Generating Transformative Change (GTC) - Africa

Developing leaders for enhanced organizational results

For 10 years, Generating Transformative Change (GTC) has provided leaders and change agents the necessary skills and capacities to be more effective, creative and impactful leaders. This highly acclaimed program is based on decades of research into human and leadership development and integrates a broad range of theories and practices designed to help participants not just acquire the new skills but grow inner capacities necessary for effective leadership in complex and demanding contexts. This program enables your staff to move to next level of their best potential, thus, enhancing the performance of your organization.

GTC is a multi-disciplinary, action-learning program, which focuses on transformative approaches to leadership and is designed to develop the whole person along with his or her leadership skills. The program takes place over 9-months and consists of four residential retreats and inter-session learning and application. (for overview/contents of retreat, refer to 'Retreat at a Glance' below).

PROGRAM OUTCOMES

1. Improved leadership capacity and communication.
2. Greater capacity for collaboration, partnership, and engagement of staff and stakeholders.
3. Increased creativity for visioning and innovative thinking.
4. Greater self confidence for decision-making and problem-solving.
5. Improved competence to lead change in organizational culture, function and behavior
6. Insight into assumptions, values, and habits, and how they influence individual and organizational choices.
7. Broader capacity to develop and sustain relationships, and manage inter-personal conflicts
8. Increased ability to create work ownership in the self, amongst colleagues, team members and other teams.
9. Becoming part of a global collaborative community of leaders of dynamic organizations.

The GTC was studied in a survey called 'A Global Exploration of the Emerging Field of Generative Change Agent Development' led by Alain Gauthier, GCAD Coordinator, Global Leadership Network. The program stood out as one of the top three, from over 30 leadership programs assessed in the study, for including critical success factors for enhanced participant learning and performance.

KEY LEARNING AREAS

1. Human and organizational behavior - theory and practice
2. Action and reflection – learning organizations and people
3. Development of individuals, teams and groups
4. Communication, dialogue, and transformative conversations
5. Integrating individual and organizational goals and intentions
6. Discovering and working with leadership blind spots
7. Integral assessment and change
8. Self-organizing systems and dynamic steering
9. Appreciative and transformative leadership principles
10. The practice and capacity for "multiple intelligences" - physical, energetic, emotional and mental.

STRUCTURE AND COMMITMENT

Residential retreats:

5-day residential retreats. Retreats take place Wednesday through Sunday, to minimize time away from work. GTC Africa participants have the option of joining:
- GTC Starter (6 to 10 November 2013), a single five-day retreat, or
- GTC Complete (that runs from November 2013 through August 2014) comprising of 4 five-day retreats.[1]

---

[1] GTC Starter is a one five day session, whereas; GTC Complete is a program that has four five day retreats in which GTC Starter will be the first retreat

Dates:

Retreat 1: 6 – 10 November, 2013

Retreat 2: 12 – 16 February, 2014

Retreat 3: 14 – 18 May, 2014

Retreat 4: 6 – 10 August, 2014

Inter-session learning:

Five-to-ten hours per week of study, online participation, and field work.

Community of practice:

Ongoing action and reflection with learning group.

Coaching:

Coaching and guidance from faculty, mentors, and peers during and between retreats.

Application projects:

Participant designed application practices and projects to apply learning in current job.

Certification:

Successful participants receive certificate in transformative leadership from the LIOS Graduate College of Saybrook University

Fees:

GTC Starter (November Retreat Only):

Self-sponsored/ Local not-for-profit: **$ 450**

Local Company/ Public Sector-sponsored: **$ 500**

International Corporate sponsored/not-for-profit: **$ 675**

GTC Complete (4 retreats):

Self-sponsored/ Local not-for-profit: **$ 1,800**

Local Company/ Public Sector-sponsored: **$ 2,000**

International Corporate sponsored/not-for-profit: **$ 2,700**

Where to apply:

Contact info:

E: gtcafrica@pacificintegral.com

T:+251 (0)911 22 15 05; +251 (0)919 17 82 68.

W: http://www.pacificintegral.com/new/homepages/gtc-africa/

PROGRAM CONTENT: RETREAT AT A GLANCE

Process: the GTC starts with a deep introduction of oneself. In every retreat participants will have ample opportunities to share and reflect

Retreat 1	Retreat 2	Retreat 3	Retreat 4
- **Generative Listening**	- **Shadow**: embracing one's disowned potentials and limitations	- **Holacracy:** the art of balancing autonomy and authority in organizations	- **Prototypes continued**
- **Development spectrum:** adult stages of development	- **Eight perspectives and integral organizational assessment:** generating a sustainable organizational response	- **Participant teach-in:** participants' practice facilitating a conversation	- **Deepening dialog**
- **Dialog:** the practice of generative conversations	- **Guest lecture**	- **U process**: transforming your response to a challenge	- **Let go to the future:** principles and intentions of enacting a new future.
- **Autopoiesis:** understanding self replicating systems	- **Evolutionary systems:** how to enable systems to transform	- **Collective prototyping:** designing a new group practice	- **Presencing who you are now:** welcoming a new identity
- **Paradox in group life**	- **Assessment practice**	- **Inter-session assignment**	- Holacracy continued
- **Visioning**	- **Presencing prototype:** creating a new group identity	- Formation and development of transformative **communities of practice and action**	- **Manifesting your future**
- **Prototyping:** safe space for innovation			- **Organization and governance**
			- **Collective intelligence** - **Emergent leadership**