

Based in UK, Spain and Middle East, SCT unleashes your potential for smarter results. Biographies of all our trainers their experience, locations and languages and so much more can be found on the website: www.smartcoachingtraining.com.



KHDA/Actvet Certified

Transformational Leadership using Psychosocial Adult Development Strategy

Vertical Development and Spiral Dynamics are the complement to horizontal development and will enable you to understand yourself and be a better leader

Smart Coaching & Training is offering this two day public workshop delivered by SCT's experienced trainers. Can be delivered in person or remotely.



Vertical Development and Spiral Dynamics

Corporations that help their executives and leadership teams examine their personal world views or action logics can reap rich rewards in terms of effective cultural transformation and engaging the younger generation. Organisational Managers have two broad options in how to use their authority to serve the organisation at any given time. They can perceive themselves to be in a managerial mode delivering today's outcomes within the relative 'certainty' of the system as it currently exists and operates or else by stepping back into an uncertain big picture mode of leadership of the future. Their daily performance necessarily combines both operational management of today's needs along with a more strategic leadership role focused on tomorrow's needs.

Leadership Development Framework (LDF) has 7-8 stages of Adult Development (Vertical Development) like other similar vertical psychology approaches such as Spiral Dynamics (SD); throughout a particular lifetime, adults start at level one and can progress through a number of levels. The closer you are to the higher levels of consciousness the more able you will be to effect and deliver on change, be an effective director and manage internationally. Each stage can be regarded as a level of awareness or consciousness and forms the psychological basis for a critical perception of why we act in a certain way. It can take up to two years to progress from one level to the next with less than 20% actually making it past stage three. Leaders can work to transform from one action logic to another.

The voyage of development 'from manager to leader' is not an easy one; some people change little during their lifetimes while others substantially. Those willing to work at developing themselves and becoming more self-aware can almost certainly evolve over time into truly transformational leaders. For the future world emerging, the higher stages of consciousness are being called forth dramatically, with the younger generation coming in at levels far higher than their bosses, creating new tensions in the corporate cultures. Note consciousness is very different from intelligence. Few current leaders are desiring to change the world for the world's sake however many want to become Individualists (SD-Green) and Strategists (SD-Yellow) or at least progress on their 'Heroes Journey'.

The programme consists of three stages and can be delivered to individuals, teams or groups. We will assess a participant's world view level and structure a plan for development to move them to their next level.

You will learn to

- ✓ Explain the 7-8 levels of Vertical Development and what are the key characteristics
- ✓ Understand the basic principles of vertical development and how they relate
- ✓ Consider the stages of Spiral Dynamics (SD) and how it relate to Vertical Development
- ✓ Appreciate the importance and relevance of Spirit(uality) in your life and work compared to ego development
- ✓ Identify your Vertical Development Leader level is by questionnaire and interview
- ✓ Compare horizontal psychology techniques like MBTI, C-Me or DISC to see how they support each other
- ✓ Show and talk with others on the course by sharing – gaining more insight – and possible revision
- ✓ Build an empathic, trusting coaching relationships that achieve objectives and better performance outcomes
- ✓ Consider a method for individuals and teams to explore their strengths, potential, ambitions and options
- ✓ Develop an individual plan, by coaching, to help you develop your skills to get to the next, or possible, higher level. within a timeframe

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Your Trainers



Malcolm Lewis is a Wizard and Corporate Alchemist, Practical Mystic and Spiritual Teache and Psychosocial Adult Development (Vertical Development) Expert. He has integrated, woven and blended spiritual and esoteric insights. He has been a Visiting Fellow and Entrepreneur in Residence at various leading UK Business Schools on postgraduate Masters and Doctorate programmes and commercial Training courses

David Rigby has over 30 years' experience of management consulting, training and coaching. He is a founding director of Smart Coaching & Training. Experience in 20 countries including most Middle East and with PwC. Expert in Profiles & ICQGlobal

Malcolm is absolutely superb, very passionate and made an interesting excellent course. It is nice to be taught a difficult subject by someone with such enthusiasm London

My compliments to the trainer's ability to deal with the challenges of a multi-cultural class. Ammroc Abu Dhabi

I don't know what you are expecting from Malcolm, but I can assure you that from my experience, he will take you to places that you are not expecting to go. Scotland

The trainer is a very effective educator, coach and speaker and presents in a way that everyone could understand. Abu Dhabi University

It's great to feel your energy and to know the myriad talents you use to develop people. Inspiring!! Coach Barcelona

Very inspirational and set the scene for a holistic understanding of leadership! As a finance professional this programme enabled me to look behind and beyond the numbers!! West Africa

You had the best delegate engagement of all the presenters. Kuwait Conference

You can learn from him just by listening to him speaking. Rolaco Jeddah KSA

It was very enlightening to understand myself more as a professional and understand my team better to support and enhance their skills. Al Tayer Dubai