



LEADING LEARNING

THE PURPOSE, ROLE & PRACTICE OF LEADERSHIP DEVELOPMENT

3 X TWO-DAY SKILLS DEVELOPMENT MODULES, SYDNEY

Designed to complement our new six-day Leading Learning Masterclass (June 2011), and open to all professional leadership development and change practitioners, these two-day intensives are an opportunity to gain a deeper understanding of some of the specific processes and theories which are key to the unique Social Leadership Australia leadership development model.

Each module will be facilitated by our associate specialists, as indicated, working alongside senior Social Leadership Australia program directors, **Robbie Macpherson**, **Liz Skelton** and **Geoff Aigner**.

MODULE 1:

ROLES & ROLE THEORY FOR LEADING

26 – 27 September 2011

Understanding the complexity of our role is a crucial skill to be able to make effective interventions and survive as a leader... but it is an area where we often get caught. The need to separate yourself from your role is at the core of the Adaptive Leadership model which Social Leadership Australia has been working with since 2002, but we have introduced role theory using Arnold Mindell's Process Work approach to understand more deeply the importance of role in leadership. Our focus is on the importance of role fluidity—being adaptable in how we take up our roles, and changing them according to the increasingly complex and changing environments in which we work.

This module is designed to provide you with a deeper understanding of your role as a leader, your role in your organisation, and the role your organisation or community is fulfilling. Over the two days we will explore in depth the opportunities and the limitations in our roles and address the critical challenge of how to separate ourselves from our roles (and do so authentically).

Associate Facilitator: Rebekah O'Rourke, Director, T-Consult Pty Ltd and The Global Leadership Practice; Co-Facilitator, Queensland Leadership.

“Leadership is a complex and messy terrain. Accolades can be seductive and attack brutally swift. The opportunities leadership roles provide us with—to make change, to really have an impact, to see progress and know that we have played a part in it—these are the reasons many of us step up to take authority roles. **But we rarely talk about the inevitable loneliness of leadership and how to not only be effective in leadership but also how to stay alive and thrive.**”

Liz Skelton, Senior Manager, Programs, Social Leadership Australia

MODULE 2:

DEEP DEMOCRACY IN LEADERSHIP

3 – 4 November 2011

Developed in post-apartheid South Africa and based on insights from process-oriented psychology, Deep Democracy is a facilitation methodology particularly useful for relationships, community engagement, conflict and change processes, and group dynamics that are emotionally charged or marked by diversity and difference.

The methodology is 'democratic' in that it emphasises that every voice matters and that decisions are wisest when majority and minority voices are both valued and included. It is 'deep' in that it goes far beyond the conventional methods of facilitating the exchange of ideas and instead surfaces emotions, values, beliefs, and personalities to inform and enrich the group's process.

Because leadership often requires us to mobilise people with different values and beliefs who need to come together to be able to work with conflict (something which historically we are not very good at), Deep Democracy is a useful tool for the leadership development practitioner, enabling us to engage across our differences and have those 'difficult conversations'. It is also quick to learn and easy to use – a single toolkit to facilitate better decision making and dialogue, manage conflict and change, and generate real buy-in and engagement.

Associate Facilitator: Myrna Lewis, co-founder, Deep Democracy.

COST/

Each module is priced at \$1,750, with an early bird rate of \$1,600 for those who register and pay for the module at least one month in advance.

FIND OUT MORE & REGISTER/

Contact us on 02 9339 8089 or email leadership@bensoc.org.au to start the registration process or find out more at www.benevolent.org.au/leadership.

MODULE 3:

ADAPTIVE LEADERSHIP

1 – 2 December 2011

These two days will provide us with an opportunity to work more deeply with the core Adaptive Leadership model used by Social Leadership Australia and, in particular, case-in-point methodology. Case-in-point methodology refers to framing the group we are working with (including the facilitators) as a microcosm of the broader system or organisation in which we are trying to make change. Scrutinising both what the group does and what the facilitators do, we discover that often what we need to learn about leadership is 'in the room'.

Case-in-point methodology is risky. It requires us to be willing to work with what we do as facilitators of change—what we do well, but also where we make mistakes. Often the change agent will be required to create disequilibrium to disrupt the system in order for it to change and make progress.

This module will include a mixture of theory and practice and offer learning in 'real time' about Adaptive Leadership; understanding the constraints and opportunities in the role of authority; diagnosing 'work avoidance'; working with different factions; practising collaboration across difference; and understanding the loss that is required to make progress. Expect the experiential, the improvisational and the experimental.

Associate Facilitators: Maxime Fern and Michael Johnstone, Executive Directors, Vantage Point Consulting; visiting faculties at the JF Kennedy School of Government at Harvard University.

