



Generating Transformative Change Developing the Future of Leadership

Executive Summary

For more than 14 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.

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.

In my global survey of generative leadership development programs, I have found so far very few programs that address as thoroughly and effectively the development needs of leadership as GTC does. I am particularly impressed by the attention given to the participants' selection process to ensure that the program is a good fit for them at this time in their life, and by the way a number of leading-edge integral approaches are woven together to make them relevant for each individual. The international and sectorial mix of the participants as well as faculty's willingness to evolve the design over time are also factors that account for the high quality of this action-learning experience.

– ALAIN GAUTHIER,
CORE LEADERSHIP DEVELOPMENT





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PROGRAM OUTCOMES

- Improved ability to lead transformative change.
- Increased creativity and innovative thinking.
- Greater self-confidence and leadership vision.
- Facility with key dynamics of change: complexity, culture, function and behavior.
- Improved leadership presence and communication.
- Insight into world views, assumptions, values, and habits, and how they influence individual and organizational choices.
- Deeper, more authentic, and powerful relationships.
- Greater capacity for collaboration, partnership, and engagement of leadership, staff and stakeholders.
- Increased capacity to understand and shift perspectives, improving your ability to influence others towards positive change.
- Greater trust in internal wisdom for decision-making and problem-solving.
- Becoming part of a global collaborative community of transformative leaders.

KEY LEARNING AREAS

- Human and organizational behavior - theory and practice
- Action and reflection – learning organizations and people
- Development of teams and groups
- Communication, dialogue, and transformative conversations
- Integrating individual and organizational goals and intentions
- Discovering and working with leadership blind spots
- Integral assessment and change
- Transformative leadership principles
- Self-organizing systems and dynamic steering
- Appreciation and positive leadership

STRUCTURE AND COMMITMENT

Residential Retreats	Three 5-day and one 4-day residential retreats. When possible, retreats take place over a weekend, to minimize time away from work.
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.

