



**FOUNDATIONS FOR LEADERSHIP:
Initiating and Sustaining Profound Change**
March 9-11, 2010 -- Boston Area, Massachusetts, USA
Facilitators Peter Senge and Robert Hanig

We have no idea of our ability to create the world anew. - Peter Senge

Dates: March 9-11, 2010

Location: Boston Area, MA, USA

Facilitators:

Peter Senge and Robert Hanig

Tuition Rates

Members	Non-members
\$2,800	\$3,500
Non-Profit	Non-Profit
\$1,900	\$2,400

Team rates for 3 or more are available.

Tuition rates include extensive printed resources. Please note tuition rates do not include transportation or room and board.

Registration

For more information, or to register for this workshop, please contact SoL's Program Coordinator at +1.617.300.9560 or programs@solonline.org

SoL courses are an ideal entryway into the SoL community, a premier network of skilled practitioners, consultants, and researchers who have made a commitment to lifelong learning, systems change, and a sustainable future.

Society for Organizational Learning

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Reconnect with your own capacity for generative leadership in this three-day program based on the leadership development process described in *The Fifth Discipline* by Peter Senge, and updated to include an overview of the "U" process as a social technology for change, featured in *Presence* (by Senge, Scharmer, et al) and in *Theory U* by Otto Scharmer. Foundations for Leadership is an opportunity for immersion in these concepts, personal coaching and reflection, and enhancing your peer network.

The purpose of this session is to explore the sources of our leadership. Leadership is both deeply personal and inherently collective. At its essence it concerns the capacity of a human community to shape its destiny and, in particular, to bring forth new realities in line with people's deepest aspirations. Participants will come away with a renewed understanding of how they can facilitate change, both within their organizations and in their personal lives. This program goes deeply into the domains of personal mastery, collaborative inquiry, and the systems perspective applied to sustaining profound change. The session includes a few interactive lectures, many paired and small group exercises, a simulation game, large group dialogue and regular opportunities for personal reflection. It is appropriate both as a development experience for emerging leaders and a renewal opportunity for seasoned veterans. Small teams are welcome to attend to develop their collective leadership.

Participants spend significant time developing their personal vision as well as one they desire for their organization. Much of the learning arises through the interplay of personal and interpersonal work. The special contribution of this leadership course comes as people discover the profound connections between personal mastery and systems thinking, seeing that deep change in our social systems and in oneself are inseparable from each other.

Participants regularly report new insights on current conundrums, as well as leaving more energized than when they arrived, even after working intensely for three days. They speak of being better able to integrate their personal values into their everyday work life. Twenty-five years later, participants still can describe the value of this program in enhancing their effectiveness and well-being.

Facilitators

Peter M. Senge is a senior lecturer at the MIT Sloan School of Management, and the founding chair of SoL, the Society for Organizational Learning, a global network of learning communities addressing profound institutional change. A renowned pioneer in and writer about management innovation, Peter is the author of the widely acclaimed *The Fifth Discipline: The Art and Practice of the Learning Organization*, and most recently *The Necessary Revolution: How Individuals & Organizations are Working Together to Create a Sustainable World*.

Robert Hanig currently maintains a private consulting practice. He was formerly a partner with Dialogos International, LLC., as well as a Vice President with Innovation Associates, Inc. and Arthur D. Little, and the Director of the Leadership Practice. At ADL, Robert directed both the companies' public training offerings and in-house programs for clients focused on large system change. Robert's client list includes Motorola, British Petroleum (BP), Intel, Nike, AT&T, UNOCAL, Shell Oil, SABIC, and the World Bank. He also works extensively with Peter Senge and was a member of the governing council of the SoL.

