

Session 1: The Why and What of VLD 1.5 hr		
	<p>Introduction and Overview Pre series survey (to be used against post series evaluation)</p> <p>protocol using a 1-5 or 1-10 scale...</p> <ul style="list-style-type: none"> ● <i>What is your current understanding of vertical development.</i> ● <i>Level of confidence in ability to apply VLD to your own coaching?</i> ● <i>Level of understanding of value of VLD?</i> ● <i>Awareness of your own mindset and impact on coaching?</i> 	1.5 CC- Competency 8 Facilitates Growth
	<p>Warm Up Activity: Experience how mindset/assumptions/form of mind shapes the way we experience and meet the world.</p>	
	<p>Why VLD?</p> <ul style="list-style-type: none"> ● Increased need for complexity, diversity, ambiguity, and ability to be with uncertainty. ● Competency is not enough. ● How to build development into all that we do and how we meet up with experience so that change and transformation are more expected than threatening. ● Transformation is hard, full person experience, VLD frameworks provide clarity (map) to identify the specific edge and opportunity to invite and facilitate developmental action. ● Examples 	
	<p>What Is VLD?</p> <ul style="list-style-type: none"> ● Mindset activity ● Mindset/ forms of mind as foundation and shaping function for behavior. ● VLD models, focus on common threads of subject to object movement, increasing complexity and capacity, and include and transcend. 	

	<ul style="list-style-type: none"> ● neuroscience that supports- what actually enables us to be able to respond instead of react? What does the role of practice and experience play? What happens in the brain that allows for that and what gets in the way? 	
	<p>Overview of different approaches/theories with focus on key differentiators</p> <ul style="list-style-type: none"> ● Kegan ● Susann Cook-Greuter ● Bill Torbert's ● Developmental Coaching ● Lectica? 	
	<p>Common Threads of Vertical/Developmental approaches/theories</p> <ul style="list-style-type: none"> ● Include and Transcend- do the work of a stage, embody it in order to have greater access to the next. ● Increasing capacity that allows for less reactivity, greater responsiveness- from subject to object ● Each stage has pluses and minuses, not a race to the top ● Mindset/Forms of Mind/Action Logics includes habits of thought, emotion, assumptions, belief, interaction- not just a head thing ● Growth and Transformation involves loss and letting go and expansion- discomfort and growth 	
	<p>Interactive Activity using Miro Board or similar to explore the implications for coaching</p>	
	<p>Not a Race to the Top: How to Use Vertical Development as a Map, NOT a Yardstick</p> <ul style="list-style-type: none"> ● Defining developmental edges-clarity and commitment ● Determining developmental path-consolidating and transitioning 	

	<ul style="list-style-type: none"> • Building range- stretching forward to experiment with later stages, leaning back to tap into earlier stages • Culture Bungee- individual and organizational mindset fit. 	
Discussion 1: Horizontal and Vertical Development 1 hr		
Session 2: Deep Dive with Mindsets/Action Logics/Forms of Mind 1.5 hr		
	Reflections from Pod Discussions Questions, Insights	1.5 CC -Competency 8 Facilitates Growth Evokes Awareness 7
	Self-Sovereign Form of Mind and Impulsive Mindset Examples of how they would show up and what they need from coaching	
	<p>Conventional Tier and Socialized Form of Mind</p> <p>Examples of How They Show Up (Transformation Card Activity?) What might they need from coaching? The work of each stage.</p> <p>Relationship between Socialized mind frame and the 3 stages of Torbert, SCG, and LDP, and others.</p> <p>Common markers of transitions between the stages.</p> <ul style="list-style-type: none"> • Diplomat • Expert • Early Achiever <p>The work of each mindset stage for growth.</p> <p>Strengths and Blind Spots for each stage of mindset.</p> <p>What they need from coaching.</p>	
	<p>Early Post-Conventional Tier and Self-Authoring Form of Mind</p> <ul style="list-style-type: none"> • Later Achiever • Redefining/Self-Questioning/Catalyst 	

	<ul style="list-style-type: none"> • Early Transforming <p>Examples of How They Show Up (Transformation Card Activity?) What might they need from coaching? The work of each stage.</p> <p>Relationship between Self-Authoring frame and the later Achiever, Redefining/Self Questioning/Catalyst, Transforming/Self Actualized/Strategist stages of Torbert, SCG, and LDP, and others.</p> <p>Common markers of transitions between the stages.</p> <p>The work of each mindset stage for growth.</p> <p>Strengths and Blind Spots for each stage of mindset.</p> <p>What they need from coaching.</p>	
	<p>You and NOT a stage: Mindset and Personality</p> <ul style="list-style-type: none"> • Distinction between the two • How they influence and shape one another • Working with VLD frameworks and personality assessment like Hogan, Enneagram, MBTI, etc. and implications for coaching. 	
	<p>Homework:</p> <p>Pod Discussion:</p> <p>What do you notice about progression through the stages?</p> <p>What mindsets feel most resonant for you in your own life and work?</p>	
Discussion 2: Q & A Grounding in the Mindset Stages 1 hr		
Session 3: Vertical Development and Coaching 1.5 hr		
	<p>Reflections for Pod Discussions Questions, Insights</p>	<p>1.5 CC- Competency 8 Facilitates Growth Evokes Awareness 7</p>

	<p>Heat, Colliding Perspectives, and Reflection</p> <p>generate examples for different stages in breakout groups.</p> <p>Common Coaching questions, approaches, and tools for different mindsets:</p> <ul style="list-style-type: none"> ● Expert- Socialized Mind ● Achiever- Socialized Mind/Self Authoring Mind ● Redefining- Self Authoring Mind ● Transforming- Self Authoring Mind/Self Transforming Mind <p><i>Provide resource for coaching across mindsets</i></p>	
	<p>What is your relationship with uncertainty?</p> <p>What is this important for supporting vertical development?</p> <p>Coaching practices for supporting VLD:</p> <ul style="list-style-type: none"> ● map not a yardstick ● hold stage lightly, take growth and context seriously ● name and claim the edge ● comfortable with being uncomfortable. ● More client, less coach <p>Opportunities and Watch Outs How do you see VLD contributing to your own coaching approach?</p> <p>What stands between you and the opportunities for integrating VLD with your coaching approach?</p> <p>What do you see as potential issues or concerns with VLD?</p> <p>What would mitigate those risks?</p>	
	<p>Tips, Tools, and Take Aways:</p>	

	<p>Tips for Creating the Conditions for Vertical Growth</p> <ul style="list-style-type: none"> • Psychological safety • Start with the situational need- what makes it worth doing/growing? • Heat, Colliding Perspectives, Reflection <p>Tools for Supporting Growth</p> <ul style="list-style-type: none"> • Assessments- MAP, GLP, LDF, VMI, LCP, SOI • Techniques- ITC, Polarity Mapping, Somatics, Mindfulness, Safe to Fail Experiments, Developmental Practice <p>Take Aways:</p> <ul style="list-style-type: none"> • What is one thing you can step into more to make your coaching vertically developmental? • What is the mindset that would enable that? • What else might need to shift to make that possible? • What makes that worth doing? 	
	<p>Homework-</p> <p>Discuss a leadership or life challenge and how you might approach it from 3 different mindset stages.</p> <p>What might you think, say, do, feel, assume? Limitations and opportunities with each?</p>	
<p>Discussion 3: Vertical Development, Teams, and Culture 1 hr</p>		
	<p>Evaluation-use same protocol from beginning.</p>	