



CONGRUENT LEADERSHIP DEVELOPMENT WORKSHOP



The ***Congruent Leadership Development Workshop*** is a three-day intensive training program for leaders, managers, owners, consultants, trainers, and other change agents based on the methods and teachings of Virginia Satir and led by master trainer Jean McLendon, LCSW, LMFT.

You will become part of a community of learners that will include leaders from many industries—pharmaceutical, information technology, banking, nonprofit, and government—serving in diverse roles, from executives to team leaders and frontline managers. However, anyone who is in a position to influence others, whether you are in a “formal” leadership position or not, will benefit from this workshop.

DEVELOPING LEADERS FROM THE INSIDE OUT

The ***Congruent Leadership Development Workshop*** brings Satir’s most powerful techniques and insights to business and organizational leaders. Satir, an internationally acclaimed author, teacher and therapist, developed a universal approach to systems that has allowed her concepts and techniques to be among the most useful and dynamic approaches for increasing leader effectiveness.

Leadership can be defined many ways. How do we define it? Workshop leader Jean McLendon sees leadership as “the strategic and conscious use of self for the promotion of positive outcomes through human connection.” We believe change begins within you, which facilitates new possibilities between you and your colleagues and direct reports, then promotes greater connections and effectiveness among organizational groups and the larger workplace culture. This is not the usual workshop where we sell you the answers, but rather a process of helping you discover your own solutions and resources, practice them in a safe environment, and prepare for application when you return.

Much organizational development, management, leadership, and training work in recent years has been based on cognitive psychology, chaos theory, learning theory, business concepts, and behaviorism. Satir concepts and techniques provide a missing element in contemporary training and organizational development: access to the feeling side of organizational life, and ways to work with and through the feelings. Many change efforts are derailed because leaders ignore or pay insufficient attention to this critical aspect of workplace interactions.

The ***Congruent Leadership Development Workshop*** is specifically designed to cultivate your emotional intelligence, which research has shown is responsible for determining who excels at any job and is absolutely essential for demonstrating effective leadership.

WHAT YOU WILL LEARN

In this workshop, you will learn to:

- Connect your strengths and development needs with what you learned from your family of origin
- Assess system health and esteem, and team dynamics
- Handle emotionally intense interactions
- Manage and lead change
- Think systemically
- Resolve conflict
- Manage stress
- Increase leader authenticity
- Foster two-way trust
- Develop healthy and responsive work cultures

Many activities will be experiential in nature, allowing you to comfortably practice the use of Satir’s most evocative techniques in both group and individual applications. Special emphasis is placed upon learning that can be applied to day-to-day interactions.

PROGRAM CONTENT

The following topics will be covered through presentation, small group discussion, and experiential exercises. You will have multiple opportunities to explore your current leadership challenges through building awareness, activity, reflection, and connection.

OVERVIEW OF THE SATIR MODEL

- An introduction to the core beliefs, values and methods of the Satir Model, their relevance for you as a leader and for potential change interventions in your organization

THE FIVE FREEDOMS

- An active exploration of organizational norms and how lessons learned in the family of origin can impact organizational life

THE SATIR CHANGE MODEL AND THE SEVEN A'S OF PURPOSEFUL CHANGE

- A universal model for understanding your organization's change readiness and change mastery, and methods for creating a common language about change that helps people manage anxiety and move quickly into effective coping

SELF-ESTEEM, COMMUNICATION AND CONGRUENCE

- An integrated approach to effective conflict resolution and congruent communication, in which self-esteem resources are engaged to transform typical defensive coping patterns into positive problem solving behaviors

INGREDIENTS OF AN INTERACTION

- A powerful five-part scheme for teaching communication processes, and diagnosing and repairing communication breakdowns

TEMPERATURE READING

- A dynamic technique for helping teams reduce tensions, strengthen connections, and surface information, ideas, and feelings that might otherwise be suppressed

ORGANIZATIONAL SCULPTING

- A right brain, action-based process for understanding a system's dynamics related to blocked performance and change possibilities

THE SEVEN P'S OF SYSTEM HEALTH

- A tool for assessing system health by examining seven primary interpersonal process patterns

LEADERSHIP AND CONSULTING APPROACHES

- A comparison of Satir Model Leadership and Consulting with other well-known models and approaches to professional and organizational development

APPLICATIONS OF THE SATIR MODEL

- An opportunity to reflect on and plan for how to apply new learnings from your experience of the Satir Model for your own development and your organization's specific needs

ABOUT OUR FACULTY

JEAN McLENDON, LCSW, LMFT, is widely recognized as a master in the use of the Satir Model and methods. Mentored by Virginia Satir for nearly twenty years, Jean has expanded the scope and influence of the work worldwide and travels extensively teaching this global approach to congruent interactions. Jean has over thirty years of experience as a change agent and maintains a multi-service private practice which includes coaching, business consultation, therapy, and supervision. She has been on the faculty of the University of North Carolina, and NIMH Staff College. She is a faculty specialist with the Whole Systems Design Graduate Program at Seattle University and President of Avanta, The International Virginia Satir Network.

SUSAN FOWLER, MEd, is a facilitator, organizational consultant, and writer who has worked with a variety of nonprofit and public organizations over the last fifteen years. Her work has included a variety of strategic planning, evaluation, and program planning projects, as well as extensive experience in group facilitation, team building, and research. She uses Satir methods to support her own growth and in her work with organizations.

DIANA NEWTON, MA, MEd has spent the past twelve years designing and conducting training on leadership, performance coaching, managing change, team building, and conflict management for corporations, academic institutions, and governmental organizations. She recently designed and acts as master trainer for a comprehensive blended learning program being implemented worldwide for all new managers in a Fortune 100 company. Diana integrates the Satir Growth Model throughout her work to facilitate positive change and lifelong learning.

JEFF McKENNA has been involved in the software development industry since 1962 acting as developer, entrepreneur, and more recently coach. He uses Virginia Satir's work as a key component of his activities coaching agile software development teams and training other coaches. His focus is using his experience and knowledge to help individuals become more congruent and teams become more effective.

BRENT KINARD has extensive industry management experience in product development and safety, systems engineering, quality assurance, software testing, program management, and collaborative offshore manufacturing and development. Brent's work has ranged from the space shuttle to cell phones, from robots to laptop computers. His professional development has included several Satir training programs led by Jerry Weinberg and Jean McLendon.

CREDITS

A certificate of successful completion and letter confirming 19.5 hours of training will be awarded at the end of the workshop.

PLAN TO ATTEND

DATES

June 7-9, 2006

WORKSHOP LOCATION

The Congruent Leadership Development Workshop will be held at the Valhalla retreat center, located in a tranquil, lakeside setting near Chapel Hill, NC. Daily transportation to the workshop location from the two hotel locations listed below is included in your workshop fees.

LODGING

A limited block of discounted guest rooms are available at the following hotels. Indicate that you are with the Satir Institute of the Southeast at the time of booking your room.

- The Sheraton Chapel Hill offers single or double occupancy rooms for \$119 per night plus tax. Call 919-968-4900, or online info at www.sheraton.com/chapelhill.
- The Days Inn Chapel Hill offers single or double occupancy rooms for \$71.10 per night plus tax. Call 919-929-3090.

MEALS

Continental breakfast, lunch, opening night dinner (after workshop Day 1) and breaks are included in the workshop fees.

TRAVEL

The Raleigh-Durham International Airport (RDU) is approximately 17 miles from the hotels listed above. You may arrange taxi service at an estimated one-way cost of \$35.

REGISTRATION INFORMATION

Deposit to Reserve a Spot \$300
(balance due by the dates below)

Early Bird Tuition After Full
(Paid in full by April 15, 2006) Deposit Payment

Nonprofit Organizations/Government \$600 \$900

Organizations/Companies \$700 \$1000

Full Tuition After Full
(Paid in full by May 15, 2006) Deposit Payment

Nonprofit Organizations/Government \$650 \$950

Organizations/Companies \$850 \$1150

GROUP RATE

Please contact us at the Satir Institute of the Southeast to qualify for a special group rate (\$50 off per person for 2 or more attending from the same organization or company) at the time of registration. Call 919-636-2288, or e-mail: leaders@satirinstitute.org

CANCELLATION

A full refund less a \$100 application fee will be given with written requests received before May 7, 2006. After this date no refunds are guaranteed.

Name: _____

Organization: _____

Address: _____

Phone: _____

Fax: _____

Email: _____

Return completed registration forms to:
The Satir Institute of the Southeast
87 South Elliott Road, Suite 214
Chapel Hill, NC 27514.

Questions? Call us at: 919-636-2288