

Dialogue:

A set of protocols that helps groups discuss organizational challenges through inquiry and open minds. It works because it breaks the pattern of advocating which is the norm in most meetings. It uncovers deeper assumptions people hold which lock the problem in place.

Degree of Difficulty:
High

Learn More:
David Bohm

Immunity to Change:

A tool that helps leaders see the underlying beliefs that are holding them back from making the changes they want. Can be applied on the: individual, team and organizational level to unblock stuck patterns.

Degree of Difficulty:
High

Learn More:
Robert Kegan and Lisa Lahey

Polarities:

A tool that helps leaders see that many challenges they face are not problems to solve but tensions to manage. By uncovering and mapping these tensions (tactical vs strategic, function vs organization) leaders learn to hold these tensions and leverage both poles at once.

Degree of Difficulty:
Medium

Learn More:
Barry Johnson (Polarity Partners)

Critical Friends Group:

A voluntary forum where leaders share an organizational challenge they are facing and get consulting help from peers to progress it. Brings development into the workplace, costs nothing and solves real problems.

Degree of Difficulty:
High

Learn More:
Many resources online

Feedforward:

A tool that drastically increases the amount of new perspectives that leaders are seeking and receiving. Feedforward is the opposite of feedback. Easy to learn and efficient to use both in the classroom and the workplace.

Degree of Difficulty:
Low

Learn More:
Marshall Goldsmith

Getting to the Balcony:

Groups take a time out to step back from their conversation and take a more strategic look at the challenge, themselves and the organization. This elevates leader's perspectives and allows them to take a less tactical, bigger picture view of their work.

Degree of Difficulty:
Low

Learn More:
Ronal Heifetz

Yoga, Somatics:

Neuroscientists now tell us that our memories, fears, and ambitions are not just stored in our head but carried in the cells of our bodies. It is important to focus developmental approaches not just on the cognitive and emotional but also the somatic.

Degree of Difficulty:
High

Learn More:
Helen and Tiphani Palmer

Live Feedback:

Rather than giving leaders anonymous 360 feedback, ask them to gather feedback on themselves through face to face conversations. This raises the stakes and takes development outside of the classroom and directly into the workplace.

Degree of Difficulty:
Medium

Learn More:
Nick Petrie

Organizational Workshop:

A experiential that helps leaders see their organization from a systems perspective. Emotionally realistic and behaviorally revealing many leaders gain an elevated understanding of their own organization.

Degree of Difficulty:
Medium

Learn More:
Barry Oshrey

Resilience Assessment:

Tool that shows leaders how not to let pressure turn into stress. Leaders receive an 8-scale psychometric assessment that uncovers their resilience profile and gives practices to help them be: more present, focused on controllables and non- attached.

Degree of Difficulty:
Medium

Learn More:
Derek Roger and Nick Petrie

Troika Consulting:

In trios, a leader explains his challenge then turns his back while the other two talk about the leader's: thinking, acting and approach to the challenge. It forces leaders to really listen as their thinking is dissected and challenged.

Degree of Difficulty:
Low

Learn More:
Liberating Structures

Transformation Cards:

An experiential tool that helps leaders explore the complexity of thinking of: themselves, their team and their culture. Sparks conversations about the amount of growth needed and the path to get there.

Degree of Difficulty:
Low

Learn More:
Chuck Palus (Center for Creative Leadership)

Network Diagnosis:

Most leaders end up with networks that dampen both their performance and development. This diagnostic, which can be done by hand in 15 mins, helps leaders see the strengths and weaknesses of their network and actions they can take to improve it.

Degree of Difficulty:
Medium

Learn More:
Phil Willburn

Vertical Coaching:

Coaching with a vertical lens requires coaches to have a deep understanding of vertical stages and what they might need at different stages. Coaches help leaders see more of their sense-making and how it might be helping or hindering them.

Degree of Difficulty:
High

Learn More:
Jennifer Garvey Berger

NP