



Leadership programmes to support the transition to a sustainable economy

inchigo, in partnership with P27, is pleased to offer leadership programmes to leaders of growing businesses who want to make the world better



The inner game of leadership

DISCOVERING THE POWER OF AWARENESS FOR ENHANCED ENERGY AND PRESENCE

For leaders caught in the hectic daily business and human management, developing self-awareness and nurturing their own energy and resilience is a must !

To perform in challenging and complex times, leaders must be prepared to adapt rapidly and rise above fast-changing circumstances, so they can **prepare for the future while being fully engaged with the present.**

This is a development programme for leaders that works on three inter-related components: self-mastery; purposeful engagement; and personal ownership. **By developing their inner game, leaders can better perform their outer game.**

Over the course, participants will engage in **facilitated group coaching** where they ask powerful questions of themselves and each other. Between each module they carry out regular **'inner game' practices - physical, mental, emotional and spiritual - and track their personal development.**

Simple yet powerful tools to **audit energetic states, harness emotions and expand the capacity for vulnerability** will hone participants' skills to make them more flexible leaders who can easily see from different perspectives and respond according to the context rather than merely through habit.

Through ongoing resilience practices and self-enquiry, the programme equips leaders with the **ability to thrive in challenging contexts** and inspire those they lead to do the same. By focusing on their inner game, participants will feel more able to:

- Develop self-knowledge and personal leadership awareness
- Cope with paradox
- Be the 'eye of the storm'
- Ask powerful questions that elicit growth in themselves and others
- Sense into a whole system, engaging stakeholders to create value all around
- Avoid the traps of 21st century leadership
- Deepen the quality of conversations
- Develop others

Led by skilled and **intuitive coaches who share their own vulnerabilities and resilience practices**, the Inner Game of Leadership is where personal development meets the demands of the changing world of work, with transformative results.

PRICE AND TERMS

- Max. 15 participants
- 6 half-day modules or 3 full day programme
- Online or face to face
- 15,000€ (excl VAT) + travel expenses



Synergy

EQUIPPING TEAMS TO ELEVATE THEIR EFFECTIVENESS

For organisations depending on teamwork to deliver their service or product, we recommend taking teams to higher levels of harmony and performance. Improve collaboration, focus and decision-making!

‘Synergy’: “the dynamic harmony of interacting elements that produces a total effect much greater than the sum of the individual parts.”

Synergy is a highly interactive, facilitator-led programme to **transform a team’s effectiveness**.

Through exploratory and reflective exercises, each member of a team will:

- come **know themselves better**
- **increase understanding** of team members
- learn how to **perform more effectively** as in service of the team and their business
- develop a range of techniques and **tools to keep evolving and improving collaboration**
- practice a framework for **giving and receiving feedback**
- explore **collective decision-making**
- improve their **meeting design**
- commit the team to **shared and individual goals**

Synergy rests on the concepts of ‘mechanics’ and ‘organics’. ‘Mechanics’ refers to a team’s **processes, roles, agendas, actions, KPIs, context and results**. Teams work within their organisational ‘mechanics’. ‘Organics’ includes less tangible or more subjective aspects of team dynamics, such as **relationships, trust, conflict, commitment, accountability, culture, meaning and connection**.

Synergy uses two key tools: Lencioni’s ‘Five Behaviours of a Team’ and the Table Group’s **Team Assessment Report**, which reflects each team’s score across the five behaviours; and the **TetraMap model** for describing team members’ behavioural preferences and **exploring the inherent diversity in the team**, using the four natural elements as metaphors – Fire, Water, Earth, Air.

The programme includes **‘live’ business meetings**, observed by the facilitator who will offer insights and help the team reach greater awareness of how it functions ‘in real life’.

PRICE AND TERMS

- Intact teams of max. 15 participants
- Online or face to face
- 2 days core activity programme 10,000€ (excl. VAT) + travel expenses
- 3 days extended exploration 13,000€ (excl. VAT) + travel expenses



Purpose

FINDING MEANING, CONTENTMENT AND JOY, FOR LIFE AND WORK

Leaders are experiencing 'overload' and seeking the means to navigate through complexity. They need to connect to their own sense of purpose and become guided by it.

The global context is an essential component of the programme. Work lacks meaning, and leaders are seen to lack integrity. **A leader's ability to understand, connect to and act from a place of personal purpose is vital to re-building trust and inspiring the world around them.**

So **many pressures compete for our attention** that it can be hard to navigate a meaningful path and know what we should tune in to, how we should act, and in whose interests. Personal **purpose helps us filter out the noise and act with greater clarity**. It allows us to trust that our vision, decisions and actions are correct - **for ourselves and for the world.**

The programme includes modules on:

1. The Case for Purpose
2. Ikigai and other purpose models
3. Energy resourcefulness
4. Connecting participants with their internal landscape
5. Defining their Purpose Statement

By the end of the programme, participants will be better able to:

- Find their own sense of purpose and understand their relationship to it; what purpose means and can do for them
- Share their own perspective on purpose with others
- Allow its impact to be felt by understanding their own context for putting purpose into practice.
- Understand the case for purpose and the shift from shareholder value to shared value, in relation to themselves, their organisation and the wider world.

The programme is designed for mid to senior leaders and those with high potential, whose continued engagement with their business or organisation is seen as vital. It focuses on the individual and creating the conditions for them to **discover and develop their personal sense of purpose**. It is not designed to develop a corporate 'purpose statement'.

PRICE AND TERMS

- Max. 8 participants
- Online and face to face
- 2 day programme 6,000€ (excl. VAT) + travel expenses
- 3 day programme 9,000€ (excl. VAT) + travel expenses



The inner game of collaboration

DEVELOPING THE INDIVIDUAL'S CAPACITY TO COLLABORATE

In every organisation, leaders need to collaborate in many different contexts and teams. This programme stimulates their self-awareness and provides the tools to enhance their innate capabilities.

Preparing ourselves for the future of work, when automation is everywhere, means that we have to focus on developing what remains fundamentally human: **our ability to sense, intuit, collaborate, feel emotion and express ideas**. When we layer in Agile and project/product-focused teams, **old ways of working no longer serve**.

inchigo believes we should **leverage the capability around collaboration in individuals**, so that in each team we contribute to, **we bring our ability to collaborate with us**.

Collaboration is situational, as we shift away from 'I am this' to 'How can I be?' By developing our inner game, we can quickly and easily find answers to questions such as:

- **What do I need to call upon inside of myself, in this collaboration?**
- **What must I reconcile in myself to increase my impact for the team?**
- **What must I let go of, to enable me to be powerful in the situation I find myself in?'**

By developing our capacity to collaborate, **our organisations will become more dynamic and agile too**, able to quickly re-shape themselves as the nature of work changes.

Programme participants will simultaneously build awareness of what is 'out there', and what it triggers and enables when it takes shape inside of themselves. Over this course, The Inner Game of Collaboration explores topics critical to our ability to collaborate:

1. perspective-taking
2. empathy
3. identity and 'self-collaboration'
4. personal values
5. working with our 'shadow'
6. managing and integrating polarities
7. resilience and energy management

The Inner Game of Collaboration is where personal development meets the demands of the changing world of work, with transformative results.

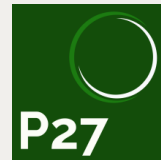
PRICE AND TERMS

- Max. 8 participants
- 6 half-day modules or 3 days programme
- Online or face to face
- 15,000€ (excl VAT) + travel expenses



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