



Leadership for Collective Intelligence 2016



○ Leadership for Collective Intelligence

Leadership is about the expression of true character and creativity - particularly under pressure. Uncertainty, volatility and institutional failures, as well as the tendency toward fragmentation and polarization so visible around the world are all pointing to a new level of courage, self-awareness and self-leadership.

At the same time the age of the individual leader is over. It is no longer possible for one individual to manage all the complexity and intensity of modern institutions. Responsibility now needs to be held collectively and socially. Power is shared and cultivated across functions and stakeholders. Individuals and institutions who fail to see this will be left behind.

Leadership for Collective Intelligence (LCI) is the result of two decades of research and hands on work assisting clients to access what is at the core of themselves and their organizations. Evoking a new level of personal effectiveness, it positions leaders to understand their systems and then catalyze new levels of innovation and collaboration. Building leadership capacity, participants are able to produce breakthrough results by coming to new levels of insight in themselves and with their teams and employees.

Organizational Benefits

The LCI is a transformational learning experience. It equips leaders with tools, techniques and practices that will enable them to think and act systemically, and build powerful teams that deliver:

- Unique solutions to complex, ambiguous problems.
- Transformative innovation across the whole value chain.
- Platforms of engagement that lead to cohesive action.
- Viral change across the system by activating shared intention.
- Shifts at scale, whether in strategic thinking or cultural change.
- High-quality dialogue across the ecosystem of stakeholders in multicultural, cross-generational contexts.
- Business-wide results that go beyond the pursuit of targets or competition between departments.
- Increased levels of energy, commitment and alignment.

○ Leadership Outcomes

This is a program designed for individuals who are ready to take their leadership to the next level. We intend that participants will:

- Understand and build alignment around new and emerging potential in a leadership situation to co-create the new.
- Awaken to their own deeper leadership gifts and inspire others to do the same.
- Create safe environments – “containers” – where people can talk and think together across organizational boundaries.
- Navigate and deepen their emotional maturity and transform dysfunctional patterns.
- Become aware of taken-for-granted ways of thinking and operating, creating space for new insights to emerge.
- Catalyze creative thinking, innovation and fresh perspective among the people they lead.
- Inspire coordinated action, rooted in common purpose and shared commitment.
- Conceive, operationalize and facilitate effective, transformational meetings and interventions.

○ A Generative Learning Community

Leadership for Collective Intelligence is more than just an educational program; it is a gateway into a global community of practitioners. These are leaders who are awakening to and operating from a new paradigm, and who are mutually cultivating the highest standards of leadership.

Participants over the past two decades have come from a rich variety of backgrounds, countries, cultures, sectors and industries to expand their potential and transform the ways they think and act. They come from the private sector and the public sector; they are rising leaders or senior players seeking transformation in their careers.

The LCI is unique in gathering very different leaders to develop a common and deep understanding of themselves and of what it takes to produce a generative core of leadership and change. This understanding transfers across alumni. People from different programs find themselves networked and connected in a common understanding that is immediately supportive and powerful. The graduate community serves as an ongoing source of action research and theory development, a place to share best practices and tools and a context for ongoing professional development.

○ Learning Activities

The program will include a variety of reinforcing learning methodologies and practices, including:

- Coaching conversations at regular intervals with members of the core faculty and staff, to further the participants' learning and the development of skills.
- An offline world of practice including video reflection, role playing, skill-building, dialogue, personal transformation, and theory-testing with a group of about thirty people and core faculty.
- A real-world component where participants actively engage their own organizations through practical interim assignments. Here they will have an opportunity to apply their new knowledge, set up experiments and bring the results back to the group.
- Opportunities for cross-organizational learning where participants may choose to undertake joint projects with other companies, share resources, and find other ways to develop a critical mass for learning.
- Practice coaching and getting coached through sessions that develop your coaching capacity while gaining guidance and support through concrete issues and problems from a senior leader.
- Study groups where participants from a single institution meet periodically either by teleconference or face-to-face in order to deepen their competencies.
- Personal reflection including journaling, meditation, exercise, assignments and readings.
- Creation of internal partnerships where there are opportunities for others within the participant's organization (such as people to whom participants report, for whom they are responsible, and with whom they interact) to participate in this work and deepen and extend the learning process.

Leadership for Collective Intelligence

2016-17

6-10 June, Inn by the Sea, Maine, USA

12-16 Sept, FonteVerde Spa, Tuscany, Italy

28 Nov- 2 Dec, Chewton Glen, Hampshire, UK

6-10 Mar 2017 , Stage Neck Inn, York, Maine

Fees

Tuition \$25,000

Travel, accommodations, and expenses
additional

Further Information

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