



# Transforming Leadership

## An LDF Training Intensive

Using the Leadership Development Framework in leadership transformation

A three day training and authorisation programme for  
those who lead and those who develop leaders

3<sup>rd</sup> to 5<sup>th</sup> November 2010

18<sup>th</sup> to 20<sup>th</sup> May 2011

Boston, Cork and Barcelona planned 2010-11



**“...learning of the lenses through which we see the world created immense value for me.”**

Kim Frerichs, Red Frog Coaching & Consulting, USA

**“...quite unexpectedly I found the course profoundly moving in two senses - moving as an emotional, intense, intimate experience, and moving in terms of being transformational”**

Dr John Derry, NHS Advisor

**“...the material covered has enhanced everything I'm offering personally and professionally - a whole new level of insight has been integrated that is empowering for me and those I work with.”**

Barbara Murray, Independent Consultant, Barcelona

### The purpose of this training intensive

is to enable participants to use this powerful framework and profile in supporting the development of leaders.

### Participants will

- Develop an in-depth understanding of the Leadership Development Framework
- Learn to use the LDF as a powerful way of developing others
- Learn how to use the sentence completion form and the resulting profile with individuals and teams
- Extend their skills in coaching using the LDF
- Understand better their own developmental ‘frame’ and their own development agenda
- Work collaboratively with others in exploring the uses and ethical considerations of this framework.

### The training intensive experience

The training intensive integrates learning at four levels. Firstly participants learn about adult development and the LDF. Secondly they develop coaching and change agent skills using the LDF. Thirdly they understand the framework through the lens of their own developmental journey and finally this learning is deepened by a rich community engaged as co-inquirers.

Included in the cost of the programme is follow-on support in conducting LDF debriefs.

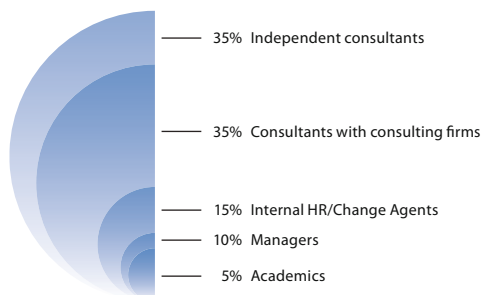
### How will participants benefit by attending?

- You will experience a rich fusion of personal and professional development
- Your coaching and mentoring skills will be extended to include this developmental model
- You'll be part of the growing community of LDF practitioners
- You'll be authorised to use the Leadership Development Profile (only authorised users may commission profiles for others) subject to meeting our criteria.

### Who is this training for?

Anyone who plays an active part in the development of others. This includes HR staff, internal or external consultants, change agents, recruiters, and leaders who coach or mentor their staff.

Those who have attended previous training intensives include:



**“This framework has given me unique perspectives on the development of post-conventional leadership capability and helped me radically rethink development strategies.”**

Martin Woods, ex-Management Development Manager, Aviva

**“I am delighted and grateful for the quality of the trainers at this event. I have felt in the hands of people who are expert at what they know and who LIVE what the whole thing is about. A very, very big thank you.”**

Nicholas Janni,  
Associate Director,  
Olivier Mythodrama

### About the Leadership Development Framework

Meaning making – the missing perspective.

The Leadership Development Framework describes sequential stages of development (Action Logics) through which adults may progress during their lifespan. Crucially, different leadership capabilities are evident at each successive Action Logic - leadership transforms with each step. Extensively researched and validated, it describes what promotes and impedes development to each successive stage.

<http://www.harthill.co.uk/leadership-development-framework/what-is-the-LDF.html>

### About the Leadership Development Profile

The Leadership Development Profile reveals the action logic of a leader (see below). In a unique process, unfinished sentences are completed by the person being profiled. A sophisticated dual analysis of the responses produces the person's 'meaning making' profile. The analysis process has very high validity and reliability on a range of measures.

### Authorisation criteria

In order to be authorised to use Harthill's Leadership Development Profile individuals must:

- Successfully attend the Transforming Leadership programme
- Conduct two LDP debriefs within four months of attending the programme

Note - The training intensive does not equip you to score sentence completion forms; it trains you to interpret LDF profiles once the sentence completion forms have been analysed by highly trained scorers.



### More in the books:

Personal & Organisational Transformations through action inquiry by [Fisher](#)  
[Rooke & Torbert](#) available from Harthill for £20 plus £2.00 p&p, and from Amazon.  
Action Inquiry - The Secret of Timely and Transforming Leadership by [Bill Torbert and Associates](#) available from Amazon.

### Facilitators:

**David Rooke** is a founder of Harthill, a consultant and author. He works predominantly in corporate settings with deep intention and effort focused on transforming the performance of organisations.

He has pioneered the use of the Leadership Development Framework as the backdrop to create interventions that integrate senior leadership, team and organisational transformation.

**Elaine Herdman-Barker** is central to the current research and development of the LDF and attendant profiling. Her passion is to use the LDF and her wide knowledge of human development to support high potential leaders on their journey within organisations

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## PRACTICAL DETAILS

### DATES

- Wednesday 3rd to Friday 5th November 2010**
- Wednesday 18th to Friday 20th May 2011**

### VENUE

West Dean College, Chichester, UK. A truly wonderful and eccentric ex-stately home and now college of the arts. Close to air, rail and motorway links.

### COST

	2010/11	
Category 1: Private sector including multi-person consultancies	£1995 + tax	(£2344.13)
Category 2: Publicly funded organisations	£1680 + tax	(£1974.00)
Category 3: Independent consultants and charities	£1390 + tax	(£1633.25)

*\*tax = Value Added Tax (VAT) @ 17.5%*

**The fee includes:** accommodation (2 nights), meals, refreshments, course materials, a copy of 'Personal & Organisational Transformations', your Leadership Development Profile and 1 to 1 follow-on support in using the profile with your clients.

**The fee does not include:** accommodation the night before the programme, the costs of the two debriefs required for your authorisation.

### CANCELLATIONS

31 days or less notice from date of event – 50% fee,  
15 days or less notice before event – 100% of fee.

### TO RESERVE A PLACE OR FIND OUT MORE

Please email [lynn@harthill.co.uk](mailto:lynn@harthill.co.uk) or phone Lynn Draper on +44 (0)1594 530223  
Payment will confirm your place.

Further information about the **LEADERSHIP DEVELOPMENT FRAMEWORK** can be found at [www.harthill.co.uk](http://www.harthill.co.uk)



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