

# Stage SHIFT ADVANCED COACHING PROGRAMS

*To Advance the Evolution of Your Presence & Practice*



ADVANCED PROGRAMS & SCHEDULE 2023



WELCOME to StageSHIFT 2023!

Thank you for all your support, engagement, and activation of StageSHIFT's technology in your coaching practice. Thank you even more for your personal encouragement and the inspiration you've offered me over the last few years that I've been based in Europe. I really appreciate you all.

I've been continuing to develop StageSHIFT knowhow through my emergence with you, and our collaborations during Discovery Dialogues, and individual and group conversations. Our Supervision Program has led to many inspiring and deeply moving engagements. The new Vertical Systemic Team Dynamics Coaching Certification is being prototyped, and will be available to a new cohort in 2023. Our Soul Voyage into 5<sup>th</sup> Perspective Program is also being relaunched for next year.

Our new innovation for 2023 are StageSHIFT Online Resources for executives in VHLD and Strategic Leadership to support your executive coaching and leadership development programs. This will be followed by Authentic and Conscious Leadership, and Systemic and Quantum Leadership. You'll receive further updates and examples of these early in 2023. They're accessible to you based on holding the related Certifications i.e., Transformative Coaching, Vertical Development, and Team Dynamics.

First, I'll reiterate StageSHIFT's Value Proposition, and then outline the three advanced Programs followed by a Schedule for 2023.

## StageSHIFT's DISTINCTIVE VALUE PROPOSITION

There are three key dimensions that distinguish StageSHIFT's approach to Vertical Holistic Leadership Development (VHLD).

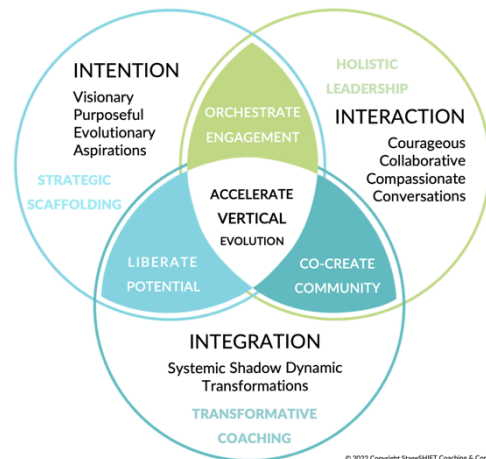
The first is the blend of individual VHLD with Vertical Systemic Culture Evolution (VSCE) to realize purposeful aspirational INTENTION. This is essential to raise our level of consciousness and mature to Synergist where Self and System become integrated at 4<sup>th</sup> Perspective.

The integration of the Self from an Individual to a Collective orientation, enables the leader to evolve and transform the System. They are no longer embedded in it. With new clarity and an open mind, they develop the telescopic lens and x-ray vision to see through and intervene effectively in the psychodynamic subtleties and interconnected complexities within emergence.

With the relevant knowhow i.e., the Systemic Strategic Scaffolding, top leaders can evolve to Synergist and lead with confidence despite volatility, while building a high engagement, high performance, innovative, and collaborative culture. They integrate the polarities of technology and people, integrity and pragmatism, humility and boldness. Their elevated level of consciousness and absence of ego enables them to partner with all stakeholders in inspiring ways to realize purposeful visionary outcomes across their socio-economic ecosystem. Organizations and societies need this new upper level of mature Synergist leaders to face our urgent and critical challenges and thrive and flourish in today's world.

Our second distinctive value proposition is our coaching work at the core of our human identity. By coaching our clients to cultivate the self, they lift our self-expression and eliminate self-defeating habits. By guiding them to resolve shadow, they heal the past and free the mind. Our distinctive approach to embracing interpersonal conflict and dissonance in human INTERACTION to integrate the self goes beyond emotional intelligence, resilience, and resourcefulness. By inviting clients to embody spirit, they lead a more purposeful life and find themselves uplifted by their aspirations to serve others in more meaningful and evolutionary ways. By doing the self-work, we can enable conscious evolution in others.

THE StageSHIFT MODEL OF VERTICAL EVOLUTION



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These elements are captured in the StageSHIFT Model of Vertical Evolution focused on purposeful, aspirational INTENTION, courageous caring INTERACTION, and systemic shadow INTEGRATION. These three underlying principles are intermediated by orchestrated engagement, the emergence of community, and the liberation of potential to accelerate vertical evolution.

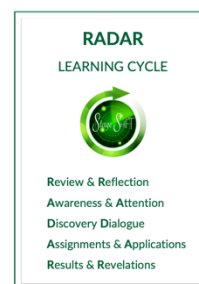
COACHING TYPOLOGY	SKILLS-BASED COACHING	PERFORMANCE COACHING	DEVELOPMENTAL COACHING	TRANSFORMATIVE COACHING
Coach as ...	INSTRUCTOR	MOTIVATOR	FACILITATOR	COLLABORATOR
Coaching Paradigm	Informed, Practice makes Perfect!	Positive Psychology Process Centric	Humanistic Inquiry Person Centric	Holistic Emergence Systemic Synergy
Primary Success Factor	Ability to Teach & Learn	Clarity of Agreed Goals	The Coaching Relationship	Mutual Meaning-Making
Coaching Relationship	Transactional Transfer	Mutual Accountability	Professional Trust	Dialogic Partnership
Coaching Models & Techniques	Rehearsal & Feedback	Cognitive Behavioural	Narrative Story Ontological	Psychodynamics Complex Systems
Typical Duration of Session/Program	30-60 Mins 3-12 Weeks	30-60 Minutes 3-6 Months	60-90 Minutes 6-12 Months	90-120 Minutes 12-24 Months
Leadership Outcomes	Thought Leadership Best Practice	Transformational Agile Leadership	Authentic Adaptive Leadership	Quantum Eco-centric Leadership
Stage Outcome	SPECIALIST	ACHIEVIST	CATALYST	SYNERGIST

The third key dimension in StageSHIFT's approach is the adoption of 3<sup>rd</sup> generation Transformative Coaching beyond the industry standard of Developmental Coaching. This is activated by StageSHIFT Coaches who have themselves undertaken their own journeys to Synergist and beyond, and are able to create and hold a more expansive we-space that inspires and accelerates strategic leaders' VHLD.

StageSHIFT Coaching and Consulting processes offer clients new insights and invite them to apply and implement proven technology that enables evolution to Synergist / Green-Teal.

Our approach eliminates the seeing-knowing-doing gaps with evidence-based approaches removing the business risk from adopting Vertical Development.

We have also found that our cyclical, iterative RADAR Vertical Learning Methodology generates cumulative developmental momentum. Learning becomes integrated and embodied, rather than remaining at the cognitive level. The inner mind gradually transforms through the phases of a fixed mindset, to a growth mindset, and onto the open mindset of the Synergist. This leads to the consolidation of a new automated calm, clear, and confident inner operating system, and a more expansive outer leadership presence, that remains stable despite complexity, uncertainty and volatility.



The implementation of StageSHIFT technology has led to transformative outcomes including:

- VHLD for senior executives from high performing Achievist to become wiser transforming Synergists able to lead and sustain systemic culture evolution in just 1-2 years instead of the usual 5-6.
- A quantum shift of 20% in Leadership Effectiveness of the top 75 leaders within 2 years.
- A swift increase of 30% in People Engagement in a 1,000-person organization in 6-months.
- A remarkably rapid leap of 100% in Business Revenues in a 50-person trading company.

I believe our focus on measurable leadership and business outcomes also sets us apart.

In the next few pages are outlines of the three advanced Programs followed by a Schedule:

1. StageSHIFT's D-E-E-P-E-R Coaching Supervision and Evolution Program
2. The Vertical Systemic Team Dynamics Coaching Certification, and
3. The Soul Voyage into 5<sup>th</sup> Perspective.

The Certification in the Vertical Holistic Leadership Profile Assessment Instrument is appended in case you've not yet taken up this opportunity.

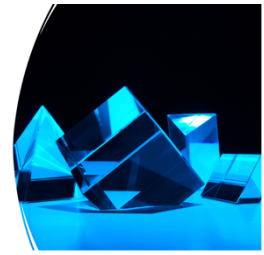
The StageSHIFT website has been refreshed to continue to support all our marketing initiatives. See our page for Executive Coaching Programs to review the design and content that you could leverage.

<https://www.stageshift.coach/executive-coaching>

Dr. Antoinette J Braks PhD MBA.LBS MCC  
Founder StageSHIFT Coaching & Consulting Community



# StageSHIFT D-E-E-P-E-R COACHING SUPERVISION & EVOLUTION



## OUTLINE OF PROGRAM CONTENT

This Program is designed to support and encourage Certified StageSHIFT Coaches to integrate the StageSHIFT frameworks and techniques in their coaching practice and realize the proven StageSHIFT outcomes for their clients. It also facilitates your own continuing evolution as you encounter new challenges and opportunities to fulfil your aspirational intent and embody Synergist capacity.

The Program is very pragmatic in that it takes a case study approach while also offering the level of intimacy involved in the poignancy of personal evolution. You set the agenda for each of the 10 Discovery Dialogues throughout the year using the D-E-E-P-E-R framework, and we will also focus on each one of the 9 Modules in the StageSHIFT Coaching Certification, updating you with new insights and revised frameworks.

The D-E-E-P-E-R StageSHIFT Coaching Supervision Framework:

- Integrates Coaching Relationship Psycho-DYNAMICS
- Develops your StageSHIFT Coaching EFFICACY
- Continues your Conscious EVOLUTION of Self and System
- Guides PARTNERING with Executive Clients
- Explores ETHICAL concerns that arise in Coaching
- Offers RENEWAL of our StageSHIFT Coaching Community

This Program includes 10\*1¾-hr Group Discovery Dialogues to support and encourage your continuing vertical development as a person, a leader, a coaching partner, and a highly effective and collaborative StageSHIFT Coach and Consultant. We also explore marketing value propositions and program design.

## OUTCOMES & BENEFITS

You'll continue to understand and integrate StageSHIFT technology, and build even more effective coaching partnerships with your clients. I'll offer successful marketing proposals and look to support you in building a thriving and flourishing practice. At the heart of our coaching relationships and market presence is our Self. This Program includes individual coaching as it transpires, with your agreement, to resolve and release deeper shadow dynamics, and continue our conscious evolution.

## LEARNING METHOD & MATERIALS

Each Discovery Dialogue is based on our D-E-E-P-E-R Agenda and StageSHIFT Coaching Modules.

- 10 \* 1¾-hr. group online recorded webinars: Discovery Dialogues, to explore our agenda
- 10 \* Peer Collaborations for you to enjoy one-to-one time to refine and expand your practice

Your time investment involves 2-hrs scheduled learning every 2 weeks. While the Discovery Dialogues will be at 10am CET/CEST, the default time for the Peer Collaboration will be at 1pm in the intervening fortnight. This is to avoid a clash with the VHLP DD.

## PRICING & REGISTRATION

€/ \$1,250 or 12 monthly payments of €/ \$115

Go to <https://www.stageshift.coach/supervision> to register.

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY



# StageSHIFT VERTICAL SYSTEMIC TEAM DYNAMICS COACHING CERTIFICATION



## OUTLINE OF PROGRAM CONTENT

This 10-month Program offers live rehearsal as a group of participants working with real challenges that emerge so that we're working with and tuning into the quantum field of consciousness arising through us. It brings the Strategic Leadership modules from the StageSHIFT Vertical Transformative Coaching Certification alive while leading team/group engagement.

It's been astonishing to realize how much is discovered while applying StageSHIFT frameworks live through the course of leading and facilitating the team dynamics of the group. The subtleties of facilitating from a mature Synergist perspective in emergence become transparent and illuminating.

The second part of the Program offers entirely new content in relation to complexity and cognizance, diversity and dissonance, and uncertainty and emergence. Rather than focus on problem resolution, we work with systemic consciousness through increasing layers of complexity and subtlety to seek out the source of outer and/or inner conflict, choices, concerns, and challenges, and facilitate team coherence.

## OUTER TEAM ALIGNMENT & ENGAGEMENT

### 1. THREE PRINCIPLES SET THE CONTEXT

The three concepts of complexity, diversity and uncertainty manifest as systemic wicked problems and interpersonal shadow dynamics. They are at the heart of the interconnectedness of all things and people, the quantum field of consciousness, and the continuous unfolding of emergence.

### 2. OUTER STRATEGIC ALIGNMENT

Outer strategic alignment is realized by developing a shared purposeful aspirational intent, evolutionary values, and a concerted team-based approach to realizing quantum shifts in sustainable performance. Discover exactly how to lead the team engagement to generate strong team cohesion.

### 3. OUTER SYSTEMIC ENGAGEMENT

Inner team coherence complements outer team cohesion. It becomes possible with inner structural cohesion through the Dynamic Operating Rhythm. Rehearse live liberating meeting agendas to facilitate emergent collaborative innovation for the team and across stakeholders in the surrounding ecosystem.

## INNER TEAM COHERENCE & EVOLUTION

### 4. OUTER SYSTEMIC PERCEPTION AWARENESS

Perception is the art of seeing subtleties and interconnections amongst data at deeper layers of complexity to discern the emergence in the quantum field and its evolutionary value. With increasing cognizance, we also 'see' in terms of grasping the significance of what we see, while maintaining the openness of mind to see more.

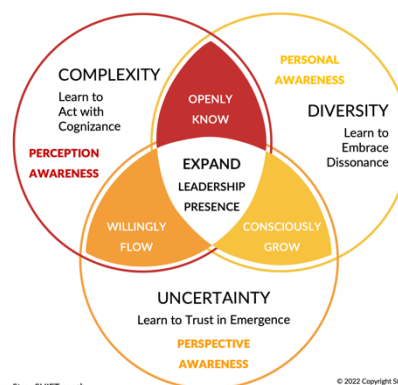
### 5. INNER SYSTEMIC PERSONAL AWARENESS

Developing deeper personal awareness of what we are experiencing and why, enables teams and the individuals within them to appreciate each other for manifesting their opportunity for personal growth. Live rehearsals engaging the underlying team dynamics in play enables an expansion in consciousness.

### 6. QUANTUM PERSPECTIVE AWARENESS

Zooming in and out of complex intricate interconnected situations and team dynamics to discover the underlying forces of evolution arising from the quantum field, enables calm, clear, and confident decision-making despite uncertainty. It builds the capacity to flow with systemic emergence.

THE StageSHIFT MODEL OF CONSCIOUS EVOLUTION



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## THE COACHING CONCEPT

The StageSHIFT Vertical Systemic Team Dynamics Coaching Certification Program has been running for one year. The team has become the core operating unit in organizations. Thus, in addition to Executive Coaching of senior executive leaders, Systemic Team Coaching is becoming an important service to offer.

Our approach to Vertical Systemic Team Dynamics takes your coaching beyond standard team coaching. When coaching the Team, there is largely a focus on containing conflicts to turn the focus to the outer challenge. In Team Dynamics Coaching, the focus shifts to exposing the conflict to mend relationships.

Systemic Team Dynamics shifts the conversation to exploring the conflict to identify the conscious, psychological systemic forces that arise within our interactions with each other. The focus is to resolve the evident interconnected parts of the systemic context. Vertical Systemic Team Dynamics shifts the focus to embracing conflict by paying attention to the obscure quantum field of systemic emergence.

## THE CONTENT & APPROACH

The content of the RADAR Notes are much more detailed in terms of offering a step-by-step Facilitator's Guide to enable a Team to develop their Visionary Purpose, Evolutionary Values, EQUIP Scorecard, DOR, VCP, and LMA. It takes the pragmatic content in Strategic Leadership to the Team Level. During the Discovery Dialogues we rehearse the content in order to appreciate the subtleties of the facilitator's role.

There are new StageSHIFT coaching frameworks to lead teams to set priorities and discover deeper layers of complexity in the challenges they face. Awareness leads to expanded mindsets and new actions.

## OUTCOMES & BENEFITS

You will be able to confidently guide executive teams on how to create strategic alignment, team cohesion, inner congruence, and team coherence. The coaching work with Complexity in challenges, Diversity in relationships, and Uncertainty in decision-making, facilitates broader strategic engagement and a deeper shared understanding to arrive at clear decisions in continuing emergence.

You'll develop the confidence of a Transformative Team Coach enabling the development of a new understanding of the subtle intricacies of systemic shadow in team dynamics. You'll be able to courageously guide your teams with deeper insights and revelations, as they resolve complex issues.

## LEARNING METHOD & MATERIALS

Each Module follows our 4-week cyclical Vertical Learning Methodology: RADAR.

- A live Induction explaining the Program and your participation, and Enduction
- Est. 30 pages of content for self-study and inquiry for each Module applying RADAR
- 14 \* 1¼-hr. group online recorded webinars: Discovery Dialogues, to explore the content
- 6 \* 1¼-hr. peer collaborations to inquire into and better understand the frameworks
- 6 \* individual Assignments to integrate your learning with feedback from Dr. Braks



Your time investment involves 2-hrs of scheduled learning every week including Self-Study, Discovery Dialogues, and Peer Collaborations. There are more breaks between Modules to give time for application.

## PRICING & REGISTRATION

€/ \$3,250 or 12 monthly payments of €/ \$295

The Program runs from January to October 2023 at 10am CET/CEST on Thursdays.

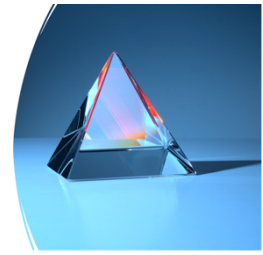
Go to <https://www.stageshift.coach/systemic-team-dynamics> to register.

We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

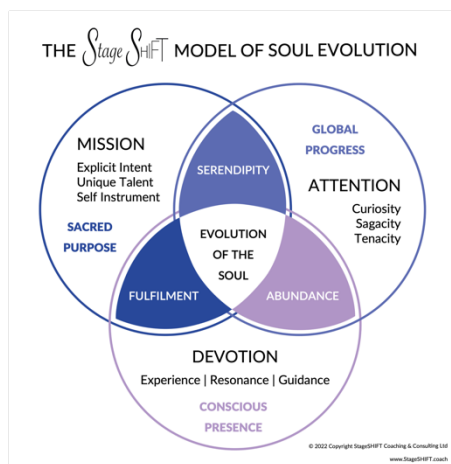


# A SOUL VOYAGE INTO THE 5<sup>TH</sup> PERSPECTIVE



When you've been focused on your conscious evolution for several years, there comes a point in time when life doesn't seem to make sense anymore. You've grasped systemic complexity, appreciate why it's important for business and society to evolve, and yet here you are, in a state of suspension wondering about the purpose and meaning of life.

I found myself cast into this unfamiliar world some years ago. All the trappings of my modern world: work, family, clients, colleagues, interests, vapourized into thin air. The rug was pulled out from under me. I found myself facing an immense sense of emptiness and futility, disillusionment and despair. I was lost and had to rediscover who I understood myself to be.



This is typical of a shift into the 5th Perspective where nothing seems real any more. Our initial immersion in the 5th Perspective can be a mysterious and often daunting passage including the dark night of the soul when life can unravel. It is a time of surrender and acceptance that shifts beyond the identity of the self to the soul of our holistic being.

Having seen coaches at this precipice, I wanted to support them on their Soul Voyage, and therefore developed this Program. It offers an exploration of the 5th Perspective, the domain of the soul. Our Deep Discovery Dialogues take on a new dimension exploring the dilemmas and illusions in our universal yet deeply personal intimate soul voyages.

## OUTLINE OF PROGRAM CONTENT

This 9-Module 12-month Program invites you to explore the domain of the spiritual self and collective soul. While there is no specific track to follow, a deep group inquiry based on a range of excerpts for reading and reflection, and the gradual development of a more informed understanding of the domain of the soul, will enable you to find your own path, either currently or in the future.

While the vertical shift to Synergist signifies the maturation of the individual Self, the quantum shift to Alchemist involves the discovery and development of a new transcendent identity at the level of spirit. The MetAware Tier is an entirely new world of being all you are, developing the compassion and wisdom to live with reverent care, free to love all that is.

### 1. SOULFULNESS

Life's adventure in 5<sup>th</sup> Perspective is a soul voyage in contrast to a hero's journey. A hero's journey takes us across mountains and forests, rivers and valleys, deserts and orchards, of the self. A soul voyage takes us to depths within like an immersion in the ocean of love in all its guises.

### 2. SURRENDER

Letting go of the ego is one way of understanding this concept, but what we really let go of are the feelings, attitudes, and beliefs that we associate with the 'self'. This is particularly traumatic as we have invested most of our adult life developing a robust conscious self to ground and manifest our identity.

### 3. SUSPENSION

Suspension is a time of not knowing. A time when our usual life falls away from us, falls apart, a time of destruction. It is a time to 'let go' of beliefs that no longer serve us as there is no rhyme or reason for our current situation. Perhaps an inner divine discontent, even imperceptible, led to this state of suspension.



#### 4. STILLNESS

Stillness is the present. When you don't feel at home in the Now, no matter where you go, you will carry unease with you. When the Now is the foundation and primary focus of your life, then your life unfolds with ease. When you say "yes" to what is, you become aligned with the power and intelligence of Life itself.

#### 5. SORROW

In Joseph Campbell's mythic Hero's Journey, he saw myths as the spiritual potentialities of human life. While the mind wants to make meaning, the myth offers the experience of life. Sorrow is such an experience, and what we might term as soulful sorrow, is part of the transition through mid 5<sup>th</sup> Perspective.

#### 6. SOLITUDE

Solitude brings us inward into our soulful nature with the universe as a whole. We rest in our soul nature with a sense of peace and joy, light and love. It is a generative and enlightening experience that temporarily removes us from the sorrow and suffering in the world, to our natural inner state of divine vibrant radiance.

#### 7. SOLACE

Solace is the peace and grace at the essence of our soul that soothes us with its bounty of love, mercy, kindness, warmth, and reverence for the sanctity of life from within. To rest in grace, is to be at peace.

#### 8. SIMPLICITY

The simple life speaks of living with nature embracing nature. Nature and technology is a balancing act for each of us in terms of how we live, what we choose to eat, to buy, to do in the most mundane and mystical elements of our everyday lives.

#### 9. SANCTUARY

Creating our own personal Sanctuary, a true refuge and sacred haven, helps to hold us in place, cultivating the love and reverent care of a higher frequency that we extend to ourselves and all others.

### OUTCOMES & BENEFITS

The richness of this Program is in the initiation through the resource materials, and, more profoundly, the deep intimate 5<sup>th</sup> Perspective dialogue of your fellow soul companions. The level of vulnerability is high, the exploration is a quest for spiritual meaning and understanding, and the soul intimacy is palpable.

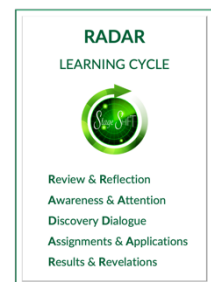
By undertaking this Program, you will gain the immediate and continuing support and reflections of others on the Soul Voyage, leaning into it, or curious to understand it more deeply. Our conversations arise from the initial notes and then take us on a voyage into the soul of existence.

### LEARNING METHOD & MATERIALS

Each Module follows our 4-week cyclical Vertical Learning Methodology: RADAR.

- An online Induction explaining the Learning Methodology and your participation
- Est. 10 pages of content for self-study and inquiry for each Module applying RADAR
- 10 \* 1¼-hr. group online recorded webinars: Discovery Dialogues, to explore the content
- 10 \* 1¼-hr. peer collaborations to plumb the depths of your experience and understanding

Your time investment involves 2-hrs scheduled learning every 2 weeks supplemented by study and reflection.



### PRICING & REGISTRATION

€/ \$2,500, or 12 monthly payments of €/ \$225

Go to <https://www.stageshift.coach/soul-voyage> to register.

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

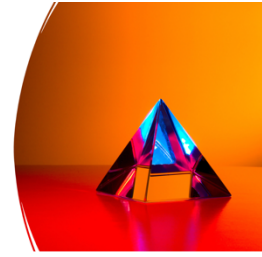
We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY

We offer a 50% saving for StageSHIFT Coaches who have previously undertaken this program, please use the coupon REPEAT





# INTRODUCTION TO VERTICAL HOLISTIC LEADERSHIP DEVELOPMENT



## OUTLINE OF PROGRAM CONTENT

This Introductory 3-Module Program explains the Psychology, and the Structure and Nature of Vertical Holistic Leadership Development (VHLD). It is a pre/co-requisite for the StageSHIFT Transformative Coaching Certification Program in VHLD.

1. The **PSYCHOLOGY** of Vertical Leadership Development (VLD)  
This Module offers you a brief history of the Lines and Levels – Motives, Means, Morals, and Memes, Perspectives and Tiers in VLD, including the sequence of Stages in Holistic Ego Development. It takes you through the 2-Step Square Dance to navigate through the Perspectives and explores and explains the pivotal point in our current evolution.
2. The **STRUCTURE** of StageSHIFT Vertical Evolution  
This Module explores the Holistic Spectrum StageSHIFT based on the Human Faculties of our Self-Expression and the related Levels of Consciousness and Energy Fields of our Life Experience. It explains the elements that form The StageSHIFT Holistic Energy Operating System of our inner mind, and the evolving organizational structural context.
3. The **NATURE** of StageSHIFT Vertical Evolution  
This Module explains the proven AQAL (All Quadrants All Levels) Pathway and the 8 Drivers in VHLD to the later mature Stage of Synergist (Strategist/Transforming) based on our Research Findings. It clarifies the 3 Principles in the StageSHIFT Model of Vertical Evolution and the 5 Active Ingredients in Transformative Coaching integrating the Systemic and Spiritual context in the light of the mythic spiral Heroic Journey in the 4<sup>th</sup> Perspective to mature Synergist.

## OUTCOMES & BENEFITS

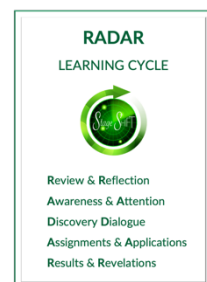
This Program provides you with a robust grounding in the psychological foundations of Vertical Leadership Development and offers deep insights into the Holistic Systemic approach adopted by StageSHIFT that accelerates the evolutionary journey to realize the mature Perspective of a Synergist. It provides you both with a political map delineating the boundaries of developmental Stages, and an understanding of the topographical terrain in consciousness development through the six Perspectives.

You'll gain an appreciation of human and systemic evolution as an emergence of our self-expression. You'll be able to place your life's journey into this context and realize your power to cultivate your conscious Self, heal Shadow, and embody Spirit, to transform your life experience and systemic context.

## LEARNING METHOD & MATERIALS

Each Module follows our 4-week cyclical Vertical Learning Methodology: RADAR.

- An online Induction explaining the Learning Methodology and your participation
- Est. 20 pages of content for self-study and inquiry for each Module applying RADAR
- 3 \* 1¼-hr. group online recorded webinars: Discovery Dialogues, to explore the content
- 1 \* Vertical Holistic Leadership Profile (VHLP) Self-Assessment and VHLP Debrief
- 3 \* individual Assignments to integrate your learning and articulate your perspective



Your time investment involves 2-hrs scheduled learning every 2 weeks and min. 2-hrs additional discretionary time/fortnight.

## PRICING & REGISTRATION

€/ \$995 or 3 monthly payments of €/ \$355

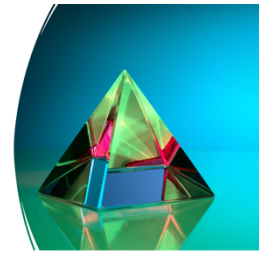
Go to <https://www.stageshift.coach/vhlp> to register for this and/or along with the VHLP Certification.

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY  
Save 50% by registering for this Program and StageSHIFT Transformative Coaching Certification at once.



# CERTIFICATION IN THE VERTICAL HOLISTIC LEADERSHIP PROFILE ASSESSMENT INSTRUMENT



## OUTLINE OF PROGRAM CONTENT

This 6-Module 6-month Program provides you with a deep understanding of the Vertical Holistic Leadership Profile (VHLP) Report and the capability-based VHLP Model on which it is based. The VHLP is designed to enable executives to access Vertical Holistic Leadership Development (VHLD) more rapidly and easily by appreciating where they are on their journey and customizing their leadership development aspirations. It is an automated, yet sophisticated Self-Assessment based on 156 leadership capabilities and shadow elements demonstrated by leaders in organizations.

The 4-dimensional VHLP Model incorporates:

- 6 Levels of VHLD from Specialist to Alchemist.
- 5 Leads of leadership-in-action: Mindset, Motive, Meme, Means, and Mode.
- 4 Lines of Development: Action Orientation (AQ), Emotional Awareness (EQ), Mindful Attention (MQ), and Spiritual Congruence (SQ).
- 3 Limits of Development illuminating shadow: Offence, Defence, and Absence.

The 40p VHLP Report documents Vertical Holistic Leadership Development, their VHLP Wheel and Ratings, and their top seven Strengths, Stressors, Blind Spots, and Stretches. The reflective exercises in the Report that are explored during the Discovery Debrief offer new insights, deep resonance, and raise the participant's self-awareness, while inviting new aspirational intent. It ignites your client executive's vertical development to later stages.

1. The StageSHIFT VHLP Model
  - 1.1. 6 Levels of Development
  - 1.2. 4 Lines of Development
  - 1.3. 5 Leads of Development
  - 1.4. 3 Limits of Development
2. Application in Organizations
  - 2.1. Role Levels in Organizations
  - 2.2. Progressive Leadership Styles
  - 2.3. Stage/Style Level/Type Role-Fit
  - 2.4. Vertical Culture Development
3. The Participant Experience
  - 3.1. The Value of Self-Assessment
  - 3.2. Using the Rating Scale
  - 3.3. Understanding the Language
  - 3.4. Accuracy vs. Awareness
4. The VHLP Prebrief Process
  - 4.1. The VHLP Wheel Analysis
  - 4.2. Window Dimension Patterns
  - 4.3. Shadow Dimension Themes
  - 4.4. Creating Uplifting Resonance
5. The VHLP Debrief Process
  - 5.1. Strengths and Stretches
  - 5.2. Stressors and Blind Spots
  - 5.3. Thematic Resonance Matrix
  - 5.4. Setting Leadership Aspirations
6. The VHLP's Value Proposition
  - 6.1. Distinctiveness of the VHLP
  - 6.2. Uniqueness of the Debrief
  - 6.3. Effective Client Engagement
  - 6.4. Management Assessments



Legend		Your Weighted Average Rating Summary				
Green	Your Weighted Average Rating by Dimension (AQ-EQ)	AQ	EQ	MQ	SQ	Total
Blue	Your Weighted Average Rating by Element	.58	.57	.45	.41	.52
Yellow	Your Overall Weighted Average Rating (SQ)					
		Shadow Rating				
		.54	.09	.03	.07	.06

## OUTCOMES & BENEFITS

This Program provides you a general understanding of leadership capability models in relation to organizational roles and levels, and an explicit understanding of the structure and nature of the VHLP Model. You'll be able to offer a more organizationally focused vertical capability assessment to your clients, that can be repeated annually generating increasing self-awareness of the participant.

It also explores the psychology of individual executives through the VHLP Wheel and their top seven Strengths, Stressors, Blind Spots, and Stretches. Themes become visible and hypotheses can be developed as to the underlying archetypal sources of inner conflict, and under- or over-scoring. Our approach to the Prebrief and Debrief is set entirely in the context of the participant's potential VHLD. It is not a capability-gap analytical exercise, but a deeply transformative thematic engagement process to explore and understand what lies beneath and beyond their self-assessments to foster their evolution.

While self-assessment could be said to be less accurate, it is more resonant, efficient, and effective for senior executives. It takes much less organizational time than a 360 instrument, and given that most 360s plateau at the level of Catalyst, they don't provide any impetus to develop more mature leadership capabilities at Synergist and Alchemist. While the Vertical Sentence Completion Assessments could be said to be objective, a comparison of a very small sample of three WUSCT assessments found that they diverged. There was a 77% divergence in the scoring of the same Sentence Completions between the GLP and LDP; 60% between the LDP and STAGES; and 39% between the GLP and STAGES assessments.

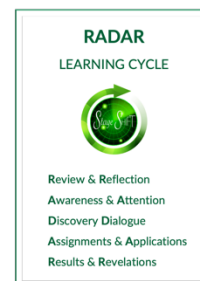
Because it is fully automated – the participant receives an invitation to complete their self-assessment by email as soon as it is purchased, and their VHLP Report moments after they submit their assessments (the Coach receives it simultaneously) – it is ideal for a senior executive team or the top 10% of leaders in an organization. Group Discovery Debriefs can facilitate their understanding and individual Discovery Debriefs can follow to provide deeper insight into their Reports and to customize their development.

## LEARNING METHOD & MATERIALS

Each Module follows our 4-week cyclical Vertical Learning Methodology: RADAR.

- An online Induction explaining the Learning Methodology and your participation
- Est. 10 pages of content for self-study and inquiry for each Module applying RADAR
- 6 \* 1¼-hr. group online recorded webinars: Discovery Dialogues, to explore the content
- 6 \* Individual Assignments to integrate your learning and articulate your perspective
- 2 \* VHLPs to offer client executives and provide them with a Discovery Debrief.

Your time investment involves 2-hrs scheduled learning every 2 weeks and the VHLPs with Clients.



## PRICING & REGISTRATION

The Introduction to Vertical Holistic Leadership Development is a pre-requisite, and the StageSHIFT Transformative Coaching Certification in VHLD is pre/co-requisite. The 3 Programs interconnect.

€/\$1,995, or 6 monthly payments of €/\$355

Go to <https://www.stageshift.coach/vhlp> to register.

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY

The purchase of a VHLP for a client executive is €/\$200. The VHLP can only be purchased by VHLP Certified StageSHIFT Coaches. Charge €/\$995 with any relevant saving for each of the two VHLPs that come with the Program, accompanied by your Discovery Debriefs, and you will have recouped your investment.

This VHLP Certification Program is followed by a complimentary recurring series of 10 StageSHIFT VHLD/VHLP Continuing Education Discovery Dialogues in the following year to support you with a review of individual VHLP Reports and an emergent exploration of new themes and findings in VHLD.



# SCHEDULE of Live Discovery Dialogues 2023

The following dates are the Live Discovery Dialogues. Where relevant, you'll receive the online resources a week before each one, and the Peer Collaborations default to the 3<sup>rd</sup> week in each 4-week cycle.

10am CET/CEST	DAY	January - April 2023	May - August 2023	Sept - December 2023
StageSHIFT Coaching Supervision & Evolution	FRIDAY	27 Jan, 24 Feb, 24 Mar	19 May, 16 Jun, 14 Jul	1, 29 Sep, 17 Nov, 15 Dec
Vertical Systemic Team Dynamics Certification	THURS	19 Jan, 2 Feb, 16 Feb, 2, 16, 30 March	11 May, 25 May, 8 Jun, 22 Jun, 6 Jul	7 Sept, 21 Sept, 5 Oct
A Soul Voyage into 5 <sup>th</sup> Perspective	FRIDAY	3 Feb, 3 March, 31 March, 28 April	26 May, 23 June, 21 July	8 Sept, 6 Oct, 10 Nov
VHLD   VHLP   VLCE Continuing Education	FRIDAY	13 Jan, 10 Feb, 10 March	5 May, 2 June, 30 June, 28 July	15 Sept, 3 Nov, 1 Dec
VHLP Assessment Instrument Cert. (6)	WED		24 May, 21 Jun, 19 July	23 Aug, 20 Sep, 8 Nov

I've found that the most effective and efficient way to place these meetings in my calendar is to set up a repeating series of Discovery Dialogues or Peer Collaborations every 2 or 4 weeks, depending on which Program it is. When you set up the series, extend it by more than you need e.g., 15. Then delete those that don't apply, and shift others forward or backward by a week to reset the weekly rhythm as the breaks between terms differ. Note there's an additional pause in October 2023 for family reasons.

## REGISTRATION 2023

There is a maximum of 9 participants on each Program to ensure there is a balance of intimacy and diversity in our inquiry during Discovery Dialogues and to create an immersive learning experience.

	One Payment	Monthly Payments
StageSHIFT Coaching SUPERVISION	€ 1,250	12 * € 115 /month
Vertical Systemic Team Dynamics	€ 3,250	12 * € 295 /month
SOUL Voyage into 5 <sup>th</sup> Perspective	€ 2,500	12 * € 225 /month
VHLP Assessment Instrument Cert.	€ 1,995	6 * € 355 /month
INTRODUCTION & VHLP Certification	€ 2,795	12* € 255 /month

We offer a 15% saving for Coaches working largely in the Public/NFP, please use the coupon SECTOR

We offer a 25% saving for those working in Developing Economies, please use the coupon ECONOMY

We offer a 50% saving for repeating Coaches on the Soul Voyage, please use the coupon REPEAT

Please let me know if you are interested in Supervision outside of the CET/CEST time zone; and please send me an email or set up a meeting with me if you'd like to talk through your options.

Dr. Antoinette J Braks PHD MBA.LBS MCC  
 Founder StageSHIFT Coaching & Consulting Community

[Antoinette.Braks@StageSHIFT.coach](mailto:Antoinette.Braks@StageSHIFT.coach)

<https://calendly.com/antoinettebraks>



*www. Stage SHIFT . Coach*