

Creating and Preserving a Thriving Team Culture

Leaders and teams often use much of their energy grappling with a wider organisational culture that can unwittingly limit performance and minimise resources.

This new programme from Dancehammer provides a profound underpinning of what is needed for leaders to develop a more vital environment or 'field' that nurtures both individual and team performance. Leaders will begin to catalyse positive change by creating a vibrant 'oasis culture' of constructive leadership, despite unhelpful influences that often prevail within the wider organisation.

As a leader you will learn how to create a more energised team culture and develop your field of coherence – the 'energy state' we all emit that influences the nature and orientation of other people's energy. You will learn how you and the culture of the wider organisation may be influencing your team's effectiveness and will envision how your team would ideally be when operating at its best.

The gap between the current and ideal will provide a focus for your own development journey. The experiences, processes and toolkits provided will help you to facilitate a shift in how you and your team think and operate. We do this by developing your leadership capacity and how you hold the kind of field that is supportive of an energising and creative working environment for your people.

In this way you can raise the contribution and level of productivity of your team whilst influencing that of the organisation as a whole.



Programme Structure

The Field of Leadership consists of 4 one-day modules with inter-module practice and coaching sessions to help you integrate your learning. Each module offers practical diagnosis and tools for growing your awareness and potency as a leader who can create positively energised team environments.

Next programme Spring 2010

29 April	Module 1 – Diagnosing Leadership Impact
27 May	Module 2 – Energising Your Leadership Field
24 June	Module 3 – Catalysing New Patterns
18 August (TBC)	Module 4 – Sustaining Leadership Momentum

Venue

The Rapha Centre, Comrie Road, Braco, Perthshire FK15 9LL
(Approximately 1 hr from Edinburgh or Glasgow.)

Timing

09.30 – 17.30 each day. (Coaching times to be arranged individually.)

Price

£2,750 + vat for 4 modules including all coaching, refreshments and lunch.

Benefits of the programme

- **Overcome constraints that the prevailing culture may be having on your team**
- **Hold a team space of positive energy and alignment**
- **Learn to evoke the behavioural patterns that foster greater effectiveness**
- **Develop teams that are positive role models for a higher performing culture**
- **Build an authentic and appreciative-based approach to leading your team**
- **Feel more confident about how to build team performance**
- **Build a supportive network with which to share experiences and learning**
- **Receive one to one coaching sessions to help you integrate your learning**



The Field of Leadership Journey

If the culture is a collective extension of 'us', what must we as individuals develop within ourselves if we are to create a positive field around our team so that it can achieve more easily?

Module 1 – Diagnosing Leadership Impact

In this opening module you will explore the culture of your organisation and the extent to which it is supportive of the purpose and effectiveness of your team. Participants will acquire various diagnostic insights from which to scope the desired development for themselves and their team. We will explore the gap between the current culture and a realistic ideal that would evoke higher levels of thinking and relating among your people. You will begin to uncover how your thoughts and emotions can collude with or influence specific cultural patterns and what is needed for you to create a more life-giving field around your team.

- **Recognise influence between the culture of 'you' and your team/company**
- **Build greater effectiveness by relating as your Self and your Role**
- **Learn to influence how others contribute to a vital and productive corporate environment with their own 'fields' and ways of thinking**
- **Build the platform for up-tuning your leadership field**
- **Scope a personal journey using culture as the setting for your development**

Module 2 – Energising Your Leadership Field

Building on module 1, we will explore how to refine your field of leadership so as to preserve more positive and constructive environments in which your team can perform. We will use various lenses to help you to 'uncouple' from the prevailing culture and to nurture even more productive norms of being. We will help you to explore and develop your personal coherence – the alignment of purpose, values and ways of thinking & operating as a foundation for nurturing the coherence and power of your team.

- **Realign your authentic self - purpose, identity, values and beliefs**
- **Define you as a leader in the context of your organisation's culture**
- **Access the core power of Self and leading from the heart**
- **Develop strong intention and 'heart-mind' coherence**
- **Harness the power of thought to shift unproductive patterns**
- **Develop a personal practice for energising your field of impact**

Module 3 – Catalysing New Patterns

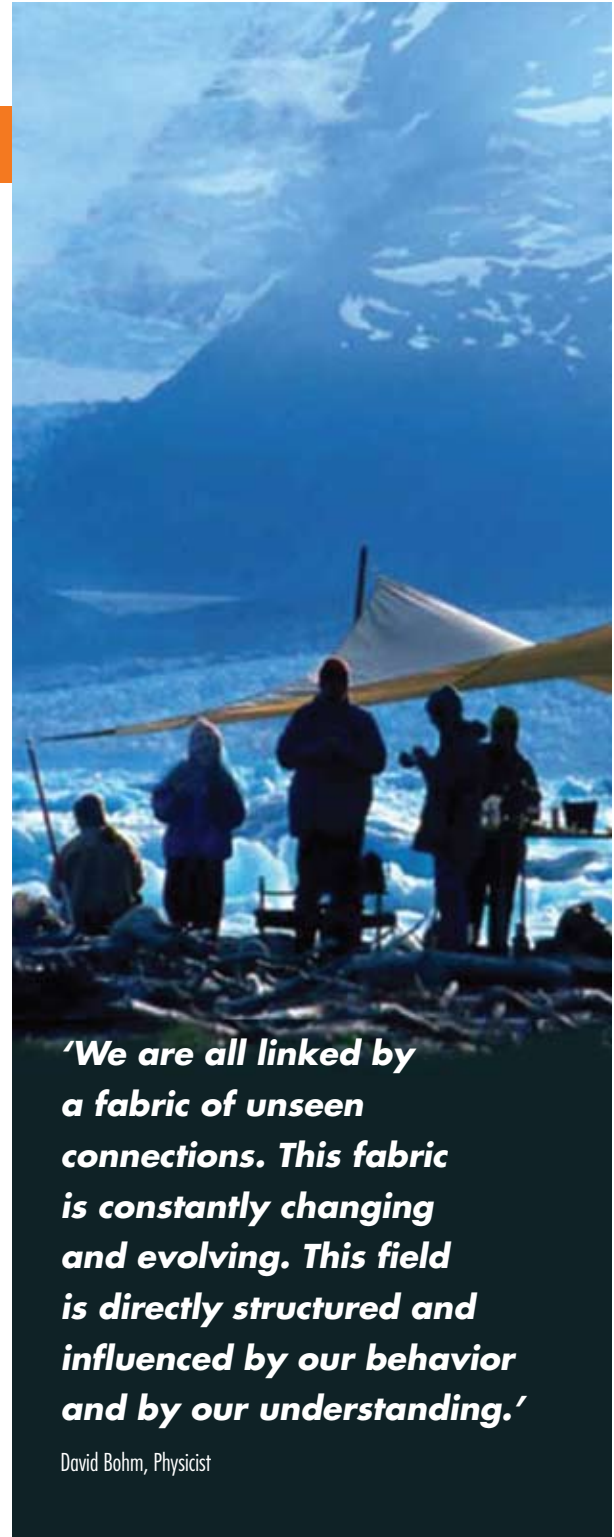
With a deeper understanding of the nature of your culture and grounding in tools for self leadership and impact, this module explores ways of nurturing the optimal patterns of behaviour within your team. Leaders will leave with their plan to practice using their fields and toolkits to build alignment and encourage the team to think and operate together in increasingly productive ways.

- **Establish a bridge between the current and your ideal team culture**
- **Build a personal practice to influence how others think, feel and operate**
- **Establish compelling intentions that drive the vision of your ideal team**
- **Encourage new patterns using the Appreciative Leadership tactics**
- **Create an action plan to develop the team's collective field of coherence**

Module 4 – Sustaining Momentum

This session is designed to provide the white space to process any resistance within yourself or others that discourages progress toward the vision. Additional leadership tools will be provided that develop the leader as a robust container capable of holding space for growth and evolution. We will also anchor the journey in preparation for the leader to continue with their personal practice and the development of their field as a force for positive influence.

- **Embrace resistance as a container of transformation and transition**
- **Use White Space and imagery to review progress and to stay on track**
- **Recruit champions and prophets to help keep you on track**
- **Harness the stories that exemplify the shift to build momentum**
- **Anchor techniques for preserving the team's field of coherence and power**
- **Deepen your daily practice to preserve the integrity of your own field**



'We are all linked by a fabric of unseen connections. This fabric is constantly changing and evolving. This field is directly structured and influenced by our behavior and by our understanding.'

David Bohm, Physicist


dancehammer
Bringing leadership to life

The Field of Leadership is designed and led by John Dickson from Dancehammer Group Ltd.

For more information go to www.dancehammer.co.uk

Information and bookings

To book email liz@dancehammer.co.uk
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or email john@dancehammer.co.uk