



# The LDF Authorisation Training Intensive

Using the Leadership Development Framework for leadership transformation

A three-day training and authorisation programme for those who lead and those who develop leaders

10<sup>th</sup> to 12<sup>th</sup> March 2020  
CBD, Melbourne, Australia



“Looking back on my profile I found it was surprisingly accurate with good guidance on how to continue to develop. For me it’s been very helpful and changed the way I lead for the better.”

Robbie Austin, RMIT University

“A tool allowing you to fully embody your leadership and grow from there if you or the context ask for it. Quite relevant in today’s liquid organizations.”

Sylvie Faisandier, SF Conseil

“Understanding how we make meaning was a turning point for me in understanding how I can relate to others on a different level. I have a new found appreciation for my action logic, an inkling that I’ve stepped forward on my own developmental journey and I know that the different perspective taking will add value to my effectiveness as an individual and my ability to get better outcomes with the work I do.”

Amy Newnham, Organisational Development Business Partner

### The purpose of this training intensive

To learn to use the powerful LDF model and approach to development, of which the Leadership Development Profile is a crucial part.

### Participants will

- Develop an in-depth understanding of the Leadership Development Framework
- Learn to use the LDF as a powerful way to facilitate development
- Learn how to use the sentence completion form and the resulting Leadership Development Profile with individuals and teams
- Extend their coaching skills to include the LDF developmental model
- Understand better their own developmental ‘frame’ and their own development agenda
- Work collaboratively with others in exploring the uses and ethical considerations of this framework.

### The training intensive experience

The training intensive integrates learning at four levels. Firstly participants learn about adult development and the LDF. Secondly they develop coaching and change agent skills using the LDF. Thirdly they understand the framework through the lens of their own developmental journey and finally this learning is deepened by a rich community engaged as co-inquirers.

Included in the cost of the programme is 1:1 support to use the profile with two ‘practice clients’

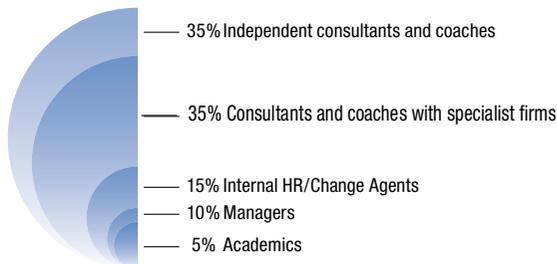
### How will participants benefit from attending?

- You will experience a rich fusion of personal and professional development
- Your coaching and mentoring skills will be extended to include this developmental model
- You’ll be part of the growing community of LDF practitioners
- You’ll be authorised to use the Leadership Development Profile (only authorised practitioners may commission profiles for others) subject to successful completion of the programme

### Who is this training for?

Anyone who plays an active part in the development of others. This includes coaches, HR staff, internal or external consultants, change agents, recruiters, and leaders who coach or mentor their staff.

Those who have attended previous training intensives include:



“This programme and the profile are about you as well as your work. The facilitators, the venue and the content will allow you to explore and sharpen your senses if you choose to, as well as get a practical insight in a powerful model for leadership. I strongly recommend it.” Mylène Baxter, RES Group

“A must-have if you want clarity, growth, more acceptance and compassion for self and others - and to have leadership modelled by facilitators and individuals within the group. A warm and generative learning experience.” Amanda Livermore, Lore Consultancy

“This is a must do experience for anyone interested in developing themselves and others at a deeper, transformational level.” Rebecca Stevens, RS Coaching and Consulting

#### About the Leadership Development Framework

##### Meaning making – the missing element and perspective.

The Leadership Development Framework describes a spectrum of developmental shifts (Action Logics) through which adults may progress during their lifespan. Furthermore, it provides direct insight into one's overall meaning-making tendencies and how they may relate to leadership, powerfully shaping both thinking and action. Crucially, different leadership capabilities are evident at each successive Action Logic - leadership transforms with each step. Extensively researched and validated, it describes what promotes and impedes development to each successive stage.

<http://www.harthill.co.uk/leadership-development-framework/what-is-the-LDF.html>

#### About the Leadership Development Profile

The Leadership Development Profile reveals the action logic of a leader (see below). In a unique process, unfinished sentences are completed by the person being profiled. A sophisticated dual analysis of the responses produces the person's 'meaning making' profile. The analysis process has very high validity and reliability on a range of measures.

#### Authorisation criteria

To be authorised to use Harthill's Leadership Development Profile individuals must:

- Successfully attend The LDF Authorisation Training Intensive
- Conduct two LDP practice debriefs within four months of attending the programme

Note - The training intensive does not equip you to score sentence completion forms; it trains you to interpret LDF profiles once the sentence completion forms have been analysed by highly trained scorers.



### More in the books:

Personal & Organisational Transformations through action inquiry by [Fisher Rooke & Torbert](#) available from Harthill for £20 plus £3.30 p&p, and from Amazon. Action Inquiry - The Secret of Timely and Transforming Leadership by [Bill Torbert and Associates](#) available from Amazon.

### Facilitators:

**Philip Hayton** is a Director at Harthill Consulting. He is a business psychologist, educator, researcher and experienced leadership and executive coach. He has worked for 10 years on the faculty of a doctoral psychology training programme in the UK, 15 years as a clinical psychologist in the public sector, and for 12 years in private psychology, coaching and supervision practice. He has trained widely, including at the Tavistock Clinic and Institute as a clinical psychologist, leadership coach and facilitator. Philip has completed an MBA at Ashridge International Business School where he researched senior leadership in complex collaborative systems. He has a profound appreciation for the complexity and nuances of psychological development and maturation and how they can shift and transform.

**Stephen Duns** is an experienced Chief Executive, consultant and coach. Stephen is an Adjunct Professor of Business Leadership at the Australian Graduate School of Leadership, Honorary Fellow of the School of Psychology at Deakin University and Fellow of the Australian Institute of Company Directors. He holds a Doctorate in Business Leadership, a Bachelor of Arts (Philosophy), Bachelor of Letters (Psychology) and Master of Business Administration. Stephen's recent voluntary interests include President Indigenous Education Foundation and President ChillOut Festival. Stephen's passion is supporting people and organisations through the evolution of their leadership practice.

---

### PRACTICAL DETAILS

#### DATES

- Tuesday 10th to Thursday 12th March 2020
- Friday 13th March, there will be an LDF Masterclass from 2pm to 6pm with drinks and refreshments open to all (AUS\$395). Authorisation participants enjoy a 40% discount on this fee.

#### VENUE

A comfortable location in the Central Business District of Melbourne, Australia.

#### FEES (Early-bird discount applies)

		Early-bird
Category 1: Private, Corporate and Government	AUS\$2395 + GST*	\$2150
Category 2: Not-for-profit organisations	AUS\$2050 + GST*	\$1850

Early-bird 10% offer valid until 20th December

\*Goods and Services Tax (GST) @ 10%

#### The fee includes:

Lunch, refreshments, course materials, a copy of 'Personal & Organisational Transformations', your own Leadership Development Profile and debrief with a senior consultant (usual cost from AUS \$1055.00), 1-to-1 follow-up support with two FREE profiles for 'practice debriefs' (to complete your authorisation), and access to Harthill's community resources on full completion

The fee does not include: accommodation

#### CANCELLATIONS

Deposits are non-refundable

40 days or less notice from date of event – 50% fee,

20 days or less notice from date of event – 100% of fee.

#### TO FIND OUT MORE

Please email [stephen@harthill.co.uk](mailto:stephen@harthill.co.uk) or phone Stephen Duns on +61-448-892-553

#### TO RESERVE A PLACE

Email [lynn@harthill.co.uk](mailto:lynn@harthill.co.uk) or phone (UK) +44-1600-714419 (10am to 5.30pm GMT)

Payment will confirm your place

Further information about the LEADERSHIP DEVELOPMENT FRAMEWORK can be found at [www.harthill.co.uk](http://www.harthill.co.uk)



HARTHILL CONSULTING LIMITED  
Drybridge House  
Drybridge Park  
Monmouth Monmouthshire  
NP25 5AS UK  
t. +44 (0) 1600 714419  
e. [lynn@harthill.co.uk](mailto:lynn@harthill.co.uk)  
w. [www.harthill.co.uk](http://www.harthill.co.uk)