

THREE LEADERS PROGRAMME



Dr Darren Stevens

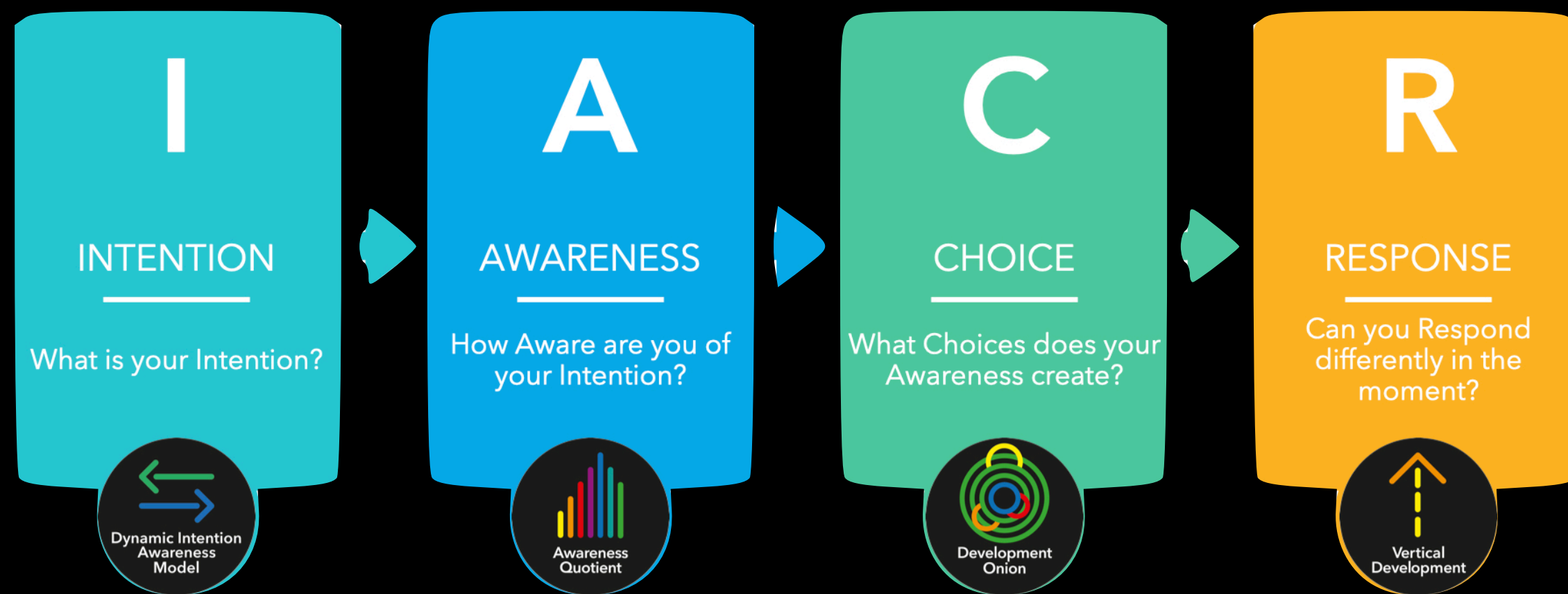
&

Patrick Stam



PREREQUISITES FOR YOUR DEVELOPMENT

This **development programme** has been designed with you in mind.



How **aware** you are of your **Thinking Style** will determine how much **choice** you have in the moment when responding to incoming **stimuli** and thus your external **behavior** will be positively **impacted** with greater **self-awareness**.

A more self-aware thinker is a more balanced thinker, and as such, this programme is designed to move you from your current Awareness Quotient stage to a higher self-awareness, resulting in greater capacity and capability in your work.

- This Development Programme is based on the **doctoral research** of Darren Stevens.
- His results demonstrate **how** an individual's level of **self-awareness** directly impacts their **capacity** to **perform** in their role.
- By virtue of this correlation, there is the potential to **measure** the levels of **Dynamic Intelligence** of staff in your organisation and **benchmark** the collective **thinking capabilities** against an agreed standard for development.
- We will uncover your **developmental needs** and offer a Constructed Development **Intervention route** bespoke to each employee.
- The **basis** for this intervention is a **disequilibrium** in your **Cognitive Intention awareness**.
- In other words: whatever habits you have formed in your thinking will be uncovered and addressed individually for a positive impact on your **overall awareness**.
- And it all begins with an **Identity Compass profile** (available in more than 20 languages)



A NEW FOUNDATION FOR VERTICAL GROWTH



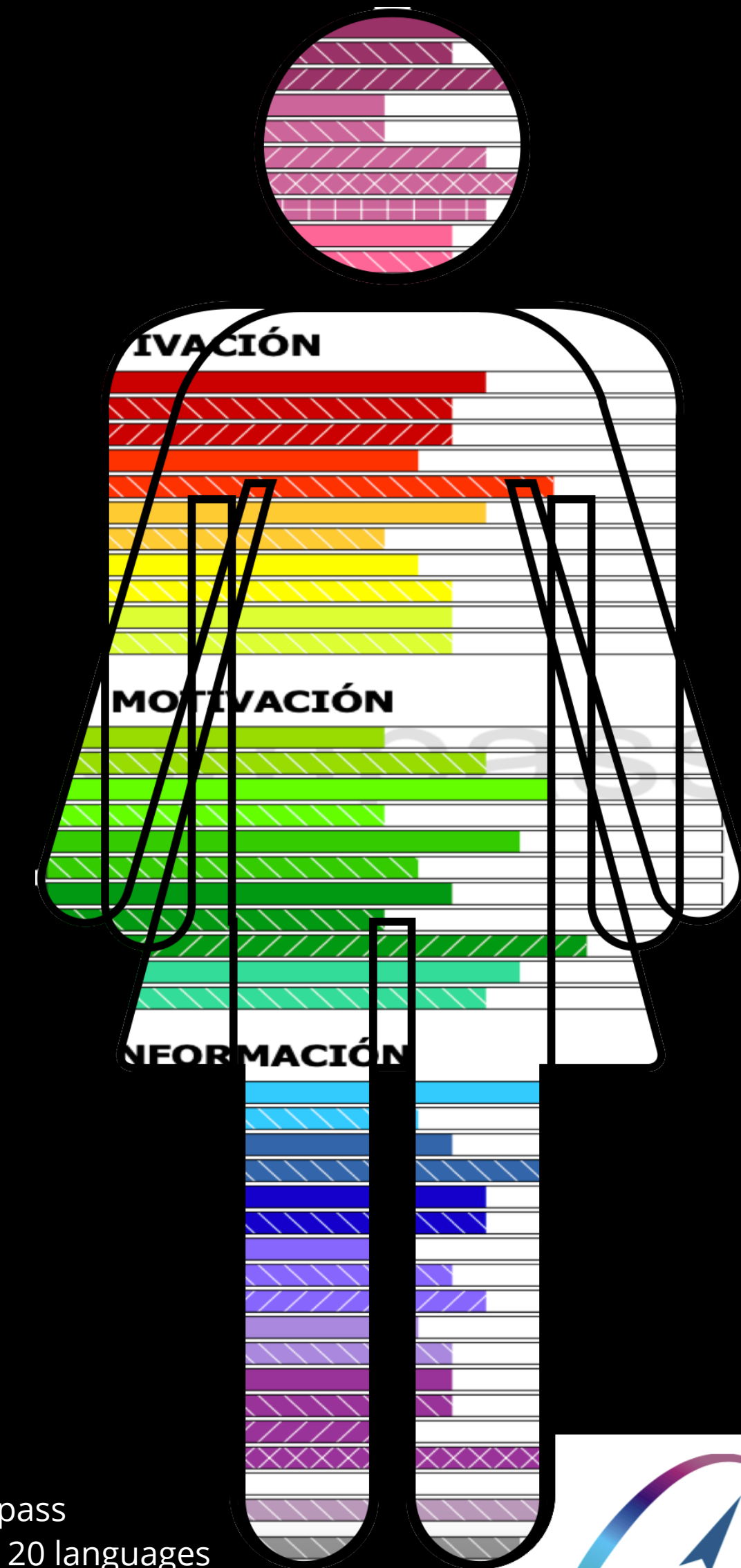
We begin with the **Identity Compass profile** for each member of your team. This is how you construct YOU in the moment.

From this, we can determine your level of self-awareness (**AQ** score) and your capacity to think in the moment such as your thinking complexity (**TQ** score).

This forms the benchmark for your **Vertical Development** using **CDT*** in the context of your organisation.

We do this by understanding **how** we construct our thinking from a position of Intention, Awareness, Choice and Response™ using **fifty building blocks of cognition**.

But it's not all about you. What about your **team mates**?



Identity Compass available in more than 20 languages



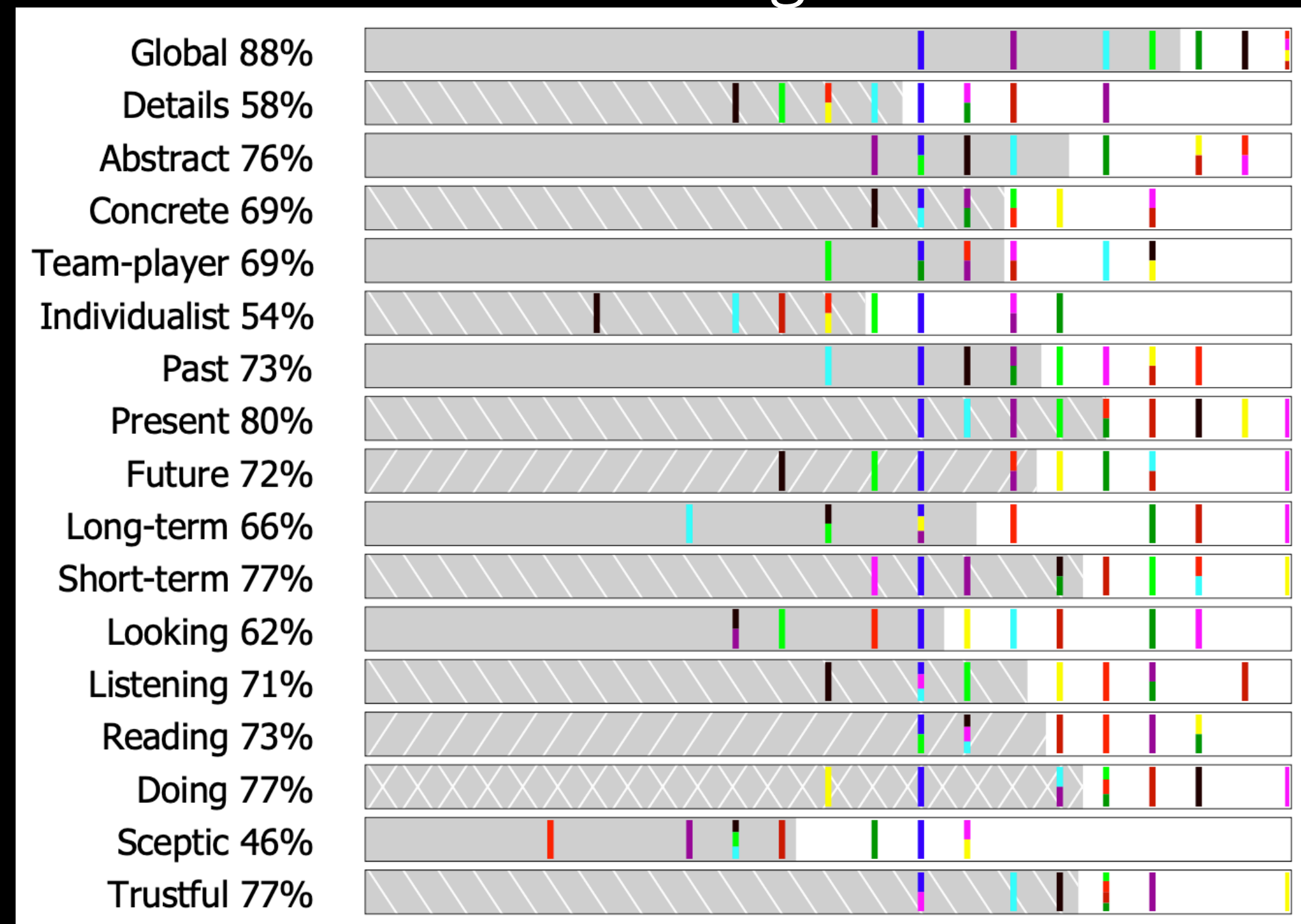
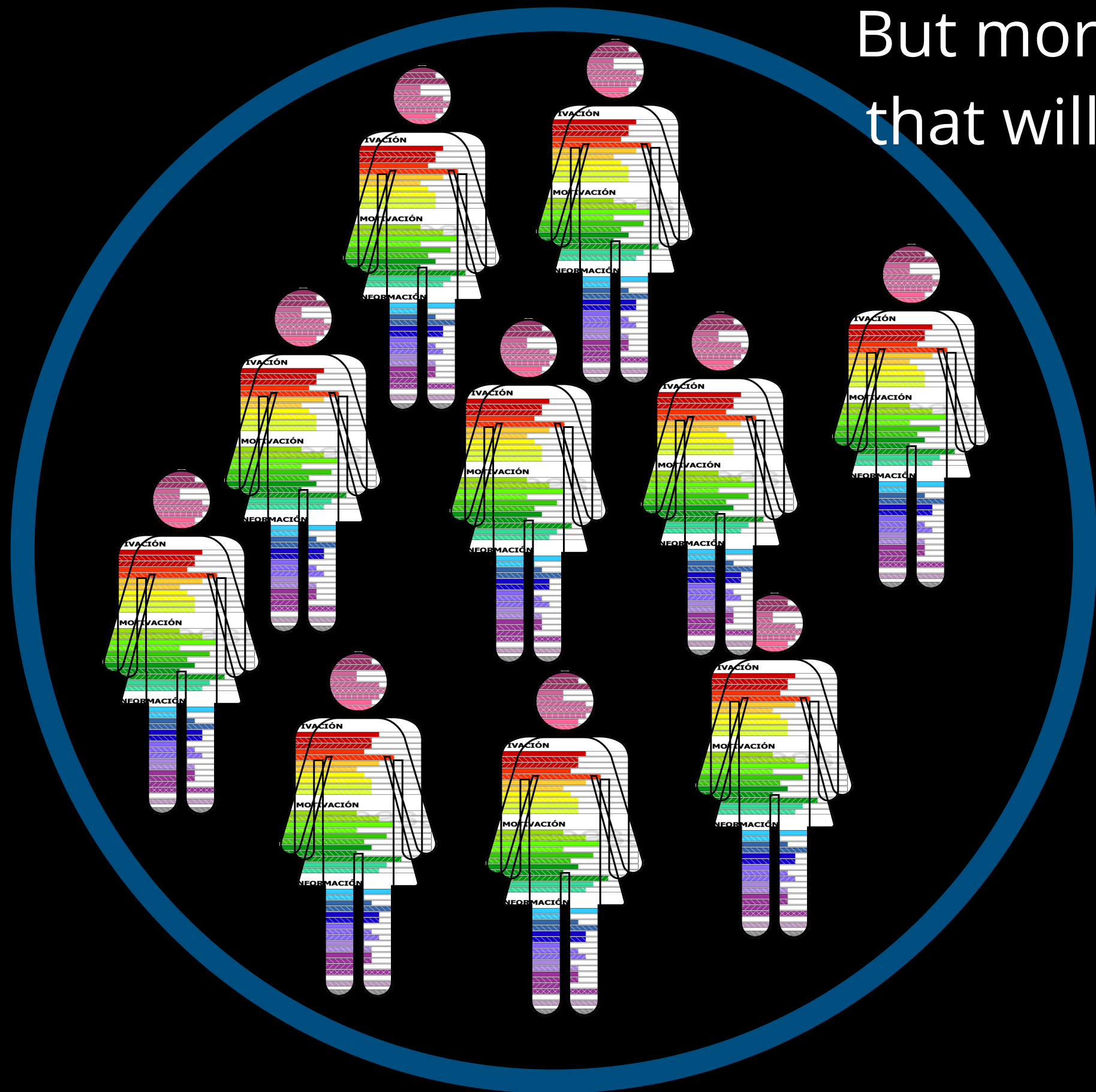
*AQ, Awareness Quotient
*TQ, Thinking Quotient

*CDT, Constructed Development Theory,
(Dr D. Stevens, 2020)

TALENT MANAGEMENT

When we know how you construct *you* and how your colleagues construct themselves, we will show you a **collective team profile** that summarizes the talent within your business.

But more than this, it illustrates the specific path to team development that will facilitate better decision making and better **talent retention**.



Identity Compass
available in more than 20 languages

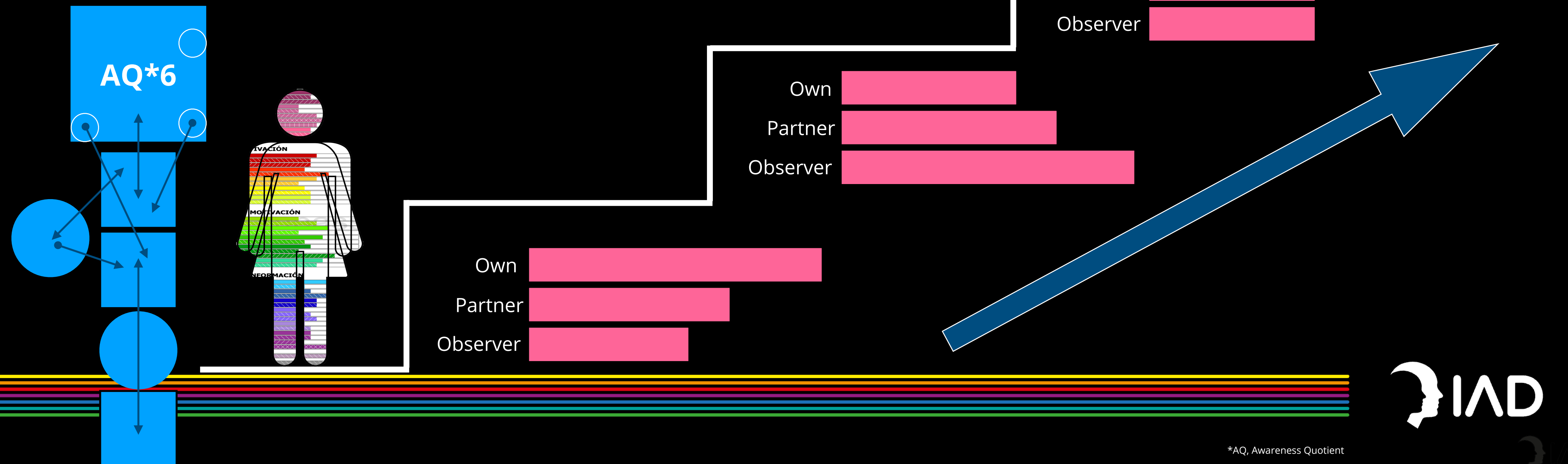


DESTINATION

Using the latest psychological theory for adult development, and the most effective measure on the market - the Awareness Quotient - we know HOW to grow your thinking *specifically*.

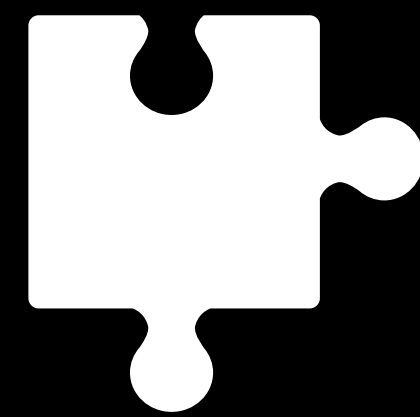
From the Identity Compass profile, we know WHAT needs to change in order to grow your level of personal and external awareness.

This helps you to manage your state and lead others to growth theirs.



WHAT WILL WE BE DOING ?

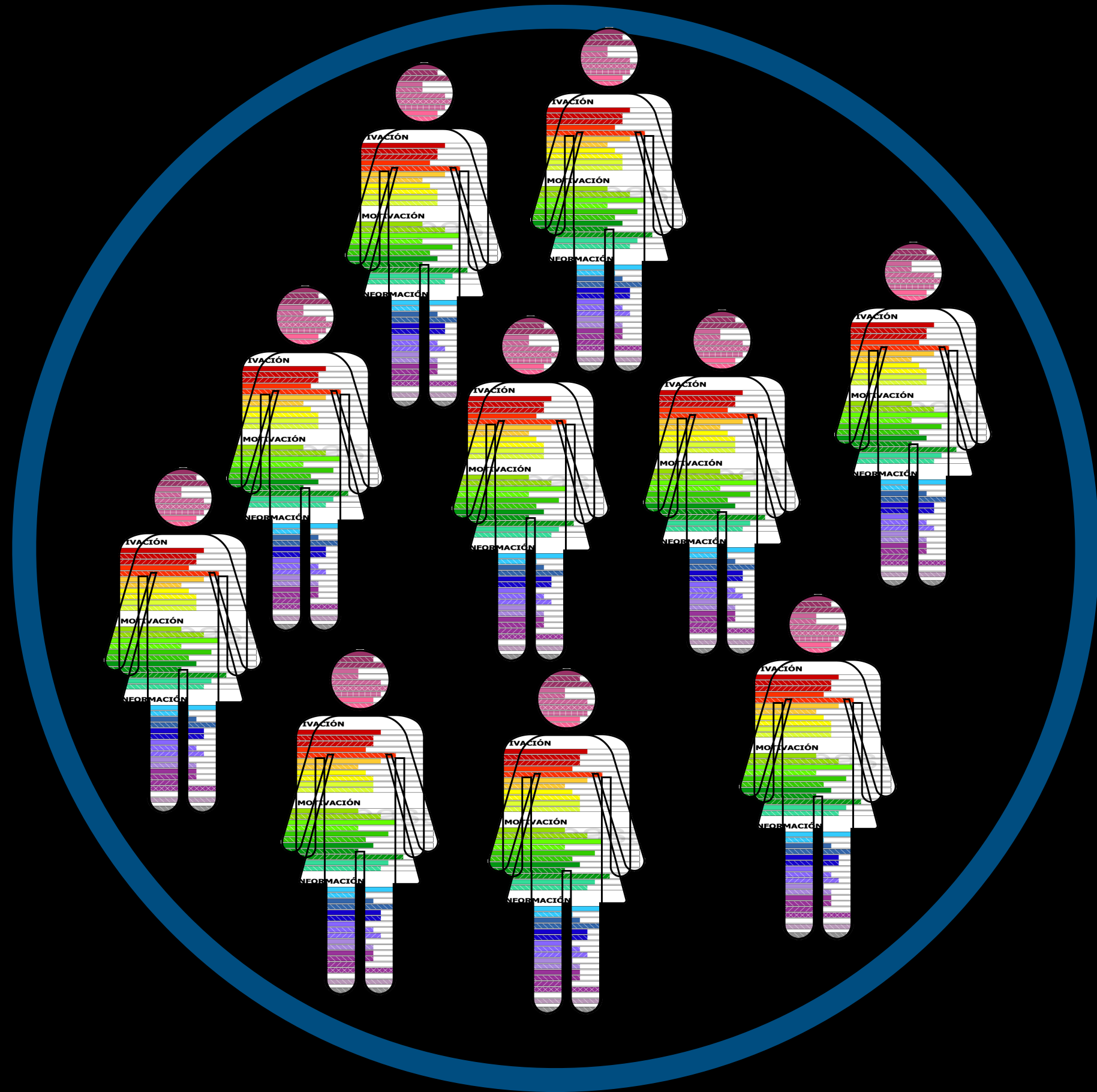
A GUIDE TO THE DAYS' CONTENT



Day One - am: Group Profile Feedback

Day One sets the scene.

1. Each participant has gone through their Identity Compass profile and receive their Thinking Quotient score.
2. We now put them all together and demonstrate the strength and clarity of the team or organisation.
3. We will be looking for specific Thinking Styles and how the decision-making teams are divided - upwardly or downwardly.
4. We are going to begin making connections in our thinking.
5. We will differentiating between Capacity and Capability.
6. Skill sets do not equal capability, so we will look at these from a Constructed Development Perspective.



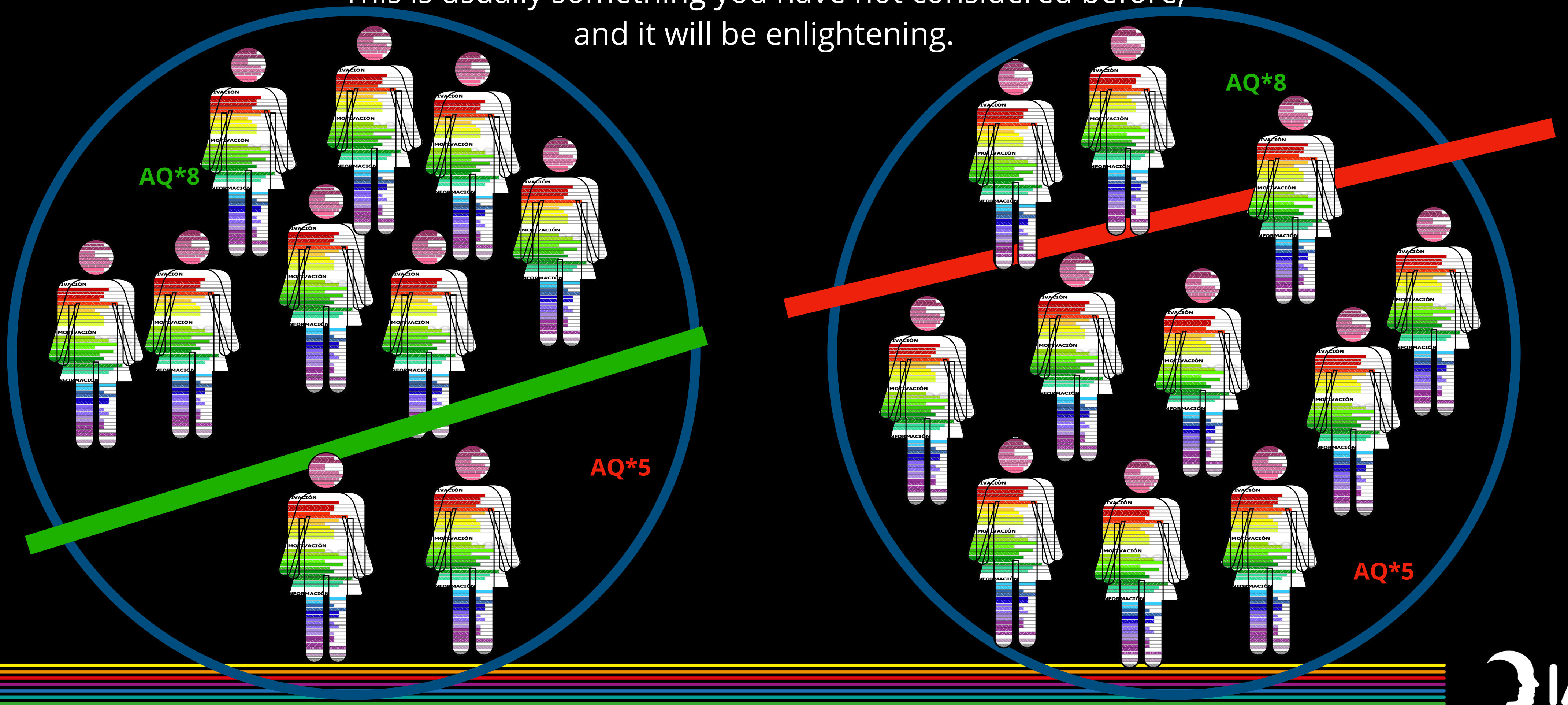
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RISK PREVENTION

We will introduce you to the reasons why your teams might not be collaborating and operating at their optimal output.

This is usually something you have not considered before, and it will be enlightening.



Day One - pm: Let's meet Adam



1. We will **look at** the first of our Leader's **Thinking Styles** and go through **how** we think they **construct** their thinking using **Cognitive Intentions** and **Dynamic Intelligence**.
2. The **scenario** will be determined by the experts in your organisation prior to the programme taking place, so everyone will be **familiar** with the **potential situation** and the potential **outcome**.
3. The idea is to **embed** our **thinking** in **higher level organisational problems** in order to **stretch how** we see ourselves in **context**. This scenario is then used throughout the programme and **deconstructed** to **demonstrate how** our thinking **impacts** our **capacity** to see the problems and **respond** to the problems in the moment.
4. This is a **fundamental process** that works on **many levels** for the participants!

Day Two - pm: Meet Beatrice



After lunch, we will look at « **Leader B** » and **how** she **approached** the same **scenario** as « Leader A ».

1. It will become very **apparent how** their **Thinking Style differs**, how she **constructs** her **thinking** compared to « Leader A », and the **ramifications** of this different **construction on the organisation**.
2. Participants will have **time to embed** the **thinking** here, in order to **compare** it to their **own style**. This is **important** as it will incorporate not only their own construction of self, but also the **mind openers** we **discovered** this morning.
3. We will **finish** the day with a **comparison** and **future projection** of tomorrow's content with regards to:
how could « Leader C » possibly improve upon this Leader's thinking?

Day Three - am: Meet Calvin

On the final day, we jump straight into it with the final leader.

The **premise** running through the **leaders' thinking** is evident from the **way** in which the scenario is **deconstructed** by each, and the participants will **recognize** this with ease.

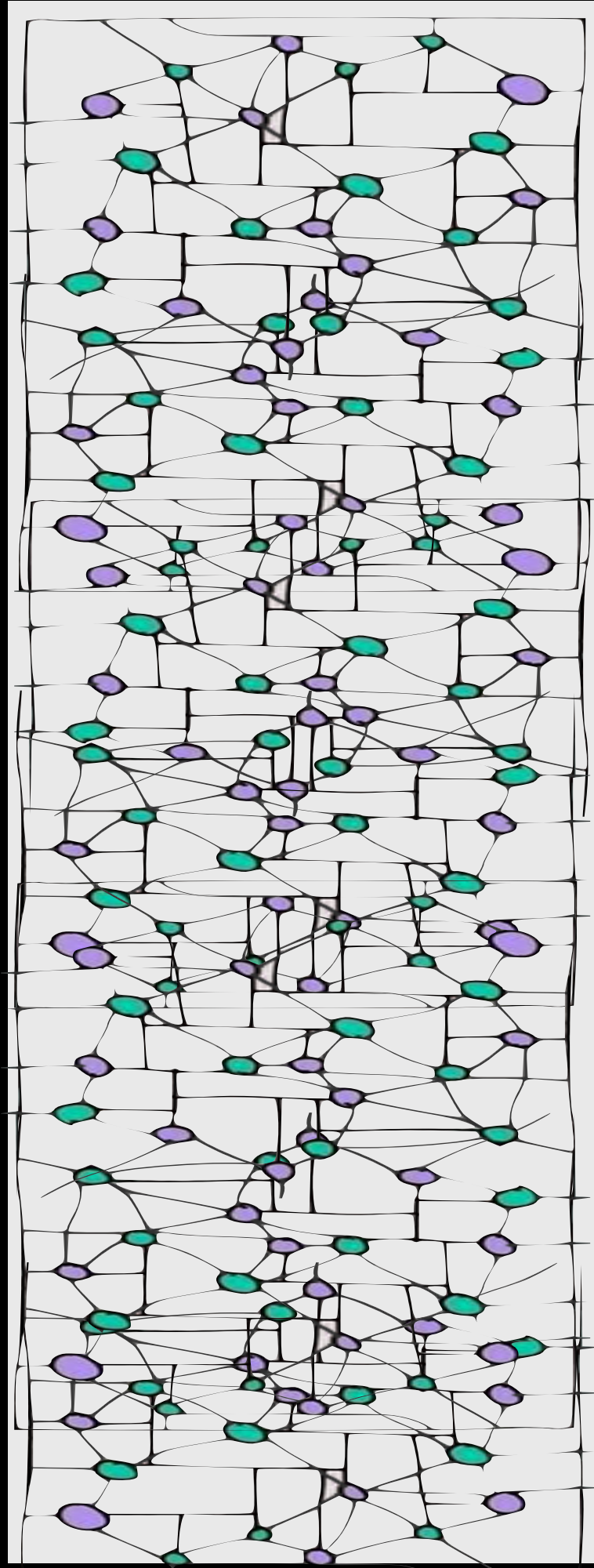
1. We run through **Leader C's Thinking Style**, tease out those **Cognitive Intentions** that appear to be more prevalent, but perhaps more importantly, that appear to be **missing** from the **other leaders' thinking**.
2. From our **new position of greater awareness**, each participant will recognize they have a **greater choice and capacity to respond** in the **moment**.

This will **directly impact their Self-Awareness** and help embed the **change** in their **thinking** going forward.

This is the difference between training and development!



Day Three - pm: Joining the Dots



In the **final** session

we will pull together everything we have uncovered over the past few days and discuss how it has **impacted** our **own thinking in the moment**.

We will recap :

1. the **Thinking Styles** of each of the **three leaders**
2. figure out which one **suits** our **own style**
3. discuss **how** we can **grow** our own **thinking** based on **how** we **construct ourselves** in the **moment**
4. use the **Four Pillars** of Constructed Development: Intention, Awareness, Choice and Response.

Finally we will discuss **how** this knowledge **impacts** **how** we construct our **organisational culture** and if there is **scope for change** knowing what we know now.

The day will end with an open forum :
on **how we make decisions** and
how we might improve our decision-making (*based on the last three days*).

We can then truly embed the development!

Contact us today
for an exchange
about your individual and team
development needs.

THANK YOU

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