

## Individual Development, Leadership and Coaching:

*An in-depth workshop and Spiral Dynamics Level 2 training.*

### How do we support ourselves and our clients through these most challenging times?

As a coach, facilitator or witness of another's developmental journey it is a primary skill or capacity to navigate these turbulent times and waves and enable others to do likewise with skill & awareness. Understanding ourselves is a key to how we see and facilitate others.

Newly enhanced for 2024, this event will facilitate a deep exploration of human development driven by the living systems intelligence of Spiral Dynamics and drawing on the experience and wisdom of participants. Being both an interior experience and an objective presentation of the spiral, it will deliver awareness of the ways in which cognition develops, with a deeper understanding of the embodied and somatic features of perception and the ways in which emotional blockages hold back functional growth. We will get in touch with how fear and control affect all of the first tier, and how they lead to arrested and closed developmental stages.



Over recent centuries, humanity has increasingly believed in the power of reason and the dominance of the analytical mind. It has relished the success of technology and the illusion of mastery over the material world. Two large and visible flaws have become apparent:

- 1) The dominance of the mind has diminished our respect for our somatic systems and intuitive knowing, reducing our sense of connectedness to nature and each other and suppressing our human spirit. We have neglected the Beige, Purple and Red systems.
- 2) The supremacy of a mechanistic and matter-based view of organisations and society has caused us to ignore contexts, antecedents, stories, beliefs and emotional responses. Many are trapped in trying to control the world's chaos and turbulence, unable to adapt to a Volatile, Uncertain and Chaotic world or to thrive on the liminal edge. Some who are stuck in the Blue and Orange systems have become hubristic, rigid and dominating while Green thinking struggles to break out of disempowerment.



An overriding key to our success in navigating the new conditions that face us, is in our development of the capacity to surf, not analyse the wave. That means living in the instant, in this NOW moment, willing to be in the unknown, sensing and choosing on a continuous basis, ready to see the results of our choices and make adjustments. It is the "fail fast and fail often", agile mind-set turned into a way of being. It requires all of our capabilities to be on stream.

**Based within a framework of Developmental stages according to Spiral Dynamics, we will explore, unpack and develop awareness of:**

- **How we learn at different levels** of development and how to re-awaken lost modalities
- **What the differing capacities are** at each stage and how to see what is missing and needed
- **Potential and typical wounding** that can occur leading to arrested or closed development

- **New frames for 'Leadership'** such as Liminal, Relational/Collective, Participatory, Conscious

This training is for coaches, mentors or guides who are working in the Personal Development Field and/or supporting Leaders in their inner development, navigating the change waves with an awareness of the larger field. The training will be an experiential co-creation, drawing from all that is in the collective of participants. It is also potent as a reflective tool for your own individual development. Making a difference is more powerful when it comes from within.

**You will come out of it with wider understanding, sensing and experience of:**

- **How each developmental stage operates** in you and in others, plus how dysfunctions arise
- **The underlying bio-psycho-socio-spiritual threads**
- How to **integrate these perspectives with your current methods** in support of your clients
- **How to unlock and integrate the stages**, unlearn dysfunctional teachings and habits
- How to lead people towards an **expanded perceptual bandwidth** and a sense of **empowerment and choice** when the maps are failing, and the experts clueless

## Prerequisites

It is possible to attend this training without being fully Level 1 Certified, but significant prior Spiral Dynamics knowledge will be required if you are to benefit. We will discuss those requirements if you are interested. You would not receive a Level 2 certificate unless/until after you complete a Level 1, and only if this takes place within 12 months.

## How to Book

**The training will start on 18<sup>th</sup> November 2024 and run at approximately 2-week intervals (avoiding the holiday season) until March 10th.** Sessions will be online via Zoom, supported by the ValueMatch Academy online learning platform and will be recorded. Note however that due to the participatory and interactive nature of the training, offline attendance will be likely to reduce the value of the experience.

The training is priced at £895 (£995 to corporate clients) and is non-residential. A discounted early booking price will be available - please see online for details

Registration details are on [www.spiralfutures.com](http://www.spiralfutures.com). Registration requires a £300 deposit. The remainder will be invoiced separately and can be paid by BACS/Paypal /Transferwise.

## Facilitator



**Jon Freeman** is a generalist in an age of specialists, a systems thinker with high originality and a wide-ranging top-down perspective on individual, organisational and societal behaviour. His expertise in the theory and application of Spiral Dynamics is widely acknowledged. He is the author of two well-reviewed books, "The Science of Possibility" and "Reinventing Capitalism" and many published articles in Kosmos, Integral Leadership Review and others. He is a Director of the SDi Foundation, was a founder Director of Conscious Capitalism UK, is a Director of Future Considerations and a member of the RSA. There is more information about Jon's body of work on [www.jonfreeman.co.uk](http://www.jonfreeman.co.uk).

Jon is accredited by the Don Beck Spiral Dynamics Integral Foundation to offer full certification trainings and has been teaching SDi since 2009.

