

Care and Growth

CONTENT

Personal Excellence

- Link between personal excellence and maturity.
- What maturity means.
- The process of maturation.
- Criteria for a successful life.

Change Excellence

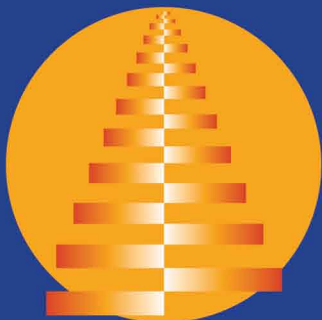
- Change vs. Transition.
- Life's changes.
- Unwelcome change: What is it like?
- Responding positively to change.

Leadership Excellence

- What Leadership means.
- The core variable which accounts for success in leading others.
- The Care and Growth criteria.

Leading Change

- The role of the leader during change.
- Developing a change strategy and plan for my area.



LEADING CHANGE

Succeeding as a Leader in Times of Change

TWO DAY WORKSHOP

Organisations adapt to change, transform and grow sustainably only when those in leadership roles change themselves. Personal Excellence and Leadership Excellence are therefore one issue rather than two.

In the first half of the workshop we deal with Personal Excellence (succeeding in life) and Change Excellence (succeeding in response to life's changes). This is because it is clearly not possible to lead others, particularly in times of change, if one is not in the first instance in charge of one's own life.

In the second part of the workshop the focus shifts to excellence in the context of leading others at work. We determine the criteria for Leadership Excellence in general as well as specifically in times of change.

Over the two days we argue for a single core variable which accounts for both individual and group excellence. This core criterion is the issue of intent; what an individual and a collective makes significant to themselves and hence what they give attention to.

In any context there are really only two variables at play; what we want to 'take' and what we want to 'give'. Of the two the one we have control over is what we give; what sits in our hands. The more our attention is focused on contribution, what we are prepared to give unconditionally, the stronger we become.

Giving however does not necessarily mean being nice but rather being appropriate. It means acting on the basis of what makes us uniquely human; our capacity to act for reasons higher than self interest.

To do what is correct in a situation, to act on the basis of values rather than desires or needs, even if it is not expedient or convenient to do so, obviously requires immense courage and generosity. The workshop establishes what courage and generosity mean in concrete terms, in the context of leading change.