

# LDF AUTHORISATION

## Module 4 of The Art of Developmental Consultation

Module 4 is a new opportunity for coaches, consultants, and development professionals who are not yet authorised to use the LDF profiling tool, to become Authorised Users in a convenient, integrated way, at a fraction of the usual cost. Rather than a 3-day residential intensive training, Module 4 (integrated with the 3-Module DC Programme) offers all training required to become a proficient LDF Authorised User. It also makes a great option to update your LDF practice if you became an Authorised User some time ago.

### Who is 'Authorisation' for?

LDF Authorisation is for development professionals who want to be able to use the gold-standard 'developmental assessment' tool available for leaders: the LDF (Leadership Development Framework).

The LDF is the original, leading-edge, premier instrument to assess individual leaders' meaning-making. Meaning-making has been shown to be a key component of decision-making, action, and leadership activity, especially in more complex and VUCA type environments, increasingly common these days.

Over 7000 mostly senior leaders have been profiled globally over two decades and hundreds of development professionals have been trained to use it, many of them continuing to do so. In addition, thousands of leaders have been impacted through leader development projects, like those you provide.

Authorisation also generates access to a thriving and vibrant community of LDF and developmental practice, personally and professionally, including an open invitation to training and development events to deepen and extend your knowledge and understanding both for your own growth, and for your professional development and supervision, in working with clients, their teams, and systems.

## The Leadership Development Profile (LDP)

*A unique and insightful profile to support precise development in leaders*

The Leadership Development Profile (LDP) uses the LDF to assess meaning-making:

- The LDP has been undertaken by 7000+ leaders and consultants
- It provides insight into an individual's strategic, personal, and interpersonal capacities
- The LDP identifies a leader's development edges, and in particular those capabilities needed for transformational leadership
- It is internationally recognised and validated

The LDP reveals the crucial and mostly invisible 'sense-making' processes by which leaders interpret and give meaning to their experiences, situations and contexts – the basis on which a person makes decisions and plans actions. Understanding our dominant Action Logic provides choice about the contexts in which we may be most effective, our current constraints to effectiveness and crucially, what development might transform our leadership. The LDP thus plays an important role in leadership development, individual coaching, consulting, team development, talent development, and culture change.

The Profile output is derived from the open-ended, free-text completion of 32 sentence stems, using the person's own words as a personally-unique dataset, unlike closed-field, forced-choice data-entry methods often used. Highly-skilled LDP Analysts transform that key dataset into a comprehensive, bespoke LDP Client Report rich in insight and developmental implications for leadership.

## This module's core aims:

1. To provide you with the knowledge and skills required to apply the LDF (and related) developmental theory to leadership work as a development professional with individuals, teams, and organisations
2. To understand the mechanics of meaning-making in enough detail to be able to 'debrief' your clients using the LDP
3. To introduce the art of interpreting the 'sense-making' in clients' unique datasets and their report

## Details and Dates

The Module 4 Authorisation bolt-on is specifically designed to require minimal travel and cost. There will be a single one-day in person training day in between two long online webinars and independent reading. The focus of the training is to expand what is already covered on the Developmental Consultation programme and to make the best use of time and energy so that you're soon ready to debrief LDF clients.

This Module runs concurrently with the Art of Developmental Consultation Programme. The concurrent dates are shown below. There will also be additional short meetings during the in-person modules.

<b>The Art of Developmental Consultation Modules 1-3</b>	<b>LDF Authorisation Bolt-On (pre-booked) Module 4 participants only</b>
Introductory Call for the Programme <b>Friday 6<sup>th</sup> April 2018, 2pm</b>	Introductory call for Module 4 participants only <b>Monday 9<sup>th</sup> April 2018 4-6pm</b>
Module 1 <b>Thursday 19<sup>th</sup>- Friday 20<sup>th</sup> April 2018</b>	Online review of Module 1 theory and materials & Part 1 of LDF Authorisation (online) <b>Saturday 21<sup>st</sup> April 2018</b>
	<i>Buddy work (optional)</i>
Module 2 <b>Wednesday 13<sup>th</sup> – Friday 15<sup>th</sup> June 2018</b>	Part 2 of LDF Authorisation (in-person) <b>Saturday 28<sup>th</sup> April 2018</b> (London)
	<i>Buddy work (optional)</i>
Module 3 <b>Monday 10<sup>th</sup> – Tuesday 11<sup>th</sup> September 2018</b>	Part 3 of LDF Authorisation (online) <b>Saturday 12<sup>th</sup> May 2018</b>
	Part 4 of LDF Authorisation: Practice Debriefs <b>On your own schedule</b>
	(Optional) check in on progress (online) <b>Saturday 8<sup>th</sup> September 2018</b>
	'LDF Authorisation' confirmed after two practice debriefs are successfully completed
	<i>£850 (excl. VAT)</i>

# LDP Authorisation Training

*Extend your coaching and consulting with a rich fusion of professional and personal work*

LDP Authorisation involves a training programme followed by practice in using the LDP with clients, which authorises you to use the LDP and commission LDP Reports. Training includes:

- An in-depth understanding of the Leadership Development Framework and constructivist developmental principles to work with
- Extension of your coaching and mentoring skills and awareness through using the LDP
- Using the LDP with teams
- Personal reflection on your own 'Action Logics' and how they impact your work as a consultant, coach, or leader.

**To reserve your place, email: [lynn@harthill.co.uk](mailto:lynn@harthill.co.uk)**

**Early booking is advised - registration deposit (non-refundable): £100**

**Module 4: £850 (Ex-VAT) – you are asked to pre-book with the DC programme.**

*Cancellation 60-days or less notice – 50% fee. Cancellation with 30 days or less notice – 100% of fee.*

Lunch and light refreshments provided. Hotel accommodation not included. Central London venue.

Broadband internet connection is advisable, to participate with the *blended learning* content online.

The online platform used is "Zoom" – PC/Mac software (free sign-up) is available online at [Zoom.us](https://zoom.us)

## Module 4 - faculty

The facilitation team has many years' experience using, developing, and training with the LDF, drawing upon wider adult development theories. Module 4 will be facilitated by Dr Philip Hayton and Karen Ellis.

**Dr Philip Hayton** MBA DClInPsy CPsychol.

Philip is Director at Harthill Ltd with responsibility for LDF Development, Quality and Research. He's a chartered clinical and coaching psychologist, doctoral trainer, researcher and assessor with broad and varied top-level experience in adult development with individuals, groups and systems. He works closely with authorised LDF users, coaches and consultants in training, research and supervision. He's a member of the British Psychological Society's (BPS) Special Group in Coaching Psychology; co-founding member of the BPS Holistic Faculty; member of the Division of Clinical Psychology; registered BPS Supervisor and an Academic Fellow of the HEA.

**Karen Ellis**

Karen has worked in all modes of consultation (individual, group and organisation) in a wide range of clients over the last 25 years. She works primarily and explicitly with approaches based on constructive adult development theories and has been a key Harthill consultant since 2002. She is currently working up a model of capacity development which brings together the best of all the key CAD theories and will be bringing these new ideas to the programme. Although she now focusses mainly on practitioner development, intervention design and supervision, she still does some direct client work with very senior leaders in the UK public sector and a small number of global corporates. In her client work, Karen specialises in supporting leaders to perceive, interpret and lead in highly complex environments and integrates work on individual and systemic change.