

ILT **Integral Leadership Training**

A Comprehensive Training Program in Integral Leadership

A 24-Module Program Based on
The Integral Mastery Approach (TIMA)

ILT is our comprehensive training program for developing management and leadership skills at all levels of an organization. It is divided into 24 modules designed to instill mastery of ideas and skills for managing and leading people through the key stages of individual and group development. Typically, our trainers accomplish this in 24 two-hour monthly sessions with small groups. However, ILT can be tailored to your company's needs in time frames that suit you.

The 24 modules are devoted to the 8 Principles of Development, which form the centerpiece of The Integral Mastery Approach to leadership and organizational effectiveness. To understand the nature of our approach, we added an overview of the major frameworks toward the end of this document, including the 8 Principles.

Call or email us to begin discussions about implementing ILT in your company.
913/387-0932 info@integralmasterycenter.com

Benefits of the Integral Leadership Training

THE DELIVERABLES: PART I

Part I deliverables are the more individually-oriented results:

Upon completion of the Integral Leadership Training (ILT):

- You will be able to understand life and leadership in four quadrants: Awareness, Behavior, Culture, and Structure.
- You will be able to understand apply the three levels of individual and group development (emotional, rational, and integral).
- You will be able to explain self-responsibility and co-responsibility at each of the three major levels of human development.
- You will be able to apply tools and techniques for mining the messages within your feelings and thereby grow in emotional intelligence. You will also be able to manage emotions in the workplace and contribute to its cultural development.
- You will learn to use the Will (in combination with the Thinking and Feeling) as an effective instrument in communication and negotiation in any human context.

- You will understand the difference between commitment (will), on the one hand, and thoughts and feelings, on the other, and how to utilize that difference to elicit people's commitment to the job and to the goals of your organization.
- You will learn to differentiate instinct from learning and from motivation, and to utilize your natural instinctive talents to improve your performance and those with whom you supervise or work with in a team setting.
- You will be able to communicate and manage by instinct, not just by objective.
- You will learn to use the RISC Model of building relationships in dealing with your supervisors, direct reports, and coworkers.
- You will understand and be able to promote the patterns of effective structures in well-functioning organizations.
- You will learn to promote shared vision, share values, and shared commitments within the culture of your organization.
- You will understand the importance of aligning your personal Core Purpose to the Core Purpose of the organization and learn ways to detect and correct incongruities between the two.
- You will have an ILT Manual containing the frameworks, techniques, exercises, and the more detailed deliverables for each module.

THE DELIVERABLES: PART II

Part II deliverables are the more organizationally-oriented results:
--

- ***Cultural Development:*** The shared vision, values, and commitments of the entire organization will experience a transformation toward greater clarity, openness, congruence, depth, and accountability. It will descend almost imperceptibly at first but tangibly felt in daily life later on.
- ***Structural Transformation:*** The organizational structure will manifest measurable shifts toward healthier patterns of interaction at all levels. Communication will be more direct, relevant, and efficient. Gossip cannot persist because the system boundaries will be clear and will not allow for triangles. There will be a rebalancing of executive focus toward less management and more leadership.
- ***High Performance and Synergy:*** Individual productivity and job satisfaction will reach optimal heights because employees will be trained to perform according to their natural instincts yet united by common values and vision. Teams will be composed of people with balanced diversity of instinctive talents and led by managers who allow the members to act on instinct in the service of team goals.
- ***Self Directed Employees:*** Our philosophy and practices, when adopted and integrated by our clients over time, lead to ever-increasing levels of maturity among their employees, especially those in key leadership roles. This is most manifest in their ability to direct their own lives from within, taking initiative to use their instinctive talents to pursue company goals.
- ***Sustained Profitability and Viability:*** Your organization will manifest sustained profitability and structural stability. Needless to say, job satisfaction will be at an all-time high and unwanted turnover will be at an all-time low. Even those who leave will be assisted to find their rightful place.

Philosophy and Overview of The Integral Mastery Approach (TIMA)

THE KEY TO OUR SUCCESS IS OUR INTEGRAL APPROACH

Today, there are many approaches to human and organizational development in the consulting marketplace. There are very few that would deserve to use the word *INTEGRAL* to describe their framework. The term “integral” can be used when a framework is *comprehensive* and *developmental* in nature:

- **Comprehensive**: complete enough to capture all aspects of life.
- **Developmental**: dynamic view of individual and organizational stages of human development.

Our founders and professional staff members utilize the Integral Vision as the foundation framework for all of our concepts, techniques, goals, and values. We are especially informed by the integral vision of the philosopher Ken Wilber.

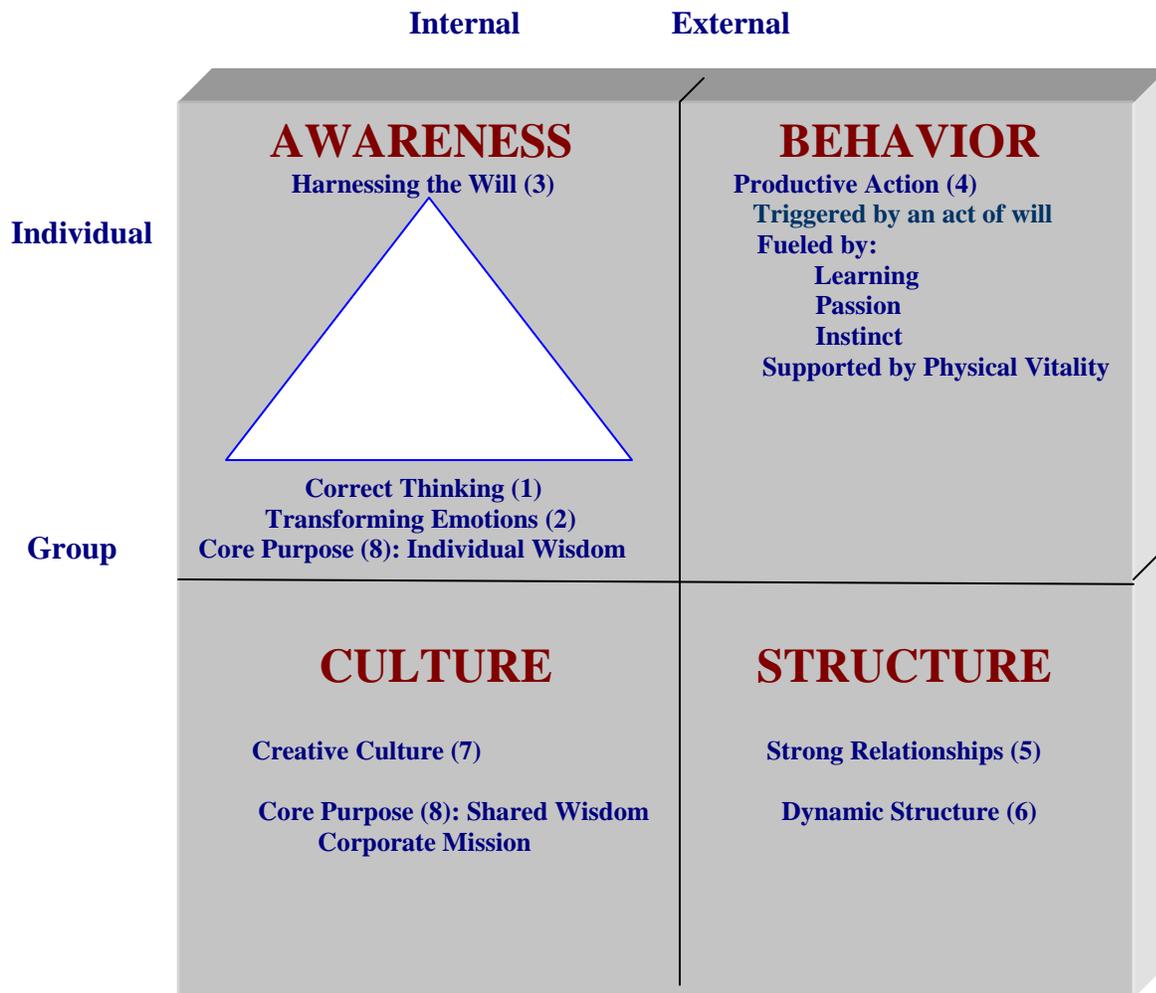
The Integral Mastery Approachtm (TIMA) is our unique contribution to the field of organizational and human development. The centerpiece of TIMA is a set of ideas, models, and techniques captured in the 8 Principles of Development:

8 PRINCIPLES OF DEVELOPMENTtm

1. **CORRECT THINKING**: self responsibility for our actions and co-responsibility for our interactions
2. **TRANSFORMING EMOTIONS**: mining and affirming the messages within our feelings
3. **HARNESSING THE WILL**: commitments drive action
4. **PRODUCTIVE ACTION**: integrating knowledge, passion, and instinct in order to bring high return on effort
5. **STRONG RELATIONSHIPS**: honest relationships that nurture our belonging and our individuality
6. **DYNAMIC STRUCTURE**: organizational patterns that promote personal productivity & group synergy
7. **CREATIVE CULTURE**: shared vision, values, and vows operating at a high level of maturity
8. **CORE PURPOSE**: a mission-based approach that links every action to our purpose for being, as individuals and as an organization

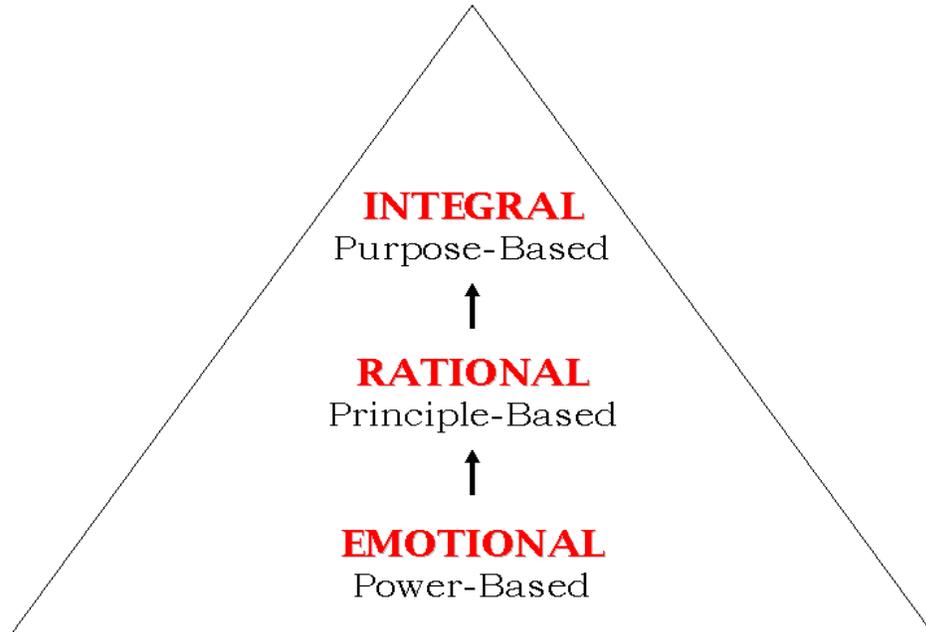
These 8 Principles were developed over thirty years of research and practice. With some revisions, they turned out to be excellent tools for navigating the 4 Quadrants of Life and Leadership, as adapted from the work of Ken Wilber. The diagram below depicts the correlation between the 8 PODs and the 4 Quads:

THE 4 QUADRANTS OF LIFE AND THE 8 PRINCIPLES OF DEVELOPMENT



The 4 Quads are really the four major areas of reality that emerge from making two great distinctions: individual/group and internal/external. These four areas of life—Awareness, Behavior, Culture, & Structure—develop through at least 3 major stages of development: emotional, rational, and integral. These levels are depicted below:

Levels of Individual, Structural & Cultural Development



Finally, we recognize that, in addition to cognitive and emotional intelligences, there is an instinctive intelligence within all of us—the unique ways we create products and services. We use the Kolbe System to measure instinctive action modes, giving us the natural performance profile of each member. We are thus able to teach leaders to manage by instinct, not just by objective, and to create teams with the needed diversity of instincts.

The philosophy behind our approach can essentially be captured by saying that everything we do in the corporate and personal areas of life involves a 4-quad, 3-level analysis through the lenses provided by the 8 Principles.

Our individual and corporate clients learn to map life in these terms as we work with them to realize their personal and corporate goals in ways that are congruent with their values and purpose.