successfully in the Australian context. Her training as a psychiatrist also showed through in the richness and depth she was able to bring to her descriptions of the experience of different developmental levels. In addition, Maja's engaging presentation and facilitation style brought warmth, colour and energy to the workshop.”

**Niki Vincent, CEO Leaders Institute of SA**

“The LMF workshop gives great depth and insight into leadership development that we have now adopted in our ARLF leadership training. The workshop provides a scaffold of understanding that participants can use to reflect on their leadership behaviour and focus their development. Maja's professional insight and empathetic presentation combined with Susanne's long-term academic research meets our needs for a validated approach to personal growth for leaders and allows us to look across cohorts to assess our own performance in leadership development. It has now become central to our work.”

**Dr Lesley Fitzpatrick; CEO, Australian Rural Leadership Foundation**

“LMF provides a rich blend of mental models, validity and research, experiential activities, metaphors and personal reflections. I came away with a much deeper and broader understanding of consciousness and how it applies to human development, personal and organisational transformation. I highly recommend this workshop to anyone wishing to unfold greater personal wisdom and effectiveness as well as bring more compassion to their work with others.”

**Roma Gaster - Director, TLC Asia Pacific**

“As an experienced practitioner, I believe that the LMF adds a critical dimension to our understanding of leadership development that allows coaches and consultants to apply a more refined and impactful approach to the design and delivery of leadership development programs and interventions.

The LMF training itself role models high-quality leadership development and I am clear that this is primarily due to its design and facilitation. Maja offers a unique blend of academic rigour and a capacity to help you connect with and honour each of the stages leaving you empowered as a practitioner to work with people wherever they are in a really new way.

In my experience, particularly for those in the later stages of their own growth and development there are very few professional development opportunities that provide the kind of stretch that the LMF program offered.

From a practitioners perspective Maja is a wonderful role model for real partnership in the learning experience - she brings her full self to the learning journey and creates a wonderful space for participants to do the same.

I found the learning experience intellectually and emotionally stimulating and left feeling more confident in my own capacity as a leader and with a renewed sense of passion for the work.

**Angela Williamson, Leadership Development Specialist, Roy Hill Holdings**