

Training Outline

Rumble in the Jungle

A World Class Development Programme For Leaders and Emerging Leaders in Uncertain Times

This course is formed of four three-hour sessions to be delivered over a two day period culminating in a total of twelve hours learning from a combination of live and online peer-to-peer sessions for Business Leaders and Emerging Leaders striving to improve business growth and gain objective insight to the business problems they are encountering. In addition to the 12 hour learning time a 1-2-1 session with course convenor, Dr. Keith Deats will be available to all participants.

I. Learning Objectives

The following objectives should be outlined at the onset of the course in order for participants to work towards these specific outcomes.

Core Objective

- Using the Harvard Macy Institute Step Back Consulting Methodology, explore high value social and commercial propositions through a parallel process of self-directed adult learning and improvement

Sub-objectives

- Achieve an understanding of the Step Back Consulting Methodology
- Engage in peer-to-peer Assessment and Appraisal of Business Goals
- Identify and Present Personal Business Growth Problems
- Design and Develop Business Growth Frameworks based upon peer and personal presentation & discussion

II. Achieving Learning Objectives

The Learning Objectives will be discussed and worked towards through each participant preparing and delivering a short 5-10 minute presentation of the growth challenges facing their business. The participants will then engage in the *Harvard Macy Institute Step Back Consulting Methodology* in order to gain clarity and objectivity to their specific business growth issues. This type of peer-to-peer learning will give all participant the opportunity to have real ownership over their development as business leaders and give them key skills and insight from others course participants.

III. Assessment

The participants shall be assessed by the course convenor, Dr. Keith Deats relating to how effective their participation and 'Step Back' has been. The achievement of the learning objectives will also be assessed through their answering of the questions in the 'Assesment' PDF which will be delivered to them at the end of the four and final session. The course convenor shall assess these on a pass/fail basis relating to the delivery and response to the

presentation and the applicability of the learning objectives relating to each participants business situation.

IV. Further Reading & References

The Development of a Conceptual Framework for Equality-Based Practice in Organizations is recommended to go hand-in-hand with the course and allows the participants to gain a deeper understanding of the process and learning objectives detailed above. In addition to this, 'Immunity to Change: How to Overcome It and Unlock Potential in Yourself and Your Organization' by Robert Kegan and Lisa Laskow Lahey will come as highly recommended .