

The Art of Developmental Consultation – Open Programme

We're delighted to announce a ground-breaking programme for professionals, and to tell you more. It's carefully designed to help you shift towards, or to deepen, your 'developmental impact' with clients and is based on the *Leadership Development Framework* (LDF), a top leadership development instrument used globally for over twenty years. There's an inexpensive option to gain 'LDF Authorisation' too, if you wish.

Who is it for?

You're already an effective intervenor in client systems (coach, consultant, or developer), with plenty of lived experience, a good deal of practical wisdom and a range of theories and techniques at your fingertips. But you're still looking to add, extend or deepen a truly robust, research-based *developmental dimension* in your work. You might be...:

- *frustrated by conversations that don't get to a sharp focus or that 'miss the mark'*
- *trying 'non-directive' or facilitative work, but you notice lingering gaps in clients' understanding*
- *seeing clients who are aware of, but who struggle to deepen or transform, their key issues*
- *seeing 'deeper' interventions that remain circular, superficial, unsatisfying or underused*

A ground-breaking new programme

A brand-new initiative, this 6-month blended learning programme teaches an innovative *Developmental Consultation* approach to help you foster deeper developments with clients, teams, and whole systems. It's suitable for practitioners with significant experience in a range of practical and theoretical areas e.g., executive coaches, OD and leadership development consultants, HR and L&D practitioners, facilitators, supervisors and psychologists. LDF Authorisation isn't a pre-requisite, and you can gain this Authorisation.

Our core aims:

1. To empower experienced practitioners (development professionals) to learn, experience, explore and practice the 'Art of Developmental Consultation' with clients and systems.
2. To generate and facilitate a developmentally-enriched learning environment in which the core principles are explored, experienced and practiced, professionally and personally.
3. To nurture our ever-growing community of alumni advancing 'development' in the field.

'Development' and change

How a person or system goes about changing or shifting key issues is powerfully influenced by their sense-making. Constructivist development (now called 'vertical development' in the market) directly addresses the way adults make sense of internal and external experiences using inner capacities that drive thinking, feeling states, actions and how we may navigate change, uncertainty and volatility.

- ✓ *Understanding how vertical development works, and its impact, can be game-changing*
- ✓ *Deeper breakthroughs can be found in using that understanding better, in the real-world*
- ✓ *This programme is created to offer, facilitate, and refine these key outcomes for participants*

Key benefits of joining this programme

If we can appraise the 'shape' of a client's current and emerging sense-making (in context), we can be more strategic with intervention choice, moving further from 'one size fits all' to intervening with more precision and power at a client's 'leading edge' for development. We can foster their natural growth edges and help to bring new capacities on-stream to use with everyday issues. We can even see hidden 'meaning-making mismatches' in the client's intended and actual process. This kind of professional artistry with individuals, teams and organisations is a relational art that we call: "*Developmental Consultation*".

Venue: Central London, UK

2018 Dates: 19-20 April, 13-15 June, 10-11 Sept (& online)

About the programme

This is a blended learning programme: two 2-day workshops, a 3-day workshop and extra time online. Each module is distinct, but common threads and themes are revisited and expanded as we progress. Online seminars, at-home activities and joint work help you consolidate and deepen your learning. We'll explore several developmental theories including Loevinger, Torbert, Kegan, O'Fallon, and Jacques. And if you're not yet 'LDF Authorised', there's an excellent, inexpensive way to gain authorised status too.

Module 1 Appraisal & Developmental Assessment – 19-20th Apr (14th May pm online)

In this first module, we will help you increase your awareness of how you make sense of your clients' inner world. We will introduce constructivist developmental theories and frameworks, and teach our LDF-based Developmental Consultation approach that will bring fresh and robust insight to your work.

Module 2 Relational Processes – 13-15th June (& 6th July pm online)

What does it mean to work with a 'developmental' intent – and how does this alter how we relate to our clients? We'll introduce a new way of understanding your relationship with clients (individuals, teams and organisations) and holding the process when you work developmentally. You'll learn how to gain access to novel sources of information to see more clearly what's going on for yourself, your client and the implications for their development and your relationship. We spend time looking at the ethics of a developmental intent and consider how to manage them.

Module 3 Creating Systemic Impact – 10-11th Sept (& 20th Sept pm online)

How do you work beyond the individual to take account of and influence the larger or whole system? We explore how 'developmental consultation' can shape a systemic approach to change. We'll help you see and understand an organisation's developmental patterns, taking into account the impact of role, hierarchy and culture, as well as 'hard' systems and structures. This approach yields more thoughtfully designed leadership or change programmes that foster increased capability, and not just new skills.

Module 4 (optional top-up) 'LDF Authorisation' extension (1-day & online, dates tbc)

This optional module is concurrent throughout the whole programme. It involves deeper learning about the underlying theory and analysing meaning-making, and understanding and using the LDF Profile instrument – an internationally-leading approach to assessing leadership development. This module is offered at a fraction of the cost of attending a flagship LDF Authorisation Training. Must be pre-booked. For information on Authorisation and ways to become an 'LDF Authorised' practitioner, see last page.

To reserve your place, email: lynn@harthill.co.uk

Early booking is advised - registration deposit (non-refundable): £300

Course fees: Early bird to 31st Jan 2018: £3150 or 3 payments of £1050 (Ex-VAT)

Fees after 31st Jan 2018: £3600 or 3 payments of £1200 (Ex-VAT)

(Optional) Module 4: £850 (Ex-VAT) – must be pre-booked before programme begins.

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). There's a 3-hour introductory webinar on **6.4.18 (2pm)** which is integral to the programme. Participants are warmly invited to attend this first key webinar (all webinars are recorded for those who are away).

This isn't a basic training – evidence of basic training and professional competence may be requested.

Programme faculty

The facilitation team bring many years of senior experience in training consulting, coaching, supervision, leadership development and psychology, and extensive work with of constructivist adult development.

Dr Philip Hayton MBA DClínPsy 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.

Jonathan Males PhD

Jonathan has been an executive coach and consultant to a wide range of public and private sector organisations in the UK, the US and Australia since 1993. Jonathan completed the Harthill LDF Intensive in 2001 and since then has enjoyed an ongoing collaboration with Harthill. He has used the adult constructivist approaches with developing and established leaders in a wide range of professional settings including legal practices, insurance, investment management, engineering, natural resources, pharmaceuticals, public sector and property. His approach has been informed by Psychosynthesis Trust Foundation Counselling, Gestalt Therapy Training with Professors George & Judith Brown from the University of Santa Barbara, and a two-year training in Spiritual Direction from the Benedictine Centre for Spirituality in Cockfosters.

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.

Our previous developmental trainings - testimonials

"It was a joy to be able to learn in such a skilfully and caringly supportive environment"

Clare Chandler, Occupational Psychologist, UK

"It was hugely enjoyable from start to finish and extremely valuable to me as part of my development. Lots of food for thought and I feel as if there was a real shift in the clarity of my thinking"

Annie Park, Team Consultant

"Overall, a fantastic course which will be informative in my thinking for many years to come"

Gareth Fendick, The Jordan's and Ryvita Company