

TRANSFORMATIONAL LEADERSHIP

Inspired by Shakespeare's *The Tempest*

Olivier Mythodrama Overview

Our work is a unique mixture of great stories, leadership development theory, archetypal characteristics and techniques from theatre that we weave together to create impactful, insightful and practical experiential learning.

Archetypes are the underlying characteristics of human nature and experience that are, often invisibly, 'running the show'. They deeply inform the character that leaders present to the world and the culture of teams and organisations. The better you understand these underlying characteristics and the more consciously you use them, the more effective you will be as a leader.

Programme Overview

The Tempest is an alchemical tale of change and transformation. The story provides a 'mythic case study' of how to move a team or an organisation from an old story that has outlived its usefulness towards a future fit 'brave new world'.

It starts with the huge storm of the title - in which the old ship, bearing the current leaders and their culture, is shaken and eventually splits, leaving the leaders to find their way onto a small island where they are tested and eventually initiated into a new way of being that is more attuned to the needs of the time. We engage participants with the story of the play before exploring the leadership challenges most relevant to them.

Programme Benefits

- Greater understanding of how change is likely to be perceived and responded to by different groups within an organisation
- Improved abilities to implement and lead successful change at work
- Awareness of how leaders themselves need to change to effect transformations in their wider working environments
- Insight into the power of symbolic action to cement change

Leadership Archetypes In This Programme

Leading Archetypes:

- Transformer
- Explorer
- Renegade
- Dreamer

Supporting Archetypes:

- Storyteller
- Lover

Programme Outline

- Introduction to the Archetypes essential to meaningful transformation
- Exercise to self-assess current access to these

Themes are drawn from the following:

ACT 1 - Creating the Climate

- Assessing the Storm - what are the winds of change?
- The compelling story for change
- Sea Change - what needs to die?
- Future promise - what could be born or reborn?

ACT 2 - Managing Reactions

- Identifying change champions and stragglers
- Assessing and managing reactions to change - the change curve

ACT 3 - Sustaining Momentum

- Making 'labours pleasures' - aligning service and commitment
- Confronting the shadow - managing regressive behaviours in self and others
- Breaking the Rules - what cultural norms need to be re-invented?

ACT 4 - Embedding the New

- Blessing the New - the importance of symbolic actions
- Leadership Philosophy - who are we and what do we serve?
- Holding the Big Dream - reminding others of overarching purpose

ACT 5 - Integration

- Holding the Mirror - Speaking Truth to Power
- Giving up 'Rough Magic' - what needs to change in the change leaders?
- 'O Brave New World' - defining who we are now



If you have any other questions you'd like answered, contact us:
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