

COLLECTIVE LEADERSHIP RETREAT PROGRAM



LEADERSHIP
COEFFICIENT

Leadership Coefficient offers an experiential retreat program designed for intact leadership teams to grow their collective leadership competencies on a learning journey together over 12-18 months. The program can also be taken as separate, discrete components, or otherwise customised to meet the team's needs.

TODAY'S CHALLENGE

SHIFTING LEADERSHIP FROM THE INDIVIDUAL TO THE COLLECTIVE

- An emerging set of leadership competencies in systems thinking and adaptability are needed to address increasing complexity.
- Developing the capacity to ask different questions, observe systemic patterns, and shift mental models, generates innovation.
- A focus on individual and team strengths, and on team dynamics, enables a team to enhance its own performance, creating culture together.

BUSINESS IMPACT

Collective Leadership is an organisational performance differentiator that directly impacts bottom line results. Our clients have experienced direct improvements in many areas, including employee engagement, workplace climate, productivity, quality, innovation and customer satisfaction.

THREE PRINCIPLES OF COLLECTIVE LEADERSHIP

The retreat program is based on three foundational principles:

- 1 Focus on the 'Being' of Leadership, not only on the 'Doing'**
Participants explore the complexities of "who we are being" in our relationships, versus the traditional focus on what we are supposed to be doing as leaders. A collective model requires deep self-awareness and the courage to express oneself fully and authentically.
- 2 Leading from the Whole System versus from 'the Rock'**
Our model emphasises the collective (or system). Traditional leadership models focus on the individual. In collective leadership the team members are conscious that they are part of a larger whole and are co-leading from a systems perspective.
- 3 Leading from the Emerging Future rather than the Past**
We address the imperatives for leading in a fast changing, complex world to remain sustainable. It requires leaders to be present, aware, able to see with fresh eyes, ask different questions, see systemic patterns, and leverage collective strengths, in order to anticipate a future that is emerging moment by moment.

FOUR LEADERSHIP RETREATS

1

Leading from Your Authentic Core (3 days)

Developing deep self-awareness from a values base, exploring leadership purpose, learning about personal impact, discovering what it is to be vulnerable, and having the courage to express oneself fully authentically.

2

Leading from the Collective Whole

Self-discovery in relationship and co-creation with others: thinking systemically, understanding team dynamics, learning how to co-create and co-lead within those dynamics, and harnessing the collective intelligence across teams and the organisation.

3

Leading from the Emerging Future

Heightened awareness of systemic impulses and an unfolding future: how to lead through change and complexity, seeing systems, sensing what is emerging and being agile and adaptive to harness new opportunity and possibility.

4

Integration Towards Mastery

Integrating the learning from the entire program, applying it specifically to organisation strategy and goals, and preparing to take collective leadership forward into the wider organisation.

LEARNING APPROACH

The program is designed to generate significant personal and professional growth and has a profound impact. Multiple learning approaches are used: facilitated discussions, experiential exercises, coaching and personal reflection. Personal and cultural change is a journey, and the program supports that with a retreat series that is carefully built up with in-between individual and team coaching to reinforce learning and application that creates business impact.

REASONS TO ATTEND

As a result of attending the full program participants will be able to lead together as a coherent, high performing team through:

- Knowing how to become fully present, with quality attention on self, people and tasks.
- Deepened emotional intelligence, with greater awareness of the behaviours, impact and talents of self and others.
- Creating and inspiring quality relationships, trust and motivation, through greater self-awareness and improved communication, leading to improved engagement and climate.
- Demonstrating greater collaboration and cohesion within the leadership team and with others, taking ownership for the whole and able to lead collectively to achieve shared goals.
- Being aware of own judgements and assumptions and able to maintain a more open and curious view that fosters personal and team creativity and innovation.
- Leveraging strengths and maximising contributions through the ability to think and act systemically, capitalising on the collective intelligence to improve team performance.
- Being able to sense and lead from emerging future dynamics, to innovate for sustainability.
- Deepened coaching competency, to inspire employees and create a learning culture across the organisation.
- Being energised to deliver a quality experience for all key stakeholders and constituents in the organisation system.

CONTACT US

If you would like to discuss how Leadership Coefficient can support leadership and cultural transformation in your organisation, please email or call us to speak with one of our consultants.

WHO WE ARE

At Leadership Coefficient we are experienced consultants, facilitators and certified coaches. Our global team members have broad business backgrounds and international experience in senior corporate roles. In particular we are practitioners in the work of the Coaches Training Institute, the Center for Right Relationship and the Presencing Institute for Theory U.

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