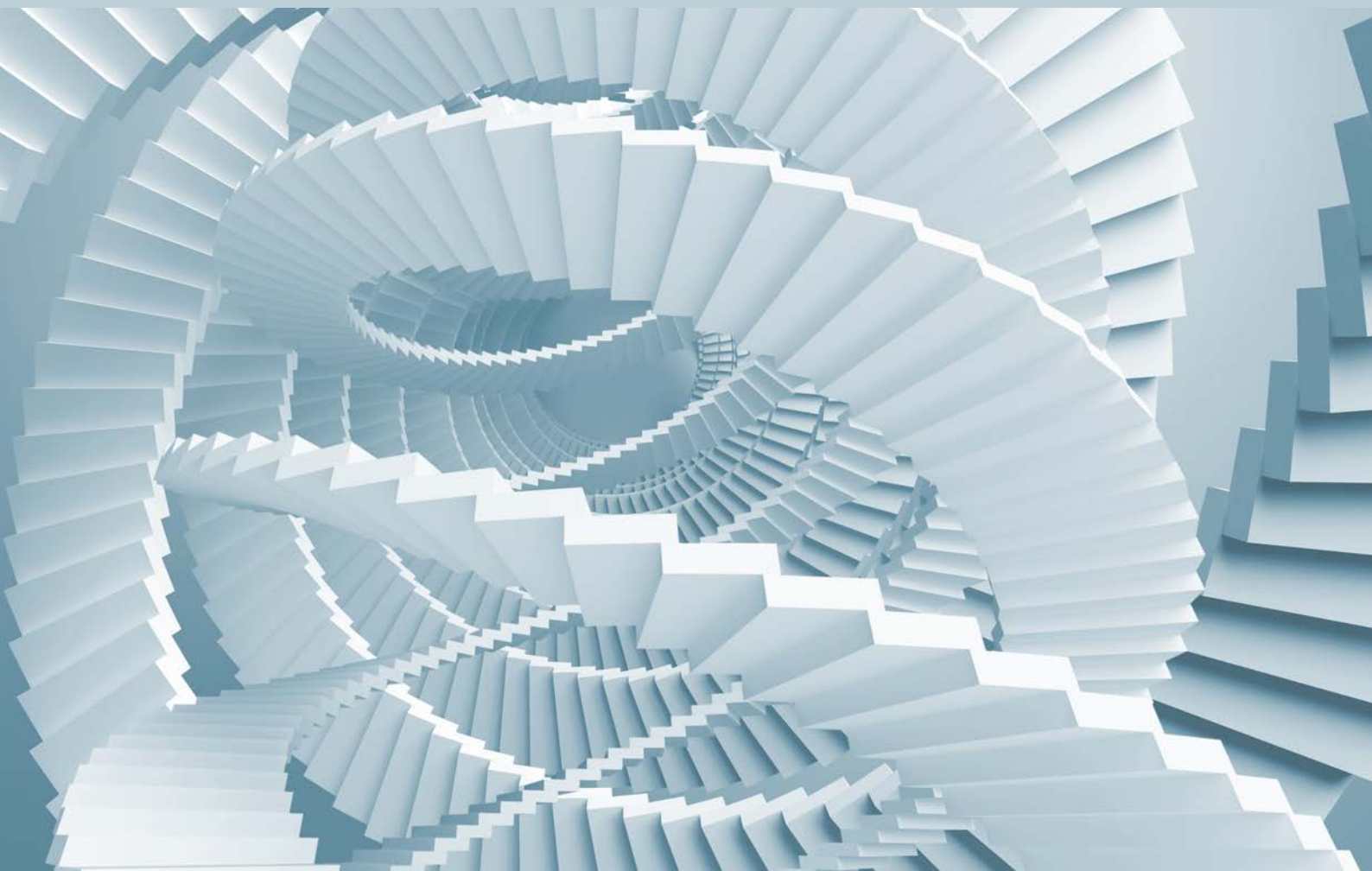


INSTITUTE FOR DEVELOPMENTAL COACHING

# LEADERSHIP MATURITY FRAMEWORK &

## LMF DEVELOPMENTAL COACHING INTENSIVE



Sydney, Australia

Module 1: March 18th -20th 2020

Module 2: March 21st-22nd 2020

[WWW.INSTITUTEFORDEVELOPMENTALCOACHING.COM](http://WWW.INSTITUTEFORDEVELOPMENTALCOACHING.COM)

# Overview

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. Our workshops are rich in experiential learning and are designed for Business Leaders, Coaches, and Consultants who lead individual and organisational change and transformation

## About the Leadership Maturity Framework

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. 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 framework analyses and predicts the meaning making stages that leaders pass through and offers insights into strengths and capacities at each stage, as well as an appreciation of the challenges and blind spots typical of each stage.

As a leader, coach or consultant, the LMF offers a powerful new context for your work. You will see in a new way how your own developmental stage shapes your practice, and you will refine your ability to see, hear and meet your clients and colleagues at their developmental edge.

## About the Leadership Maturity Profile (SCTI-MAP)

The benefit that you will gain by using the Leadership Maturity Framework implicitly in your leadership, coaching or consulting, can be further enhanced when practiced in conjunction with the Leadership Maturity Profile (LMP).

The SCTi-LMP is an adult maturity measurement tool, created by Dr Susanne Cook-Greuter after extensive research and further differentiation upon Dr Jane Loevinger's Washington University Sentence Completion Test (WUSCT), and collaboration among high profile academics including Dr Robert Kegan and Dr Bill Torbert. The SCTi-LMP is Harvard-tested and the most researched and reliable stage measure test currently available on the market. To ensure a more comprehensive understanding of the Leadership Maturity Framework you will complete your own Leadership Maturity Profile as a core aspect of the program.

For more information on the research underpinning the SCTi please visit our website.

## Program Design

The LMF program is offered in two workshops. Module 1 is a pre-requisite for Module 2. Participants are welcome to attend the two modules together as a full 5-day learning experience.

# Module 1: Adult development stage theory and application

## Workshop Outcomes

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
- Complete your own Sentence Completion Test, receive your personal Leadership Maturity Profile 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.

## Workshop Overview

In the three days of Module 1 we will cover the basics of developmental theory to gain a detailed understanding of the nine stages of adult development in the LMF. We will examine the overall spiral of development and describe the strengths and limitations of each stage.

In days 1 and 2 you will engage in a range of learning process including presentation with discussion, personal reflection, experiential learning and group work. Through these processes you will discover 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 subject and therefore hidden from awareness. We will invite you to pay particular attention to your own stage of development and deepen your awareness of your past, present and future developmental journey. In day 3, we will turn our attention to how the LMF can be applied both implicitly and explicitly for team and organisational transformation. In sharing your own organisational experiences and examining real life case studies you will discover how you might use the framework for team and organisation interventions in your context. You will explore how to assess and develop vertical aspects of organizational culture in addition to individual coaching and development.

We will also explore Polarity Management as a powerful tool for developing individuals, teams and organisations in service of vertical development.

# Module 2: LMF developmental coaching intensive

## Workshop Outcomes

In this highly experiential coaching practice intensive you will

- Learn how to use the sentence completion form and the resulting Leadership Maturity Profile through the use of richly textured case studies
- Extend your coaching and mentoring skills through application of the LMF. Learn new approaches to developmental work and engage in practice sessions
- Understand more clearly the capacities and limitations of your clients 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
- Add new tools and approaches to guide yourself and others through a journey of transformational change
- Become authorised to use the LMF and join a growing community of LMF practitioners

## Workshop Overview

In Module two, we will dive deeper into exploring aspects of language and its implications for meaning making and growth. We will engage in real world analysis of text to offer insights into stages of development and subject-object orientation.

In these two days you will have the opportunity to practice coaching from a developmentally informed context. You will explore the application of developmental moves, developmental momentum and types of developmental support for each stage.

We will explore how your own developmental stage impact your coaching style, where you are likely to be at your best and where there may be blind spots or limitations for you to be aware of. You will have the opportunity during the workshop to debrief your own LMP with a member of the Institute for Development Coaching team as well as the opportunity to practice debriefing an LMP with your learning colleagues.

## Certification

All participants who complete the 5-day workshop will receive a Certificate of Authorisation.

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.

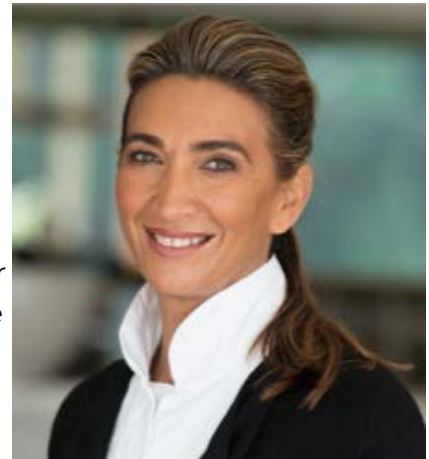
***This training is approved for 35 Continuing Coach Education (CCE) units by ICF***



# Your Program Leader

## Maja Stanojevic MD, FCPsych (SA)

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



Maja offered the first LMF training in Australia in 2006 in partnership with Dr Suzanne Cook-Greuter the globally renowned adult development theorist. Together they co-developed and co-facilitated LMF training until 2014 when Susanne decided to retire from traveling to the region.

Since that time, thought leaders from many coaching schools and consulting disciplines have completed the LMF training, and Maja is particularly proud that the importance and need for the “Vertical Development” perspective to complement the already familiar practices of “Horizontal Development” is now being incorporated into the fabric of the Australian coaching and consulting community.

Maja continued to expand the awareness and understanding of the LMF across the Region, delivering public LMF programs across Australia and Asia. She is increasingly engaged to deliver in-company LMF training for organisational leaders recognising the need to expand their personal leadership capacity and evolve their organizational culture to more effectively and adaptively face, survive and thrive in an increasingly Volatile, Uncertain, Complex and Ambiguous (VUCA) world.

As a facilitator Maja has an extraordinary ability to create learning spaces where people feel held and deeply honoured. She draws on her own growth and development experiences which include; escaping war in Bosnia, practicing medicine and psychiatry in South Africa and consulting both for large corporate professional services firms as well as smaller entrepreneurial businesses. She weaves a rich tapestry of insights into human behaviour and human development.

Maja’s work is informed by a rich scientific and theoretical foundation which she has enhanced through her ongoing growth and development which has incorporated both contemporary neuroscience and ancient traditions. Maja’s real gift as a facilitator is her capacity to bring all of this diversity and deep wisdom to the learning process, her capacity to embrace all the beauty and messiness of being human and to bring a profound love and appreciation for each person’s individual development journey.

# Co-Facilitator

## Angela Williamson

Angela is a highly skilled and experienced Leadership and Organisational Development leader, coach and consultant. She joined the Institute for Developmental Coaching in March 2019 after working closely with Maja over three years, designing and implementing the largest leadership development implementation of the LMF in Australia.



Angela started out her professional life in community development, spending over 10 years establishing and leading new projects in the not for profit sector. These early experiences built her capacity to exercise leadership through influence rather than authority, and to develop deep insights and skills into partnering individuals, organisations and communities as they engaged in often difficult developmental journeys.

Angela has built on these early experiences in her work over the past 20 years as an organisational and leadership development lead for organisations such as The Warehouse Group in New Zealand, Roy Hill Holdings, South West Sydney Area Health Service and St John of God Health Care. As Managing Consultant for the EW Group in London she led large scale organisational transformation programs for clients including The National Health Service, Invensys Rail Systems and London Probation. As an independent leadership development consultant Angela has designed and delivered whole organisation leadership development interventions for clients across Australia including BHP Nickel West, Queensland Rail, WA Dept. of Mines and Petroleum and Health WA.

Angela is committed to staying on the edge of contemporary leadership development practice. She is a graduate of the Harvard Kennedy Art and Practice of Leadership Development Program and a member of the Adaptive Leadership Network. She is also a graduate of The Global Being A Leader Program, offering an ontological perspective into the exercise of leadership.

As a facilitator Angela offers a quirky blend of leading-edge thinking, a pragmatic hands-on approach to leading organisational change and a style that is warm and playful with a dash of “radical candour”

Angela has debriefed and coached over 400 leaders using the Leadership Maturity Profile

Angela will be supporting Maja throughout the program and will be available to work with each of the participants 1:1 to explore their own Leadership Maturity Profile and development opportunities.

# What previous participants have said

Maja is an inspiring, caring and insightful facilitator/practitioner who embodies what she teaches. The LMF program is a clever balance of theory and practical activities with some wonderful team experiences inviting vulnerability and deep reflection. Maya creates a warm and safe learning environment through her story telling, knowledge and lack of judgement. Every OD professional and experienced coach interested in truly understanding where the organisation and individuals are at in terms of adult development, should have the opportunity to learn and apply this framework.

Jo McAlpine | Head of Talent & Capability, King & Wood Mallesons

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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 to bring more compassion to their work with others.

Roma Gastor - Director TLC Asia Pacific

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I found the programme incredibly insightful both for me personally and for my organization; it feels like the blinkers have been taken off! The key take-aways were (1) vertical development, I realised so often we are pushing leaders to be moving into development areas for which they are simply not ready and that we must be more aware of their stage of development and therefore what will help them most, and (2) the Leadership Maturity Framework is the way to understand where we each are in our development (individually and organisationally) and how we can leverage this stage, at the same time as stretching ourselves.

The magic and depth of the programme came from Maja's skilful modelling of everything that we spoke about, responses to participants and the way the group was held and challenged. Maja is masterful at holding the polarity of care for/challenge to the group. We covered so much ground but it never felt rushed or pressured. Six months on from the programme this continues to inform my work and my own development."

Joanna Yates, Leadership Development, Standard Chartered Bank, Singapore

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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

# What previous participants have said

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 a 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

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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

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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

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Maja demonstrates the high art of holding space, and by doing so, allows participants to make sense, get confused, get frustrated, sometimes tearful, and then open up some space to create new stories. I loved the way she brought art materials, samples, role plays, talking stick, sustenance, theory, practice and all sorts of other approaches to allow the group to explore our own inner spaces. I am still feeling and enjoying the ripple benefits many months after the program

Fiona O'Shaughnessy  
Director Leadership Effectiveness and Organisational Development  
Standard Chartered Bank, Singapore



# What previous participants have said

I thoroughly enjoyed the overall experience that Maja led us through which included clearly holding and distinguishing the structure and the principles of the framework and providing clear guidance of the possible applications. More powerful and impactful was Maja's dedication to bringing the framework to life through her way of being. She created a creative and deep exploration space and she brought her varied span of experience to match each member of our diverse group allowing for safety, courage and connection

**Laurent Vuibert Independent Leadership Coach, Singapore**

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The LMF workshop with Maja was truly a gift. As an experienced coach and facilitator myself, it was almost magical to watch how Maja can invite and harness the collective power in the room to bring learning to everyone, while also keeping the participants on track in order to get through all the extremely rich content of the LMF.

The LMF is a tool like no other. While many focus on personality-based assessments, this tool truly allows you to understand how and why you make the meaning you do, and is much more effective in helping leaders grow. The tool has benefits on an individual and organisation level and I truly believe there is nothing else like it on the market. I feel deeply appreciative for the time we spent together. The group holding spirit was so open, honouring and filled with wisdom, and personally brought me a deep sense of calmness and oneness.

**Saba Hasanie Managing Director Oasis Strategy Consulting, Singapore**

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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**

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A wonderful blend of didactic and 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 and was stretched by as much as this one

**Mark Richardson, Thelos**

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The LMF offers a very relevant lens through which one can architect a digital transformation journey. The distinction of capacity offers a clear pathway to considering systems thinking, collaboration and adaptive challenges inherent in transformation. The workshop facilitator, Maja creates an enriching development experience.

**Indrasen Naidoo  
Director Supply Chain System Transformation, Roy Hill**

## 2020 Registration Information

<b>Date</b>	Module 1: March 18th to 20th  Module 2: March 21st to 22nd
<b>Location</b>	Sydney, Australia Adina Conference room, Coogee Beach
<b>Enrolment</b>	By Feb 15th (to allow time for pre-course assessment)
<b>Tuition</b>	Module 1: AUD\$2,950 + gst Module 2: AUD\$1,900 + gst SCTi-MAP: AUD\$420 + gst

10% early bird discount if booked before June 30th 2019

Previous participants are invited to review the program with 40% discount if numbers allow

### Enquiries

For further information or to discuss your participation please call Georgia on +61 404 936 1972

Email: [admin@instituteformentaldevelopmentalcoaching.com](mailto:admin@instituteformentaldevelopmentalcoaching.com)