

5-Step Next Level Leadership and Growth Programme

A World Class Development Programme For Leaders and Emerging Leaders in Uncertain Times Lead to Learn from Those You Lead and Grow

FACILITATED BY

Dr Kieth Deats MBA DrBA(Bus Econ)

Recreate8

Business Growth from Within



“ What man needs is not a tension-less state but rather the straining and struggling for a worthwhile goal, a freely chosen task ”

(Frankl, 2004, p. 110)

Executive and Business Coach facilitated LIVE interactions designed to help Business Owners and Leaders, Individuals, Groups and Core Change Makers Achieve Next Level Growth and BeyondAffordable and Accessible

This Programme is the Rolls Royce in Developing Effective Next Level Leaders and is Based on the Thought Leadership from the Top Drawers of Harvard and MIT in Modern and Post-Modern Leadership Practice

Objective

- + Common Sensing Using Collective Intelligence to Achieve Sustainable Growth
- + Develop sustainable Modern leadership practices and action programmes
- + Develop a Core Group of 5th Level leaders through highly collaborative routine interactions.
- + Design and Embed a Framework for identifying the changes needed in the psychological dispositions of individuals, leaders and emerging leaders by shaping and challenging their commitment to High Value social and commercial propositions.
- + Develop Effective Leaders through Self Directed Learning using Three Distinct Adult Mental Development Growth Trajectories who can practice Self Transformation safely and ethically as their priority in achieving and compounding the effects of sustainable growth
- + Our research has revealed that without exception leaders whose attitudes operate from 5th level have consistently exceeded their Peers in Sustainable Rates of Growth



Structure and Process

Step One Discovery

First Observations with a Business Leader

Current growth problems are identified in dialogue with a Leader who is unable to sustain and increase current rates of growth.

A Preferred Future and a willingness to commit to change and improvement to grow are discussed and includes identifying issues relating to incentives, power and motivation.

The Focus is reflection on a leader's Assumptions that are informing a leader's current growth problems and meaning making;

Discussion considers the Intra-Organisational aspects of Transparency, Inclusion, Dialogue, Well-being and Self Interest.

Core elements of Non-Paternalistic Leadership, Engaging the 'Social' Brain, Common Will and Vision, and Use of Knowledge are engaged as possible leadership behaviours that may need introspection.

A View of Sustainable business growth is explored as is a framework to drive Intra-Organisational change to sustain and increase growth

OBJECTIVE

Decide to engage the organisation and get feedback on a commitment by individuals and groups

An illustration of several stylized human figures standing on a staircase that ascends from the bottom left towards the top right. The figures are positioned on different steps, suggesting a progression or a journey. The background is a solid red color.

Step Two

Intra-Organisational Discovery and Dialogue

This step opens dialogue with individuals and groups to reflect on their first observations by setting out a commitment to Spaces and Places for Debate to Generative Dialogue

OBJECTIVE

Map from Current Reality To an intended Preferred Life with an outcome that will defines a Change Agenda and the Commitment to Defining Collective Success

Identify patterns, habits, experiences, behaviours and assumptions that are perceived to be obstacles to growth.

Public airings on how the organisation, individuals and groups will want to be led. Focus is on exploring new experiences to enable change and growth, including; self-interest, incentives, power and motivation.

Formation of autonomous, self-organising groups to engage with leader groups to co-create expectations. The groups will work towards mutualism, reciprocity and inter-personalism and the well-being of the whole organization.

During this process Dealing with Conflict and Gap Analysis identifies the highest possible future with the collective through a Social Process of the Leader learning to Lead and the Leader Leading to learn

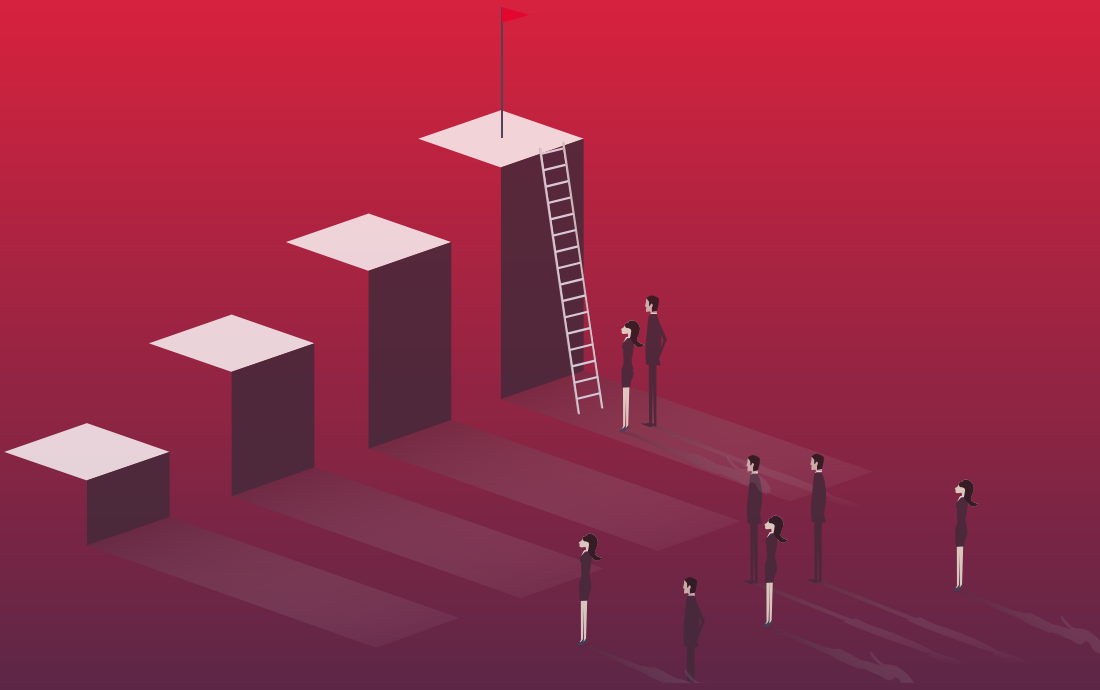


Step Three Strategy

A Common Will and Vision

We use a Certified Kaplan and Norton Balanced Scorecard Practitioner methodology to enable 'Bottom-up' contribution using individual and collective experiential knowledge, co created expectations and Image of a Preferred Future to build consensus to enable new experiences by

SMART Shaping of Improvement Goals and Commitments to test assumptions made in Step Two from a change agenda



Step Four

Designing and Agreeing on Implementing Programmes of Action

Work practices and management actions are Mapped and Tracked by reflecting- on the-doings, actions and practices, and are routinely Assessed and Reviewed to identify What's worked and not worked

The Image Updating of a preferred future is updated through collective Knowledge Generation through improvements, new elements and ideas



Step Five

Preferred Future Next Observations

The Business Leader and Organisation identify new growth challenges and a Willingness to commit to change and improvement, testing further collective and individual Assumptions informing current growth problems and meaning making and continue to run a second learning loop [Steps 2-5]

What Else You Need to Know

These are Live and Online Zoom Room Workshops are available to Organisations and Individuals who are Serious about Developing Leaders and Emerging Leaders to Grow in a Sustainable way

The Nature of Inquiry and Investment in Time and Money Means Going to Work on Yourself and Your Business

The Cost to Individual Enterprises, Their Leaders and Emerging Leaders over Three Iterations and 10 Full Day Workshops is £1800 per Participant, with a 50% deposit of £900 per participant.

Leaders of one organisation will work with individuals of another in breakout rooms to create psychologically safe space, before re-joining the main Group

The Maximum amount of Participants per Workshops is Limited to 10
NB These are Not Webinars-These are live structured and processed facilitations

Cost for the Full 10 Workshops

£1800 for 10 full day Workshops for Enterprises with 10 or more employees, with 50% deposit of £900 to secure your commitment

£500 for 10 full day workshops for Micro Enterprises, with a 50% Deposit of £250 to secure your commitment.

Includes a reading list accessible online, an updateable app to track your progress, and 10 1:2:1 sessions with World Class fellow practitioners

Affordability

We are aware that the COVID crisis has put pressure on us all around our finances, and therefore invite those of you who want to do this work to make a direct inquiry with by clicking on the links below to make private arrangements around your affordability. In exceptional cases we will waive the costs, and prefer that you attend to help you confront the challenges you currently face.

WE ARE HERE TO HELP!

Further Inquiries and Accessibly
Dr Kieth Deats MBA DrBA (Bus Econ)

Jonathan Clark

www.recreate8.com/associates/



Recreate8
Business Growth from Within