



facilitating a culture of participation

ICA Associates Inc. Transformational Leadership

Future-proof the economics, structure and culture of your organization.

Meaningful involvement of staff, stakeholders and clients is the only way to ensure the long-term success of any organization in this volatile and uncertain time. This eight-day program of learning and practice over 6 months will significantly enhance the way you lead your company. Lead by example and involvement and transform your workplace with powerful tools and processes proven with worldwide success. The four most important competencies of leadership well covered in this program are the ability to:

- I. Inspire commitment
- II. Model interaction and behaviour
- III. Formulate leveraged strategy
- IV. Sustain implementation

The first four days of this program demonstrate the practical methods and tools needed to transform your organization. You are supplied with templates, procedures and instructions for six months of your own practical work. The second four days enhances the program with all the processes, theory and mental models you need to remain flexible during future constant change.

Join other leaders in discovering how to:

- analyze the global and national pressures and trends driving change
- co-create a long practical vision for your company
- formulate whole systems of transformation and change
- focus strategic engagement from staff and stakeholders
- launch powerful team goals and implementation systems
- affirm and apply the gifts and limitation of a diverse workforce
- develop a culture of empowerment
- Reinforce a supportive participatory environment

ICA's Transformational Leadership program includes:

1. Demonstrations of tools and methods and how to use them
2. Powerful theory with valuable examples
3. Application tips with built-in adaptability
4. Provocative and interesting case studies
5. Live practice and feedback.
6. Books, templates and resources
7. Templates for use with clients and with staff.

Transformational Leadership program agenda

Launch Sept 6, 2024, 4 -5 pm

Session 1	Sept 11, 2024	Oct 15, 2024	Nov 12, 2024	Dec 10, 2024
Competence	Inspire commitment	Model interaction	Formulate strategy	Sustain action
People skill	Leadership assessments	Deep Listening	Intervention practices	Implementation readiness
System knowledge	Change drivers and systems thinking	The group story re-energized	The map of the organizational journey	Accelerating change with successful models
Method prowess	Co-create an inspiring practical vision	Articulate contradictions: key to transformation	Co-design creative, leveraged strategy	Forge transformational implementation goals
Tools/skills	Consensus Workshop	Focused Conversation	Model building	Project selection
Launch change initiatives back at work				
Session 2	Jan 14, 2025	Feb 11, 2025	Mar 11, 2025	April 15, 2025
Competence	Inspire commitment	Model behaviour	Formulate strategy	Sustain action
Philosophy	Courage to Lead: lucidity	Courage to Lead: personal change	Courage to Lead: responsibility	Courage to Lead: the leading edge
Process expertise	Feedback practices	Conflict and conciliation approaches	Process mapping	Support mechanisms
Change alignment	Organizational systems: balance and imbalance	Diversity, inclusion, equity	Team assessments and collaboration	Implementation: goals, outcomes and ends
Values	Values and cultural competence	Personal image change	Interventions with integrity	Personal re-entry

Times

Module times on Zoom are 9:00 am – 4:00 pm Eastern Time.

Expect another 2 hours per month for study

Small team discussion and practice outside the class will be 2 hours per month.

Practice within your own company team will vary, suggested at 2 hours per month.

Blended Learning

- Parts are studied individually online, at your own pace, as videos and readings.
- There are eight live-online sessions using Zoom and Mural.
- Assignments between sessions as individuals, dyads or triads completes the blend.
- Some assignments involve working with your staff at work to practice and see the impact. This can be a special project you want to launch.

Many methods will be used during the program including dozens of templates for easy use, and books for detailed understanding.

- The Art of Focused Conversation: 100 Ways to Access Group Wisdom in the Workplace
- The Workshop Book: From Individual Creativity to Group Action
- Transformational Strategy: Facilitating ToP Participatory Planning
- The Courage to Lead: Transform Self Transform Society
- Getting to the Bottom of ToP: Foundations of ToP Methodologies

Participants receive ICA Associates Inc.

Transformational Leadership Certificate of Completion

Cost

The cost of this program in Canada is \$12,600 per participant plus tax.



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Quotes from Canadian participants of ICA Associates Inc. Facilitative Leadership Program.

“The ability to facilitate dialogue and build consensus has had a huge impact on our organizational culture. When people are involved in the solution, the outcome is far more successful and impactful.”

“We have more projects integrating cross-disciplinary teams. Less delay as people suggest solutions. More day-to-day decisions being made by frontline management. The specific tools and methodologies are beginning to be transferred among staff and team leaders through formal and informal approaches. Overall, we’ve seen continued growth in revenue as an organization, increased numbers and opportunities to partner with external organizations and greater impact on clients. But perhaps more importantly, we are engaging more actively in longer range thinking and discussions as a team. We are shifting the discussion from quarterly performance to discussions about achieving ultimate aims, reaching beyond our vision and sustaining growth a decade or more out. We are beginning to drive all activity from a focused place, beginning with our values and being intentional about the outcome we try to create.”

“The new Government Health Authority has established a whole new department called Transformation and Innovation. This service line focuses on improvement work and team development throughout the system. It is moving forward in the goal to achieve collaborative care without boundaries.”

“In my experience, effective leadership is key to any enterprise transformation. The Journey of the Map of Organizational Development was very helpful in the organization. It was a very effective way to help the organization “see” itself, and also to engage the whole organization from the bottom up in the conversation. My experience has shown that people support what they help create.”

“People see the approach I learned at ICA and really enjoy it. They tell me they feel more engaged. After I learned the Consensus Workshop, I returned to the hospital for a half-day session with a clinical program. The previously fractured and infighting team of 25+ staff loved it. They said it was the best 2 hours they had ever spent together. And all I did was use the workbook script I learned at ICA.”