

## **Transformational Leadership: Levels of Mastery**

### **Level 5: Source**

#### **Accountabilities**

1. Accountable for creating and generating the fundamental distinctions that underlie the context and content of the work we are doing.
2. Accountable for managing the existence and integrity of those distinctions in the leader body and the body public of the company.
3. Accountable for the design and successful implementation of curricula that produce the transformational results required by the company strategy.
4. Accountable for managing the existence of him or her self as the source of integrity, power and possibility for the company and for causing the leader body to do the same.

#### **Ground of Being**

1. At Level 5, the leader is reliably managing the existence of him or herself as the source of transformation for the people around him/her at all times and under all circumstances.
2. When in the presence of a Level 5 leader, people find themselves confronted by the gaps in their own integrity and are self-motivated to fill the gaps.
3. He or she can be observed to be the source of the success, development and growth of all the other levels of leaders.
4. The leader is being the possibility of possibility, power and freedom. His or her intentions manifest on a regular basis.

#### **Qualifications**

1. He or she can execute any of the accountabilities of the other levels with effectiveness, reliability and creativity.
2. The leader has consistently demonstrated the ability to cause breakthrough results with the leader body and the officers and executives of the corporation.
3. He or she has qualifications equal to or superior to the lower levels.

## **Level 4: Master**

### **Accountabilities**

1. Accountable for the success of the programs they lead. (LCP, SHP, etc.)
2. Accountable for successfully managing the growth and development of the transformational leaders assigned to lead with them.
3. Accountable for managing the existence of themselves as the source of integrity, power and possibility for the teams they lead and for the participants they serve.

### **Ground of Being**

1. At Level 4, the leader is completely reliable in managing him or herself as a self-created possibility at all times, independent of circumstance. His or her work is viewed as an expression of his/her purpose in life rather than something they are doing.
2. People experience the leader as an inspiring example of who they themselves could be as a possibility.
3. The leader has no unresolved issues regarding authenticity and free self-expression in front of the room. They are completely in service to the participants without pretense.

### **Qualifications for Certification**

#### 4C - Level 4 candidate

1. The leader is certified to lead the LCP at Level 3A and has been declared accountable for a course as the primary leader with or without senior backup.

#### 4B

1. He or she must be a graduate of the LCP and LCP Advanced Course and have successfully completed the Leader Training Intensive or have equivalent training and preparation.
2. The leader has fully internalized the content of the courses he or she leads and can generate the fundamental distinctions of the work we are doing into any group or individual listening as demonstrated in a check ride.
3. He or she has a minimum of 5 years on the faculty of a transformational education company, has led experiential or insight learning courses to over 5,000 people successfully and has successfully trained other leaders in the discipline of ontological transformation or equivalent experience.
4. He or she must have a minimum of 5 years in business experience as a people manager or business owner and be familiar with the working environment of large corporations. Executive experience is preferred.

#### 4A

1. The leader has reliably produced the outcomes of the courses he or she leads for at least 98% of the participants in at least three consecutive courses or equivalent.

## **Level 3: Co-Leader**

### **Accountabilities**

1. Accountable for the success of the programs that they co-lead.
2. Accountable for managing that the registration, logistics and coaching in the programs that they co-lead or manage with a Level 4 master leader are executed successfully.
3. Accountable for causing breakthrough results with the executives/managers they are assigned to coach.
4. Accountable for managing themselves as an S&A Program Leader while at work.

### **Ground of Being**

1. At Level 3, the leader is reliable in managing him or herself as an S&A Program Leader during the programs they lead. They are reliable for returning themselves to a self-actualized state if they get thrown.
2. People experience them as inspiring partners, extraordinary teachers and masterful coaches.
3. The leader still has some unresolved issues regarding authenticity and free self-expression in front of the room. However, their commitment to the participants reliably overrides the issues during the sessions and does not act as an impediment to producing the outcomes of the course.

### **Qualifications for Certification**

#### 3C

1. The leader must demonstrate an unequivocal commitment to the work we are doing by generating his/her own advancement and training. At this level, the leader is self-generating their growth and development.
2. He or she must be a master level facilitator with at least 5 years experience in front of the room. Advanced degree preferred.
3. He or she must have a minimum of 2 years in business experience as a people manager or business owner and be familiar with the working environment of large corporations. A wide perspective and deep level of life experience is preferred.
4. He or she must be a graduate of the LCP/LCP Advanced and have successfully completed the Leader Training Intensive.

#### 3B

1. He or she has been certified to lead the "B" sections of the LCP Basic and can lead those sections at the level of Creation and Illustration into any listening.

#### 3A

1. The leader has fully internalized the total content of the courses he or she leads and can generate the fundamental distinctions of the work we are doing at the level of Creation and Illustration into any listening.
2. The leader has requested to be accountable at Level 4.

## **Level 2: Seminar Leader/Course Manager**

### **Accountabilities**

1. Accountable for the success of the seminars that they lead as the primary leader.
2. Accountable for managing that the registration, logistics and coaching in the programs that they co-lead with a primary leader are executed successfully.
3. Accountable for causing breakthrough results with the participants in their seminars.
4. Accountable for managing themselves as an S&A Program Leader while at work.

### **Ground of Being**

1. At Level 2, the leader is marginally reliable in managing him or herself as an S&A Program Leader during the programs they lead. They may not yet be able to recover themselves by themselves if they get thrown. They are, however, responsible enough to get themselves sorted out during the session, so as not to adversely effect the outcome.
2. People experience them as inspiring partners, good teachers and valuable coaches.
3. The leader has unresolved issues regarding authenticity and free self-expression in front of the room. They may tend to lead, some of the time, from their identity rather than their commitment to serve. When this happens, however, their pretense is actually effective, professional and useful and does not act as an impediment to producing the outcomes of the course.

### **Qualifications**

#### **2B**

1. The leader must demonstrate an unequivocal commitment to the work we are doing by generating his/her own advancement and training. At this level, the leader is self-generating their growth and development.
2. The leader is a graduate of the LCP/LCP Advanced Course, has successfully completed Level 1 – Apprenticeship and has completed the Level 2 Training Intensive.
3. He or she must be an experienced facilitator having led regularly and successfully for at least 3 years or to at least 1,000 people or have equivalent experience.

#### **2A**

4. The leader has fully internalized the total content of the seminars he or she leads and can generate the fundamental distinctions of the work we are doing at the level of Creation and Illustration into the listening of LCP graduates.
5. Certified to lead the LCP@Work and other follow-up seminars as the primary leader by passing a check ride for Level 2A.

## **Level 1: Apprentice**

### **Accountabilities**

1. Accountable for completing the apprentice curriculum within 6 months.
2. Accountable for the integrity of participation of the seminar pods they manage.
3. Accountable for the logistics, room management, statistics, etc. of the courses they assist in as assigned.
4. Accountable for successfully delivering the sections of the seminar they are assigned to prepare.
5. Accountable for managing themselves as an S&A Program Leader while at work.

### **Ground of Being**

1. At Level 1, the leader is not reliable in managing him or herself as an S&A Program Leader during the programs they lead. He or she is still subject to the whims of his mind and has not yet separated Self from Background processes. At this level, the apprentice is not yet capable of generating him/herself in service to the participants at all times but is committed to doing the work that will enable them to do so within 6 months.
2. People experience them as committed partners in causing transformation but notice that the leader is learning to lead.
3. The leader has unresolved issues regarding authenticity and free self-expression in front of the room. The person's primary preoccupation is with their performance, how they look to others and if they will survive with their "act" intact in front of the room.

### **Qualifications**

#### **1B**

1. The leader must demonstrate a strong commitment to the work we are doing by generating his/her own advancement and training. At this level, the leader is working on becoming self-generating in their growth and development.
2. The leader is a graduate of the LCP and LCP Advanced Course and has expressed an enthusiasm for the work and the desire to lead it for others.
3. He or she must be an experienced public speaker with the ability to engage an audience. Teaching and/or facilitation experience is preferred.
4. The apprentice must have sufficient life experience to be credible when coaching managers in the seminar pods they are assigned to lead.

#### **1A**

5. The leader has completed the apprentice curriculum and has successfully led components of the LCP@Work and has requested to be accountable at Level 2.