



CONGRUENT LEADERSHIP

WHY IS THIS IMPORTANT

At its core, leadership is about authentically expressing oneself in service to a greater purpose. It's not merely about strategies, techniques, or positions of authority. It's about how we show up, engage with others, and navigate the complexities of human interactions with integrity and congruence.

Growing the leaders of the future is about giving them additional knowledge and skills and increasing their capability for learning and processing ever-more complex information.

Leaders increasingly need to be able to sit in complexity, ambiguity, and paradox.

Our **Congruent Leadership Program** stands out by integrating the development theories of Jean Piaget, Sharon Bowman, Robert Kegan, Susanne Cooke—Greuter, and Bill Torbet. This unique approach is designed to foster transformation and skills development in our participants.

When we add in the personal growth theory from Virginia Satir, we enable leaders to let go of the need to do everything themselves. They are able to let go of behaviours that get them stuck and transition into a space of dancing effectively between leadership styles based on the needs of the context and people at hand.

HOW IT WORKS

The Congruent Leadership Program is a comprehensive series of one-day workshops over a period of five months, each building on the previous one. Between workshops, leaders work in cohorts to embed the learning (through practical application). This structure allows for a deep dive into leadership development while accommodating busy schedules.

TOPICS

The Program will cover the following topics.

We will start with an assessment diving into

Intro session

Vertical development

Congruent Leadership and communication

- Intro to congruence
- Intro to Interaction Model
- Intro to coping stances and communication styles
- Communication preferences - Antoinette
- Personality something.... (enneagram)

Self-awareness, Situational Awareness

- Parts party - understanding our different parts and beginning to integrate them
- Observation and awareness of self
- Awareness of context narrow and broad
- Thermodynamics of emotions
- Levels of attention - where are you focusing
- Sensing and sensemaking

Working with Systems

- Systems thinking
- Containers, Differences and Exchange - Glenda Eoyang
- Cynefin
- Vertical development

Meta skills for complexity

- COOL
- Courage
- Openness
- Observation
- Lightness

Wayfinding in complexity

- Framework for navigating complexity



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TOPICS

Understanding and creating Flow

- Shipbuilding
- Flight levels
- Queuing theory

Strategy Techniques for Leaders

- Wardley Mapping
- OKR's
- Flight level 3
- ORSC tools
 - Essence
 - Dreaming
 - Consensus reality -
- Crossing the Chasm and Product Development

Leadership Styles

- Goleman leadership styles
- Understanding your preferences
- How to develop in other styles

Facilitation for Leaders

- General facilitation Skills
- Specific facilitation for leaders

Change models for leaders

- Introduce Satir model
- Agile change
- Lean change
- Complex change
- Edge
- Transitions
- 7a's
- What is your model for change??
 - Personally
 - For your team



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TOPICS

Feedback skills - giving and receiving feedback

- Jerry stuff
- Impact feedback
- Situational feedback
- Practice
- Congruence

Designing great metrics

- Primary and Secondary
- Leading and Lagging
- OKR

Leveraging conflict for good or managing it effectively

- Conflict Staircase
- Conflict Sources
- Interaction Model
- Dialogical differences
- Tips for working with conflict
- NVC

Decision-making and boundary-setting

- Creating decision-making frameworks
- Setting constraints

Group Problem-solving and collaboration

- Group decision making
- Self-awareness simulation
- Collective sense-making

Product Thinking

- Product vs Project



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