

## TRANSFORMATION INTENSIVE Personal Leadership Development

### Trainers



Anne Caspari and Johann Entz-von Zerssen have each more than 15 years of experience working with personal transformation, coaching and Organizational Development worldwide. Anne with cutting edge integral and adult development methods and Johann as faculty and leadership trainer for the Coaches Training Institute, for individuals, groups and numerous organizations at all levels of leadership. They joined forces in 2014 to bring personal leadership training to the next level.

This is an excellent training ground for change professionals, leaders and coaches interested in going deeper in their personal development, enhancing leadership of self and others. In the language of developmental psychology this training can provide a 'fast track' for vertical stage development. This gives you a kick, beyond the usual methods of coaching.

# Leading Change by Leading Self: A Masterclass MINDSHIFT INTEGRAL

We all have unconscious reactive patterns, pitfalls or blind spots. These get in the way when we want to lead and be creative, especially in challenging situations. A key is the ability to catch ourselves *before* we stumble and in that way become effective leaders in our lives. In this course you get to practice increasing your awareness of the hidden, unseen and illogic patterns that are holding you back so that you can get the results you want as a leader and change agent.

**Leading change by Leading Self is a two day full immersion training for coaches, consultants and leaders, who**

- are familiar with the latest tools, models and approaches ranging from Teal Organizations, Integral & U Theory, to developmental Coaching and Immunity to Change.
- still experience challenges in getting expected results and leading change in highly complex environments and global change/ sustainability initiatives.

**Leading change means knowing intimately how change works.** The potential for deep, permanent and transformational change is found not so much in an "upwards" movement up some developmental ladder, but in working with resistances, blind spots and 'set-points' found in your own and other's experience. The cause of a set-point is often hidden from our introspection and protected from insight & logic. Finding what lies underneath a set point means catching subtle shifts in your experience just before you employ an automatic escape mechanism, like becoming tired, intellectual, embarrassed or distracted and then feel for deeper 'mapping errors' in your meaning making system. In this course you learn how to catch these shifts, and similar to martial arts, you learn how to turn them around to your advantage. *We call this aikido move of self leadership the 'Lucky Luke Move': we learn how to shoot faster than our own shadow.*

**Leading self comes before leading others.** Doing the work on your part will greatly increase your skills in helping individuals and organizations change. This is what Bill O'Brien or Otto Scharmer talk about when they tell us how much the 'inner place of an intervener' matters to the success of an intervention. When doing this work you will see your choice field widen, and you can play with new possibilities you didn't know were possible before. From these places you will lead others differently.

#### The course is for you, if recognize struggles where you are

- Working in a highly complex environment and are not having the impact you desire
- Struggling with important professional relationships
- Feeling torn between competing expectations
- Feeling powerless when trying to convey your vision
- Wanting to find the purpose in your work
- And would like to experience yourself in a depth and clarity you couldn't access before

#### You deepen your innate capacities to:

- have insight into the deeper, most hidden mechanisms of self leadership and change
- respond with more agility in complex challenges
- see more options and take better decisions
- strengthen your personal authority and control over what you want to achieve
- Foster your own vertical development from socialized to self authoring to self transforming mind
- Go from effectively leading yourself to effectively leading others

**Methods** The course speaks to your own level of expertise and takes place in a safe and light environment. It uses methods and materials that can be seen through the lenses of Ken Wilber's Integral Theory, Otto Scharmer's U-Theory or Robert Kegan's Immunity to Change work. They can also be cross-referenced with other more intuitive transformative processes, tools and methods. However, the course is experiential, no theoretical knowledge is required.

**February 22/23  
2016**

**Stockholm, Sweden;** Venue: Epicenter, Malmskillnadsgatan 32, Stockholm.

**Costs:** corporate 17'000 SEK./ EB discount 15000 SEK until 25.01.2016; Private/ NGO: 10'000,- SEK; Please ask for a personal introduction on skype. Write to [anne@mindshift-integral.com](mailto:anne@mindshift-integral.com) or Emil [emil@emilvikstrom.com](mailto:emil@emilvikstrom.com). You can find more context here: [www.mindshift-integral.com](http://www.mindshift-integral.com)