



THE 3 DISTINCTIVE PROCESSES THAT MAKE A PERFECT SOUFFLÉ IN VERTICAL DEVELOPMENT

Notwithstanding our proven evidence-based pathway in vertical development, we're occasionally cautioned for the "swiftness" of the StageSHIFT approach to the rare later stages of Synergist and Alchemist. There seems to be an assumption that if it is swift, it must be hurried; and a second assumption that if it is swift, it can't be sustained.

This is not the case. Vertical development can be swift if a perfect unique blend of three essential and distinctive key processes are present, just like making a perfect soufflé. Compliments to BBC's Mary Berry for the accompanying photos.

1. *The first key process is to engineer the Strategic Scaffolding to hold space for enterprise evolution.*

Strategic Scaffolding is essential to expand and open up the space for vertical leadership development and to enable the enterprise as a complex adaptive system to evolve. This does not mean a restructure or a shift to remote working or driving speed with Agile, but a genuine reconfiguration that lifts and liberates every level throughout the entire organisation ... like whipping the egg whites for a soufflé. Their structure changes and holds the powerful ingenious and organic potential for the blended soufflé to rise when placed in a heated oven.

StageSHIFT Coaches and Consultants engineer Strategic Scaffolding to expand and open up the structural space for everyone to take their leadership capacity and effectiveness to the next level. It transcends the constraints to growth commonly found in most organisations. We quickly and adroitly shift the structural and cultural context to enable the enterprise to transcend the turbulence and move into the flow of emergence at Green and Teal when heat is applied.

This is especially significant for the most senior strategic leaders as they shift their leadership capacity to a level not often seen and only found in some 8% of the executive population. Indeed, by leading strategic transformation across an enterprise or division, the strategic leaders activate their latent transforming mind thereby maturing as transformative Synergist leaders.

This comprises StageSHIFT STRATEGIC LEADERSHIP DEVELOPMENT.





2. *The second key process is Inner Shadow Integration ...*

Shadow work is rarely done in executive coaching. In the odd case where Developmental Coaching does include shadow work, it often only goes as far as emotional awareness and self-regulation with mindfulness rather than explore the underlying psychodynamics to identify the inner source of the reactive pattern or projection.

This limitation amongst others in developmental coaching, contains the degree to which a strategic leader is able to appreciate and integrate their shadow, and thereby eliminate similar personal reactive patterns and projections eventuating. As the ego is integrated, past triggers no longer manifest. This represents a shift from emotional awareness to spiritual congruence.

Shadow resolution is akin to the messier more drawn-out process of making the paste for the soufflé. Each soufflé is a unique flavour and texture, yet a similar range of ingredients are mixed together to form the appropriate gooey integrated paste that forms a newly integrated identity.

This inner processing work leads to outer leadership capacity. As a result of opening their heart to heal the ego found in shadow, leaders become compassionate toward others as doing the very best they can within their level of awareness. This is the nature of genuine inclusion – the work that takes place within self naturally yields inclusion for all others beyond self.

Modelling this compassionate embrace by extending it to all others without bringing an attitude of judgment, enables all other people to feel seen, heard and understood, and therefore accepted, included, so they too can begin to heal. Vertically developmental avenues in holistic leadership development led by later stage coaches, guide this inner personal process for all.

This comprises StageSHIFT HOLISTIC LEADERSHIP DEVELOPMENT.



Just to clarify a little further, in step 1, the mature Synergist opens up the systemic context as an expansive means for everyone's evolution and, in step 2, the mature Synergist has developed the wholehearted capacity to genuinely include the diversity of people who have been invited and liberated to find their voices, speak their truth and take inspired action.

Re-engineering the systemic context without giving each person the opportunity to integrate their shadow, or vice versa, results in a degree of chaos and confusion, an amalgam of colliding perspectives without support for personal inner resolution or outer enterprise evolution. However, when the two distinctive processes are blended thoughtfully together, they enable enterprise, leadership, and cultural renewal at later stage 4th and 5th person perspectives.



3. **The third key process is the Dialogical Inquiry with a later stage StageSHIFT Coach ...**

Coaching also guides the blending process. Imagine two people, the coach and the coachee, both trying to blend the messy ingredients and processes of life to make the perfect soufflé.



Two heads may be better than one, but what if the coach was a master chef who had made countless uniquely different soufflés before, in varying conditions with different people?

What if they could also point out the complex subtlety of indicators that they perceive with their wider and sharper lens of perception that others with an earlier perspective cannot see?

What a difference this would make! The coach could act as a guide for the coachee, showing them how they might interpret, understand, reframe and artfully and skilfully blend life's ingredients using various proven processes to make a unique blend of the perfect soufflé.

There is no rushing of the process. There is simply a level of mastery incorporated in the process.

By knowing what to look out for, interpreting situations from a deeper later stage perspective and applying proven techniques, transformative coaching including deep dialogical inquiry with a StageSHIFT coach expedites the coachee's journey. Mastery of the journey is transferred to the coachee so they can create their own perfect and unique soufflé with greater finesse.

This comprises StageSHIFT TRANSFORMATIVE COACHING.





The 3 distinctive processes that make a perfect unique soufflé in vertical development are:

1. STRATEGIC LEADERSHIP creates the Strategic Scaffolding to expand the potential of the systemic structural context to hold the space for vertical leadership development and enterprise evolution, while enabling rarely found Synergist leadership capacity for senior strategic leaders
2. HOLISTIC LEADERSHIP integrates a transformed identity by healing shadow, cultivating self and embodying spirit to enable vertical leadership development for everyone in the enterprise, and
3. TRANSFORMATIVE COACHING with a later stage StageSHIFT Coach & Consultant guides the leaders to see and interpret what was otherwise invisible, to heal and resolve what lies buried within, and to lead and transform their enterprise to co-create an emergent evolutionary journey for all, thus expediting a StageSHIFT in leadership consciousness and ecosystemic renewal.

This is the unique recipe that blends strategic and holistic leadership with transformative coaching with a later stage Executive Coach to facilitate the swift embodiment of latent Synergist and Alchemist leadership capacity. It lies dormant until realised, without enterprise, career or personal risk, by the proven StageSHIFT pathway, creating the perfect unique soufflé.

As heating enables a perfect soufflé to rise, so healing enables a potent culture to rise.

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For BBC Mary Berry's simple yet masterful recipe of the perfect soufflés

https://www.bbc.co.uk/food/recipes/mary_berrys_lovely_lemon_73914