

Collective Leadership Programme Information

PRESENCE AT WORK offers a unique, innovative Collective Leadership Programme. In our approach leaders know how to generate collective results – how to call on everyone’s participation, working within a shared clarity of purpose. Collective leadership is founded on trust, allowing each member to take the lead at the appropriate time, with his or her unique set of talents and perspectives.

It is like the flight of geese: the collective senses who needs to lead from the front at any given time. Leaders, whatever their order in the flight pattern, are responsible and accountable for the achievement of the collective’s goals. Collective leadership leverages the creative intelligence of the whole, far greater than the sum of the parts.

Collective Leadership Programme Overview

Our Collective Leader Being Model® forms the theoretical core of the Programme, embedded in the following principles:

1. “Being” as Opposed to the “Doing” of Leadership

The emphasis is on exploring the core, authentic being that we are, versus the traditional focus on what leaders are supposed to be doing. Through deepened awareness of ourselves and of how we impact others, we can begin to change how we choose to be in relationship.

2. Leading by Capitalising on Collective Intelligence

In a collective leadership model, professional growth demands increased awareness that one is part of a larger whole. In today’s complex world, it is not possible for one person to know everything and leaders must foremost be capable of leading from the whole system.

3. Learning from the Future as Opposed to Learning from the Past

The Programme addresses the power of being fully present in order to see with fresh eyes and discover the “emerging future”, coming from future possibility, versus from past experience or old mental models.

The capacity to “presence” the future creates true innovation.

Learning Approach

The Programme is designed to generate significant personal and professional growth and has a profound impact. Multiple learning approaches are leveraged: facilitated discussions, experiential exercises, coaching, space for personal reflection. Personal and cultural change is a journey, and the Programme supports that journey with 4 retreats over approximately 12 to 18 months, plus in-between coaching and optional leader readiness skills workshops.

Four Leadership Retreats:

1

Leading from Your Authentic Core (3 days)

Foundational skills in self-awareness and leadership impact: the experience of being authentic and fully expressed - and able to lead from there.

2

Leading from Your Collective Whole (3 days)

Self-discovery in relationship and co-creation with others: deeper awareness that one is part of a larger whole and how to co-create and co-lead as a collective.

3

Leading from the Emerging Future (3 days)

Deepened awareness of the collective field and unfolding future: how to sense the field and co-lead from a future that is emerging moment by moment.

4

Integration Towards Mastery (2 days)

The collective in action, on their shared purpose, creating business impact: integrating collective leadership and propelling it forward.

Individual and Team Coaching:

Coaching between the retreats reinforces the learning and supports continuous integration of the new behaviours.

A

Ten Individual Coaching Sessions

Growing the individuals as leaders and role modelling effective coaching.

B

Six Team Coaching Sessions

Supporting the team to grow and develop on its collective leadership path.

PresenceAtWork also offers an optional preparatory Leader Readiness Programme to start the journey, consisting of a workshop series to develop foundational skills in coaching, social and emotional intelligence and systems awareness.

Theoretical Basis

Our leadership methodology is grounded in the theoretical work of international leading edge organisations. In particular, we are accredited in the leadership and coaching practices of The Coaches Training Institute, The Center for Right Relationship (for Organisational and Relationship Systems Coaching) and The Presencing Institute.

Overall Programme Outcomes

Leadership is a known organisational performance differentiator. The business impact of this Programme is far reaching, driving positive engagement scan and climate results. As a result of attending the full 4 Retreats Programme participants will:

- Deepen their emotional and social intelligence, with greater awareness of the behaviours, impact, gifts and talents of self and others.
- Create and inspire quality relationships, trust and motivation, leading to improved employee engagement and corporate climate.
- Become part of a leadership team which demonstrates greater collaboration and cohesion within itself and with others, leading as a collective towards the shared purpose.
- Lead and perform towards highest potential, leveraging strengths and maximising contributions through the ability to think and act systemically, capitalising on collective intelligence.
- Know how to become fully present and aware, accessing their inner knowing, sensing and acting quickly to respond to the challenges and opportunities of the future as it emerges.
- Deepen their coaching competency, to inspire and motivate employees and create a learning culture across the organisation.

Why PresenceAtWork?

PRESENCE AT WORK is dedicated to developing leaders who can think and act differently in the dynamic environment, able to sense the future, seize new opportunities, hold to the shared purpose and capitalise on the power of the collective wisdom. Our many years of experience as corporate leaders, our extensive and diverse coaching and leadership background, and our passion, make PresenceAtWork a trusted partner and guide for you.



Roelien Boksem, co-founder of PresenceAtWork, is a certified leadership coach, trainer, facilitator and entrepreneur specialising in leveraging leadership to create positive work environments and maximise business productivity and results. Roelien's career has spanned positions in international business development, HR, corporate communications and various business units within a large bank-insurer.



Jane Weber, co-founder of PresenceAtWork, is an experienced learning consultant, facilitator and certified leadership coach. Her passion is to support individuals and teams to maximise their potential and deliver business results in an inspired and positive workplace. Jane has held sales, management and HR leadership roles in corporations in Australia and the UK, including a global learning consulting role for a major I/T corporation.



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