

Transformational Leadership

Leadership Lessons from The Tempest

Programme outline

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

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 reinvented?

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

