

WHAT IS VERTICAL DEVELOPMENT

A Brand New approach to Leadership Development



Cognitive Psychology Meets Vertical Development to Grow Leadership Thinking



Horizontal vs. Vertical Development

What is the difference between standard training courses and our vertical approach to development?

Standard training programmes are horizontal and build skills and competences - they give people the tools to do what they are doing with more efficiency. Horizontal assessments include the MBTI and psychometrics, with which you might already be familiar.

Vertical development programs are built on the science and psychology of human development that shows how our thinking can grow through our lifetime. Greater self-awareness leads to the cognitive flexibility required to lead effectively in a complex and ever changing world. Growing leadership complexity is the new competitive advantage.

The Value Proposition of CDT

CDT focuses on how human beings utilise shortcuts in their thinking in order to construct their Intention, Awareness, Choice and Response in the moment. The greater their awareness of their intention based on the use of fifty Cognitive Intentions, the greater their capacity to respond in the moment.

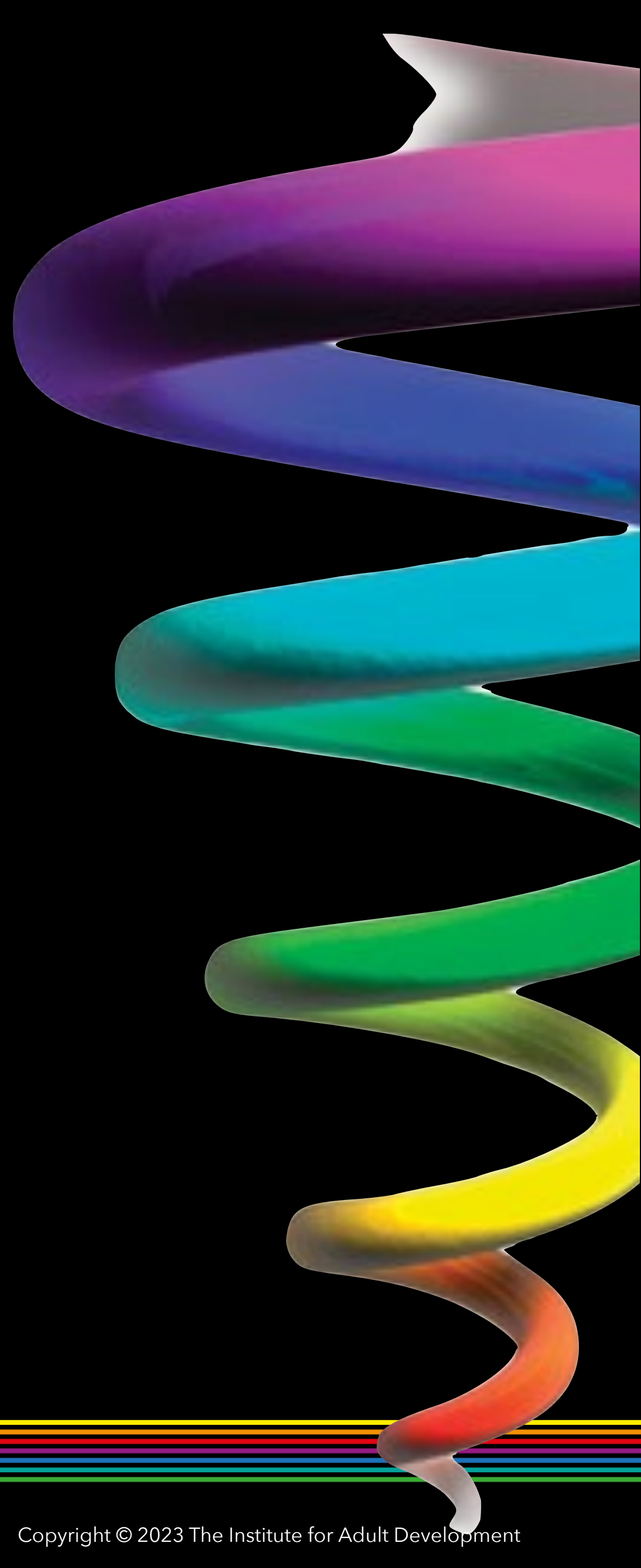
Dynamic Intelligence

Dynamic Intelligence is the process by which we construct our thinking in the moment in order to determine the path from Intention to Awareness, then Choice and finally Response.

The greater our awareness of our intention, the more choice we create in our responses in the moment, thus, the greater our Dynamic Intelligence.

What practices can we adopt to grow our thinking that increase our capacity to choose a more appropriate response in the moment in order to deal with a more complex world?





GROW YOUR COMPLEXITY, TRANSFORM YOUR ORGANISATION

We know the benefit of a Constructed Developmental Approach to your cognitive growth to developing your leadership Thinking Style. How we approach your growth amounts to a new way of developing your thinking using your Dynamic Intelligence.

SO WHAT?

Dynamic Intelligence tells us how we combine the many facets of our thinking in the moment and the interplay between their influence and outcome in a thinking and behaving way. This is our Thinking Style.

PERSONAL BENEFIT

Thinking Styles have been shown to be domain-specific and domain-general, which means once we become aware of how our thinking is constructed, those facets brought to consciousness will have an impact in every arena of our life. Our Dynamic Intelligence goes up.

BUSINESS BENEFIT

Once we know how we think in context, we can improve our capacity to make decisions, or understand greater complexity by simply tweaking one of the important unconscious shortcuts, called Cognitive Intentions. This broadens our options and gives us greater choice.

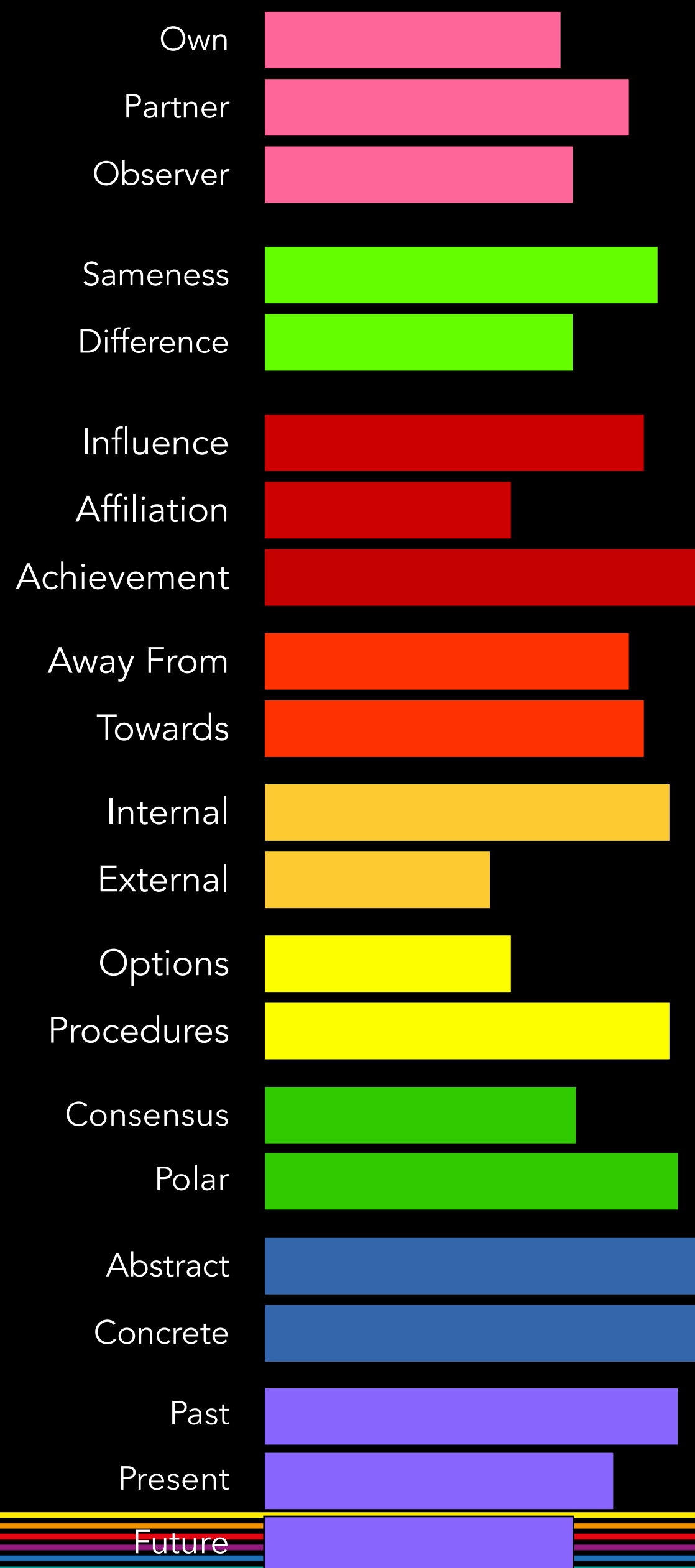
VALUE ADD

The research shows that the greater our awareness of our Constructed Development, the greater our self-awareness and thus our capacity to make qualitatively better decisions, wherever we work!

We can apply this at every level of our organisation, including individuals, teams and boards.



Thinking Styles



Dr Stevens discovered that Thinking Styles emerged from the research (of over 8,200 profiles) and that each person's profile is essentially their own unique Thinking Style, and there are enough of them within CDT for every person on the planet, times a billion! This separates CDT from systems you might already be familiar with, such as Insights or the MBTI.

The profile on the left scores lowly on the AQ scale. Notice the imbalance between the Cognitive Intention pairs. This imbalance infers a lack of choice in their responses.

The profile is limited by its focus on Achievement, Internal, Procedures, Polar and Past. These limitations will produce a behaviour that is out of awareness due to the relationships between the Cognitive Intention pairs (e.g. Internal/External). Their thinking will be biased towards their own perspective, which will produce a different behavioural response than if they were capable of listening to the perspective of others.

As the ultimate goal of Constructed Development Theory is awareness and balance in one's thinking, and choice in one's behaving, the intervention would be to bring to awareness their lack of capacity to respond in the moment (to listen), and to offer the choice going forward. Ultimately, they will develop the choice between the two, thus producing a different behavioural outcome in the future.

Finally, their level of awareness of their capacity to respond can be measured using the Awareness Quotient™ tool.





The Awareness Quotient Tool

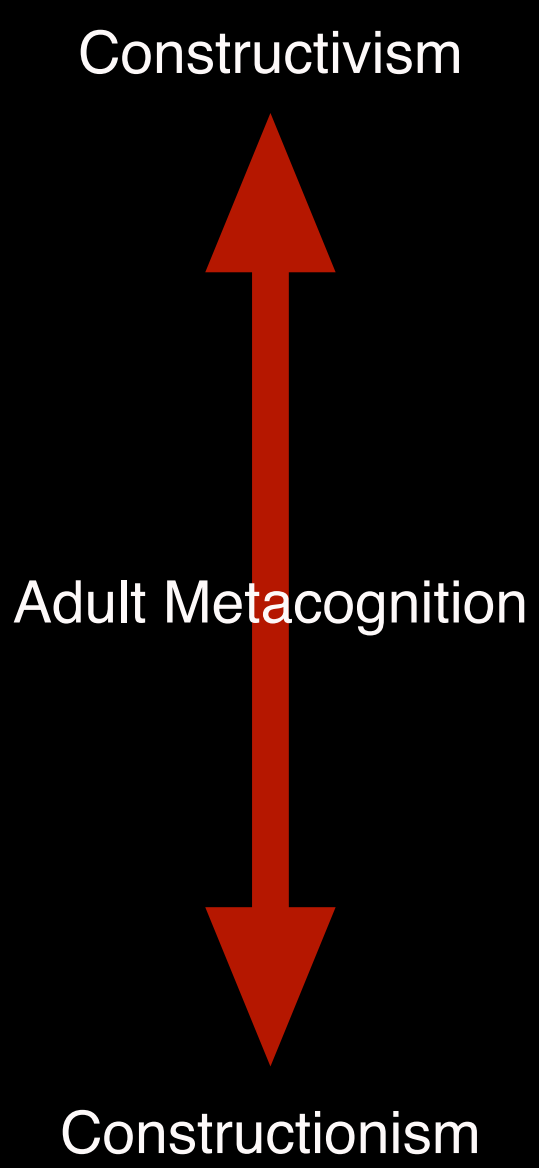
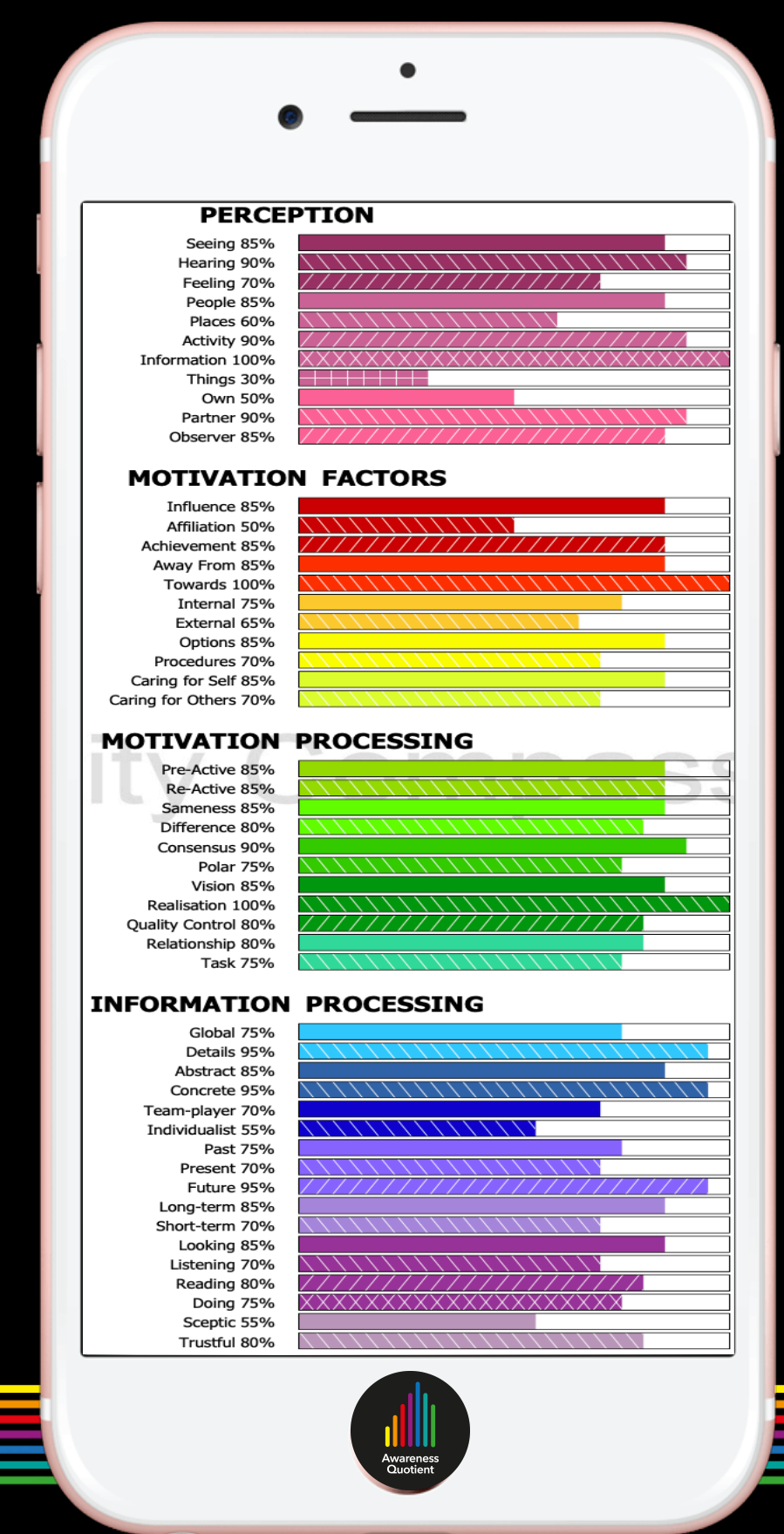
CDT focuses on how human beings utilise shortcuts in their thinking in order to construct their Intention, Awareness, Choice and Response in the moment. The greater their awareness of their intention based on the use of fifty Cognitive Intentions, the greater their capacity to respond in the moment. Think about the benefits of a more aware leader in your organisation and what it would mean for you.

What's the Difference?

Most development programmes are not development at all, but learning. They are a grab-bag of different tools, techniques, and methodologies thrown together, that simply offer coping strategies, not real growth. That's how we differ.

We lead with a scenario with rising complexity in order to disrupt and disorient the participants' habituated thinking styles. We discover that our way of making meaning in the world is inadequate. We start to open up and search for new and better ways to make sense of the challenge in the room.

We are exposed to different world views and different ways of constructing the world. Both challenge our Thinking Style by increasing the number of perspectives through which we can construct our world. We then use a process of Constructed Development to help the participants integrate and make sense of the new perspectives so we can experiment with our thinking.





Construct Aware

The recognition that everything is constructed, from self to culture to politics and one is capable of seeing the construction and the pattern within the system and beyond the system. The awareness that we construct the dialectic is key.

Why Choose the IAD for your Development needs?

This programme is designed for leaders and managers. If you lead people in any capacity, then understanding your construction of self is imperative. The programme is built around the Four Pillars of Constructed Development: Intention, Awareness, Choice and Response. There are also 5 other factors vital to the success of managers: influence, communication, thinking and acting systemically, resilience, and cognitive flexibility. The Awareness Quotient can measure these for you.

Who Should Attend This Development Workshop?

Mid-to-senior level leaders who lead other managers; operational, group or department managers; or leaders who work up, down and across the organisation should attend this leadership development program.

What Will I Gain on the Development Programme?

As a result of attending this development program, you will acquire the ability to:

- Bridge the gap between senior management and the front line by understanding your Thinking Style.
- Learn the art of collaboration - from a position of choice.
- Solve complicated problems & take wise action in complex, rapidly changing conditions.
- Construct stress differently, build resilience & leverage multiple social constructs.
- Build a network of supportive colleagues to continue development - if you choose to!

Challenges Addressed in the Development Program

We understand that challenges such as these are faced by today's mid-to-senior level leaders:

- Getting all levels of the hierarchy to work together.
- Collaborating across the organisation - around the globe.
- Maintaining resiliency while handling volatility and uncertainty
- Solving problems and dealing with interconnected systems.
- Tackling big priorities on all fronts.

As leaders balance demanding jobs and roles outside of work, a clear understanding of one's own leadership style and clarity around development goals is imperative for success. Constructed Development is key to this success!

Why Choose IAD's Vertical Development Program?

- Intense, personalised feedback using the Awareness Quotient tool as well as post-program assessment & coaching to ensure continued development (if required).
- Positive changes in behaviour related to greater Self-Awareness and Choice as per CDT.
- Research-based content (Stevens, 2020) continually evolving to focus on the thinking complexity that matters most in today's global community.
- Offered to both organisations and academia.
- Chosen by a growing number of leaders over the last decade.
- Ongoing support through exclusive alumni community.



THE PSYCHOLOGY OF CONSTRUCTED DEVELOPMENTAL LEADERSHIP



- 360 degree feedback - the IAD way
- Line manager involvement to align on & support development objectives
- Face-to-face events as crucial touch-points for experiential learning, including third sector collaboration
- 1-1 Coaching 2.0 with dedicated coaches
- Coaching 2.0 workshops to develop coaching skills and build a support network

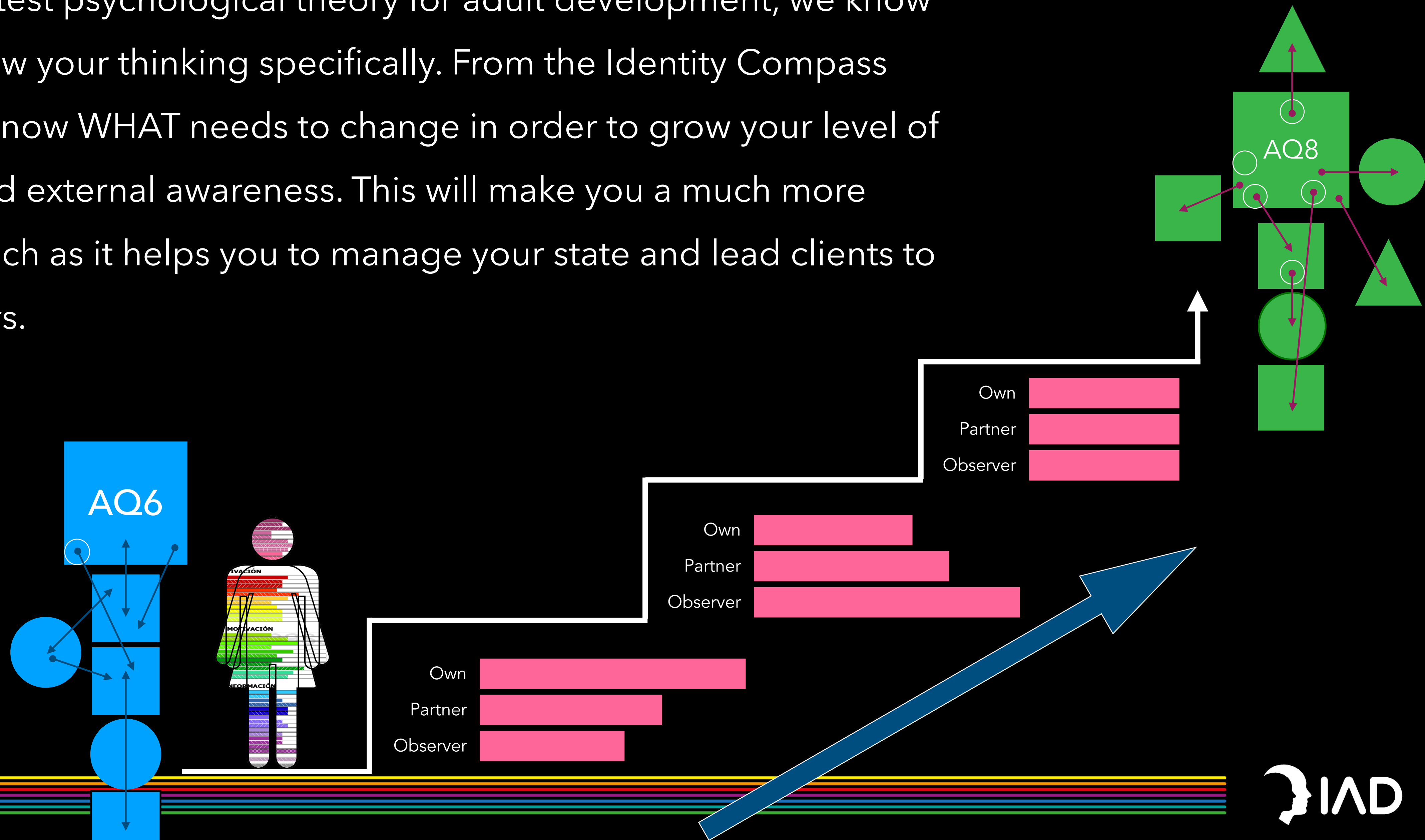
- Well-reputed psychometrics such as MBTI, DiSC and Hogan - are completely ignored!
- Real-time feedback throughout the programme by a certified Coach 2.0
- Close collaboration with business stakeholders and sponsors
- Leading edge approach in Coaching 2.0
- Business projects, linking the learning back to strategic business needs - real time modelling

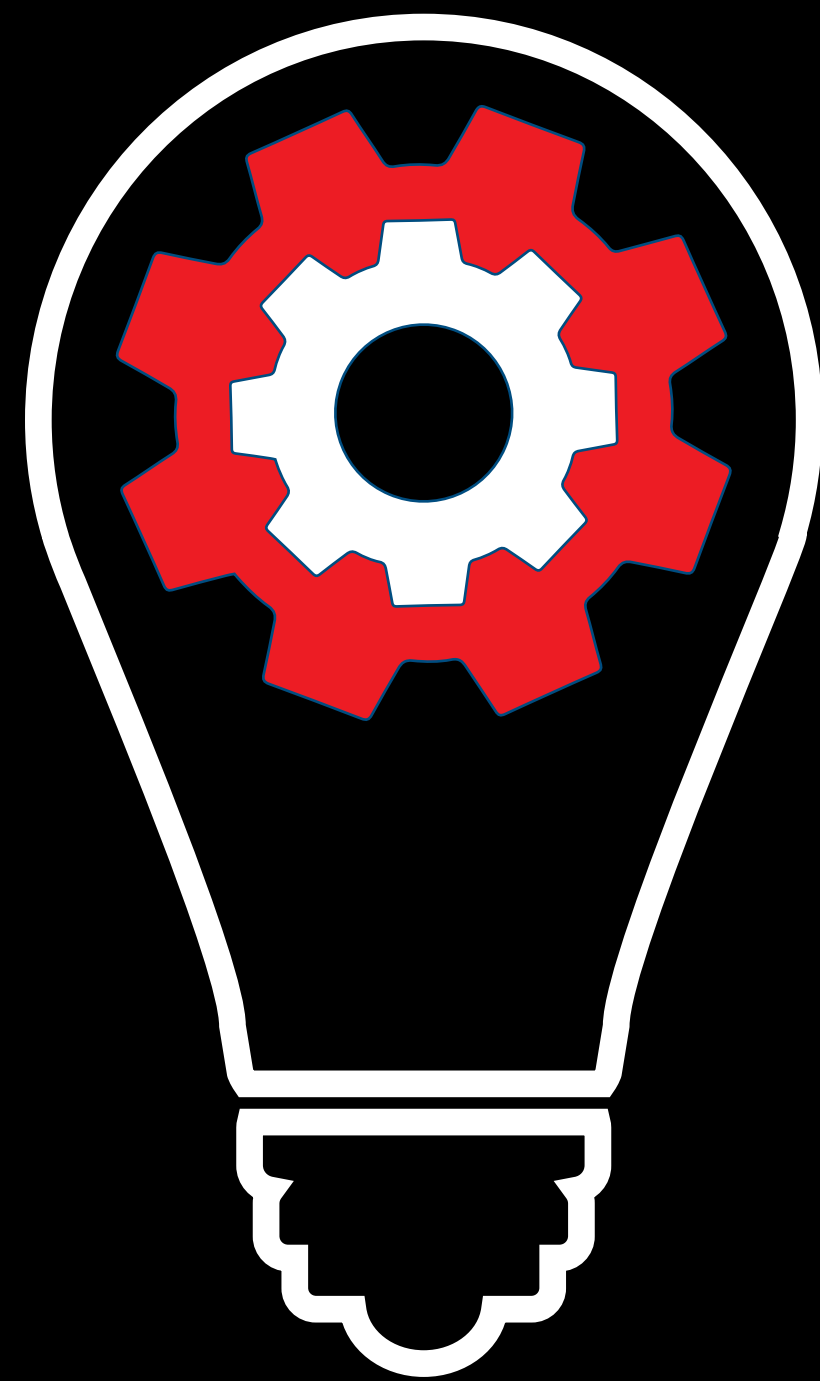
"Clear identification of my values, higher awareness of my construction of self, and useful vertical development ideas made it extremely worthwhile..."

~ Sean Ellis - Business Analyst



Using the latest psychological theory for adult development, we know HOW to grow your thinking specifically. From the Identity Compass profile, we know WHAT needs to change in order to grow your level of personal and external awareness. This will make you a much more capable coach as it helps you to manage your state and lead clients to growth theirs.





Contact us today for a no-obligation chat
about your individual and team
development needs.

THANK YOU

info@AdultDevelopment.Institute

The Institute for Adult Development

About IAD

IAD is a small but growing leadership consultancy in the UK. We specialise in connecting leadership, purpose and communication. Our leadership development programmes, executive coaching, team development and vertical development programmes produce impactful results for people and the business. We enjoy working with organisations and leaders that are high performing, progressive and aware. Contact us to learn more about how we can help you.

