



Spiral Dynamics Integral Certification: Level 2 Organisations and Leadership

What?

This training builds on the knowledge and theory from SDi Fundamentals and takes an in-depth look at how to leverage those understandings in the context of organisational change. Participants will gain a full appreciation of how to use the SDi lenses and toolkits to bring sharper focus on what needs to change, what is ready to change and how to support organisations and their leaders.

Why?

It is increasingly apparent that many organisations cultures have become unfit for purpose. More agile and adaptive responses are needed to unpredictable and turbulent conditions. Many leaders are looking for non-disruptive ways to transition from hierarchical control to an increasingly proactive and self-organising workforce.

The value of a theory rests in its ability to explain what is, to predict outcomes and to assist us with practical uses. This training is oriented strongly towards the practical application of the Graves model, with the emphasis on what can be done for businesses, social enterprises and public service organisations to help them deliver on their purpose.



Who will benefit?

All those who are looking at how to facilitate change such as :-

- Leaders of organisations
- In-house organisational design and development teams
- Facilitators and consultants supporting mergers and cultural alignment programs
- Social entrepreneurs and public servants considering new ways to deliver and “municipal entrepreneurship”ⁱ

How?

In taking theory into practical application, we will explore:-

- How to look at both the "as is" and the "to be" of the organisation
- The view of the organisation through the Integral 4-quadrant lens
- How the stages of development apply to the lifecycle of the organisation (Adizes model)
- How to detect if the necessary conditions for change are present
- The understanding of leadership – how should who lead whom to do what, using what tools?
- How to differentiate between the Operational processes, the Support systems and the Dynamic Steering (“X, Y and Z” templates) in the organisation

- What is required to reconstruct each of these
- How to use SDi Values to map individuals to roles and functions within the templates
- Who should communicate what to whom, using what channels in what way?
- An overview of leadership development – what are the demands on the new leaders and how do they develop the emotional, conversational and spiritual intelligence that they need?
- What it takes to deliver agility, responsiveness and self-organisation
- What it means to engage with the “spaces between” – learning relationships and contexts that form the living ecology and shifting patterns of organisational being

You will work practically and collaboratively with these lenses, tools and perspectives, wherever possible applying them to organisations that you know. You are encouraged to come with your potential “case studies”.

Who, When, Where?



The training will be led by Jon Freeman, who has a considerable international reputation for his deep understanding of both theory and practice of SDi. Jon is accredited by SDi founder Dr Don Beck and is a consultant, author and trainer. He is a specialist in systems with extensive experience in personal and organisational development, and has worked with major corporations such as O2, BAA, Vodafone, Calor Gas, Centrica and Hasbro.

<https://uk.linkedin.com/in/jonfreemanspiralworld>

The training is over three full days, scheduled for 3 consecutive days between 5th October and 7th October 2017 and will take place in London (Victoria area).

The training is priced at £1395 and is non-residential but will include teas, coffees and lunches. An early-bird discount price of £1195 will be offered until July 31st.

A rate of £1095 per person is offered to couples or to three or more attendees from the same organisation, and to those who attended Spiral Futures’ Level 1 training in May. Please e-mail jon@spiralfutures.com if you require further details.

Note that it is a prerequisite for Level 2 certification that you hold a Level 1 SDi certificate. If you have been certified by any trainer who is not themselves authorised by Don Beck please e-mail me with details and to arrange a conversation.

ⁱ <https://21stcenturypublicservant.files.wordpress.com/2014/09/21-century-report-281014.pdf>