

Overview of Courses: Professional Development for Organisational Practitioners

Course name	Target audience	Structure and duration	Learning and development focus	Key modules and topics	Summary of benefits and outcomes
Integral Change Leadership	Experienced Leaders + Organisational Practitioners in leadership and change.	<ul style="list-style-type: none"> • Pre-course profiling and orientation • 3 or 5 day workshop • Coaching follow-on programmes 	<ul style="list-style-type: none"> - Personal mastery - Integral perspective - Approaches & models - Leadership competencies 	<ul style="list-style-type: none"> • Today's challenges and the shift to second tier leadership • Personal mastery as the core of leadership development • The integral model – a step by step approach to organisational diagnosis and intervention • Psychological, dialogical, systemic and practical approaches • An overview of the developmental approach • An introduction to Spiral Dynamics and its application to change leadership • The personal journey of leadership development; self-realisation, self-actualisation and the process of synthesis • Second tier leadership capabilities and capacities • Individual profiling and development planning • Identifying and exploring second tier leadership capabilities 	This course provides both leaders and practitioners with the tools needed to take an integral approach to leading change. We explore how to make the shift to <i>second tier leadership</i> – the vital evolutionary step needed to successfully navigate the increasing organisational change, complexity and uncertainty. This course will enhance every leaders and practitioners ability to tackle change more effectively as well as help others become more successful leaders.
Organisational change approaches and models	Experienced Leaders + Organisational practitioners in leadership and change.	<ul style="list-style-type: none"> • Pre-course profiling and orientation • 2 or 3 day workshop 	<ul style="list-style-type: none"> - Integral perspective - Approaches & models 	<ul style="list-style-type: none"> • The integral perspective - an overview of contrasting change approaches and models • Individual, group and organisational change processes • Practical-behavioural change approaches • Psychological-motivational change approaches • Cultural-dialogical change approaches • Systemic-integrative change approaches • Situational analysis and matching approaches 	Current wisdom contrasts planned with emergent change approaches, but we go further to reveal the four essential perspectives on change that are needed to be holistic. We then provide a method for optimally matching approaches to change situations. All the most important approaches to know about are explained, debunked and made easy to use in practice.
Learning and development approaches & models	Experienced Leaders + Organisational practitioners in learning and development.	<ul style="list-style-type: none"> • Pre-course profiling and orientation • 2 or 3 day workshop 	<ul style="list-style-type: none"> - Integral perspective - Approaches & models 	<ul style="list-style-type: none"> • The integral perspective - an overview of contrasting approaches, models and practices • The developmental approach • Individual, group and organisational levels of L&D • Practical-behavioural L&D approaches • Psychological-motivational L&D approaches • Cultural-dialogical L&D approaches • Systemic-integrative L&D approaches • Situational analysis and matching approaches 	We apply the same four essential perspectives to learning and development approaches and introduce Spiral Dynamics to show organisational practitioners how to tailor interventions to achieve the best results with each type of client group. Vital knowledge and skills for any one involved in diagnosing training and development needs or designing and implementing effective solutions.

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Organisational practitioner development -	Organisational practitioners (internal consultants, developers, trainers and coaches).	<ul style="list-style-type: none"> Pre-course profiling and orientation 2 day workshop Coaching follow-on programmes 	<ul style="list-style-type: none"> Personal mastery Integral perspective Role competencies 	<ul style="list-style-type: none"> Organisational practitioner issues and challenges Personal mastery as the core of professional development The integral perspective and the developmental approach Foundations for continuous professional development A framework of organisational roles and competencies Individual profiling and development planning 	This provides practitioners with a vital foundation for their continuous professional development, by exploring personal mastery and the developmental approach. Individual profiling and planning is followed up with coaching to help you take the next step in your development.
The fundamentals of organisational consulting	Organisational practitioners who act as internal consultants.	<ul style="list-style-type: none"> Pre-course orientation 3 days workshop Coaching follow-on programmes 	<ul style="list-style-type: none"> Consulting competencies Integral perspective Approaches & models Tools and techniques 	<ul style="list-style-type: none"> Basic principles and skills of consulting: the nature of the consulting role; client-consultant relationships; roles, styles and approaches; the consulting cycle and its stages; the use of diagnostic models and tools Facilitating individual, team and organisational change Foundations for continuing professional development A framework of consulting competencies Individual profiling and development planning 	Provides a firm grounding in the basic principles, approaches, models, tools and skills needed to be an effective organisational consultant. Ideal for those new to the role, but also relevant to experienced consultants who want to strengthen the theoretical foundations of their practice.
The fundamentals of group facilitation	Organisational practitioners who facilitate groups	<ul style="list-style-type: none"> Pre-course orientation 2 day workshop Two half day or evening follow up workshops Coaching follow-on programmes 	<ul style="list-style-type: none"> Facilitation competencies Integral perspective Approaches & models Tools and techniques 	<ul style="list-style-type: none"> Basic principles and skills of facilitation: group dynamics; stages of group development; different facilitator roles, styles and approaches; intervention theories and models; transference and counter-transference Personal presence and energy work Dialogue and Open Space Discovering your unique facilitator style A framework of facilitator competencies Individual profiling and development planning 	Provides an essential foundation in group facilitation, by exploring the full range of approaches, styles and intervention options available to facilitators, grounded in the theory of group dynamics and development. Dialogue and open space techniques explored in detail before helping you discover your unique facilitator style. Learn from others in a dynamic and authentic group environment.
The fundamentals of change management	Organisational change agents	<ul style="list-style-type: none"> Pre-course orientation 2 days workshop Coaching follow-on programmes 	<ul style="list-style-type: none"> Change management competencies Integral perspective Approaches & models Tools and techniques 	<ul style="list-style-type: none"> The integral perspective - an overview of contrasting change approaches and models The emergent versus planned change debate Facilitating individual, team and organisational change Situational analysis and matching approaches Change diagnosis, strategy and planning Change management methodologies and tools Change management competencies and skills Case studies, examples and practice applying the material. 	Provides an overview of change approaches and shows how to draw upon them according to the situation, as well as providing the 'hard' frameworks, guidelines, tools and skills that a change agent needs to implement change. You will build an appreciation of the relationship between individual, group and organisational change. Practice applying the tools to a real change situation.
Business coaching management	Organisational Practitioners who manage coaches or coaching services	<ul style="list-style-type: none"> Pre-course orientation 2 day workshop Coaching follow-on programmes 	<ul style="list-style-type: none"> Coaching competencies Approaches & models Tools and techniques 	<ul style="list-style-type: none"> Different types of business coaching - needs, approaches, roles and outcomes from coaching The why, what and how of coaching - for HR professionals A framework for managing coaching within an organisation Training & development of managers or coaches Coaching models, tools and interventions Examples and practice applying the frameworks to current organisational requirements. 	Designed specifically to help those managing the coaching function (whether internal or external coaches). Provides the basic understanding, frameworks and tools needed to optimise benefits from coaching. Practice applying these to different organisational challenges and exchange learning with others within the group.

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An introduction to NLP for organisational practitioners	Any organisational practitioners	<ul style="list-style-type: none"> • Pre-course orientation • 2 days workshop 	<ul style="list-style-type: none"> - Approaches & models - Tools and techniques - Practitioner competencies 	<ul style="list-style-type: none"> • Introduction to NLP. What is NLP? • Application in organisational work at different levels • Core NLP concepts and principles • NLP modelling of excellence • NLP models and techniques - practical learning • Setting NLP within your practitioners toolkit 	Provides a basic introduction to NLP as well as setting it specifically within an organisational context, unlike many practitioner courses. Learn and practice many valuable tools & techniques.
An introduction to Psychosynthesis for organisational practitioners	Any organisational practitioners	<ul style="list-style-type: none"> • Pre-course orientation • 3 day workshop • Coaching follow-on programmes 	<ul style="list-style-type: none"> - Personal mastery - Integral perspective - Approaches & models - Tools and techniques 	<ul style="list-style-type: none"> • Introduction to Psychosynthesis – what is it? • Bifocal vision and the guiding relationship • An holistic model of the person • Development, self-realisation and self-actualisation • Creativity, imagination and working with the unconscious • Mindset reframing and behavioural change • Personal mastery: Awareness and Will • Cultural alignment through synthesis of conflicting parts • A model of change leadership coaching • Psychosynthesis organisational toolkit 	Introduces the principles of this psycho-spiritual psychology and shows you how to apply these within an organisational context. Also aimed at those familiar with the Psychosynthesis wanting to apply in their organisational work. Practice using a range of models for individual, group and organisational interventions. Develop your personal presence, awareness and sensitivity to yourself and others.
An introduction to Spiral Dynamics for organisational practitioners	Any organisational practitioners	<ul style="list-style-type: none"> • Pre-course orientation • 2 days workshop 	<ul style="list-style-type: none"> - Approaches & models - Tools and techniques - Practitioner competencies 	<ul style="list-style-type: none"> • An overview of the developmental approach • An introduction to Spiral Dynamics and its application to organisational change, leadership, learning and development • The Value Systems developmental model • Spiral Dynamics as a change management technology • Diagnostic tools and techniques – a new set of tools • Examples of Spiral Dynamics being applied to organisational change facilitation • Practice applying Spiral Dynamics to real situations – facilitating dialogue between conflicting value systems 	Provides a basic introduction to Spiral Dynamics as both a comprehensive model of adult development (that can be applied at individual, group, organisational and societal levels) and a powerful new change technology. Specifically designed for organisational practitioners, incorporating the most useful learning from both SD certification programmes.
Human skills for change agents	Organisational change agents	<ul style="list-style-type: none"> • Pre-course profiling and orientation • 3 day workshop • Coaching follow-on programmes 	<ul style="list-style-type: none"> - Change agent competencies - Personal mastery - Integral perspective - Approaches & models - Tools and techniques 	<ul style="list-style-type: none"> • Personal mastery as the core of change agency • The integral perspective and the developmental approach • Self-awareness and personal skills • Interpersonal and relational skills • Personal presence and energy work • Emotional, cognitive and spiritual intelligence • Changing attitudes, mindsets and behaviours • Group facilitation, team leading & development • Systemic awareness and skills • Activating the will needed to bring about change • Individual profiling and development planning 	Develops the full range of personal, interpersonal and group skills needed to be a more effective change agent. Gives the change agent a direct experience that <i>who</i> they are and how they are, is at the heart of successful change. Provides opportunities to apply the principles and practice the skills in relation to current change situations.