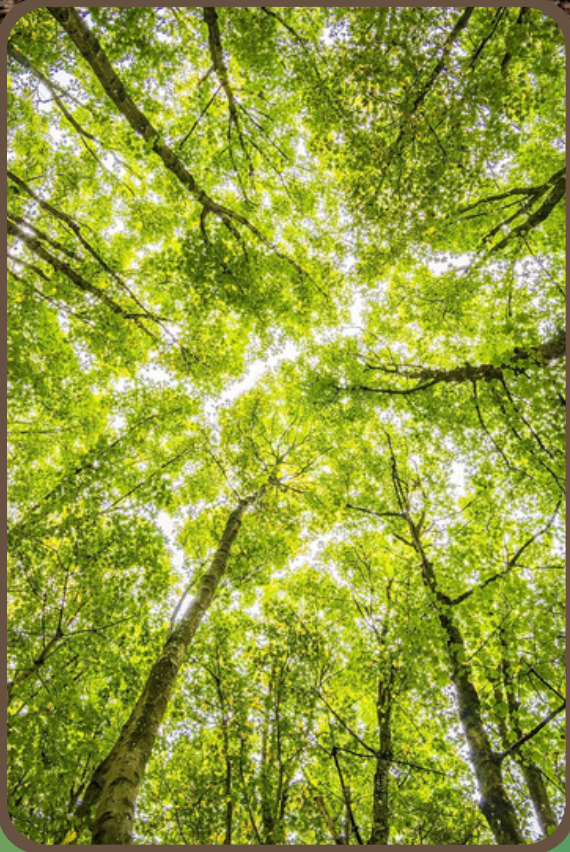




LDP Authorisation Training programme



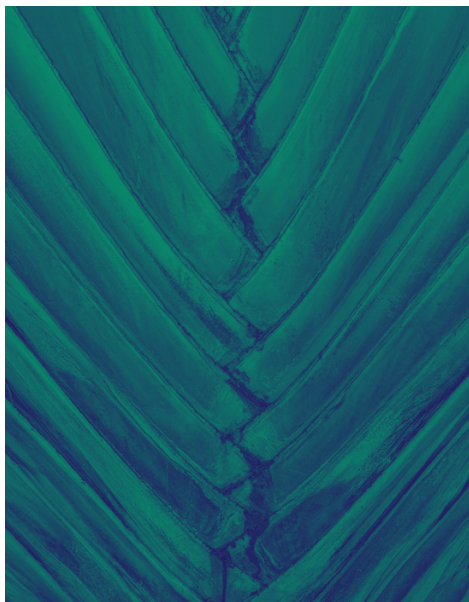
An inspiration
to level up your coaching practice

transforming leaders and coaches

Are you intrigued by personal development?

Why, when, and how it happens?

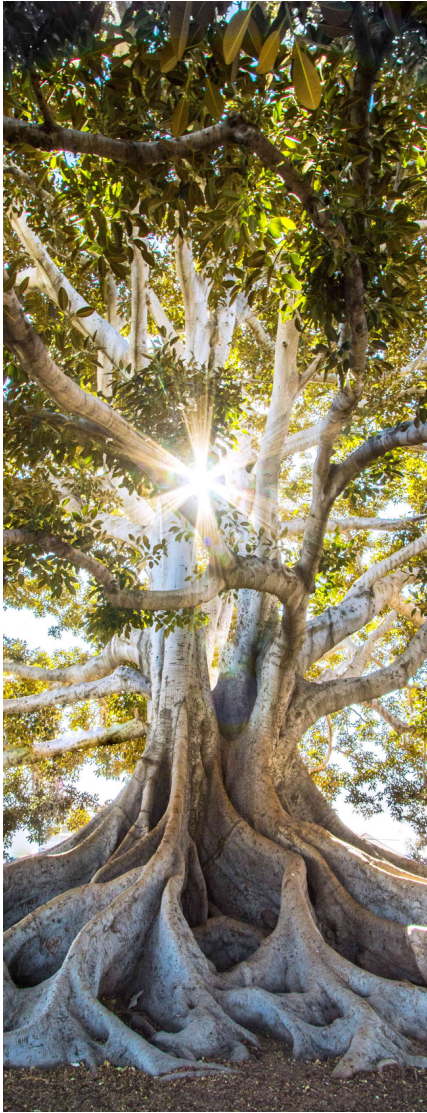
If you are a coach, consultant, facilitator or a leader and want to deepen your capacity and skills by integrating the insights of adult development theories into your practice, the LDP Authorisation Training programme is for you.



Welcome to Harthill's Leadership Development Framework and Profile and the exciting world of development and meaning-making....

The Harthill Leadership Development Framework helps us to understand the dynamics of personal and professional growth and work with them, both for ourselves and for those who trust us to help them with their development.

The Leadership Development Framework is a way to understand development across our lifespan. It describes and explains the major shifts that happen in how we make sense of our world and experiences throughout adult life.




Development and meaning-making

Development and meaning-making go hand in hand, shaping the essence of our journey.

As we navigate through life, each experience contributes to our growth and understanding. It's in the process of making sense of these encounters that we find meaning, weaving a tapestry of wisdom that colors the canvas of our existence – our feelings, thoughts, and actions. It is our meaning-making that structures our experience, whether internal or external in origin.

The LDF is informed by developmental constructivist psychology, a field pioneered by Jane Loevinger in the 70s, further nourished by researchers like Susanne Cook-Greuter, Robert Kegan, Bill Torbert, and made accessible to leaders, organisations and coaches by David Rooke and the team at Harthill. It introduces the construct of 'ego' as our internal storyteller and mastermind in charge of our being.



The LDF presents nine distinct forms of meaning-making – Action Logics – on a continuous spectrum. We make meaning differently in various parts of this continuum. Each form of meaning-making comes with specific opportunities and dilemmas relating to self, others and the world, which translate into perspectives, intentions and actions.

Leadership Development Framework

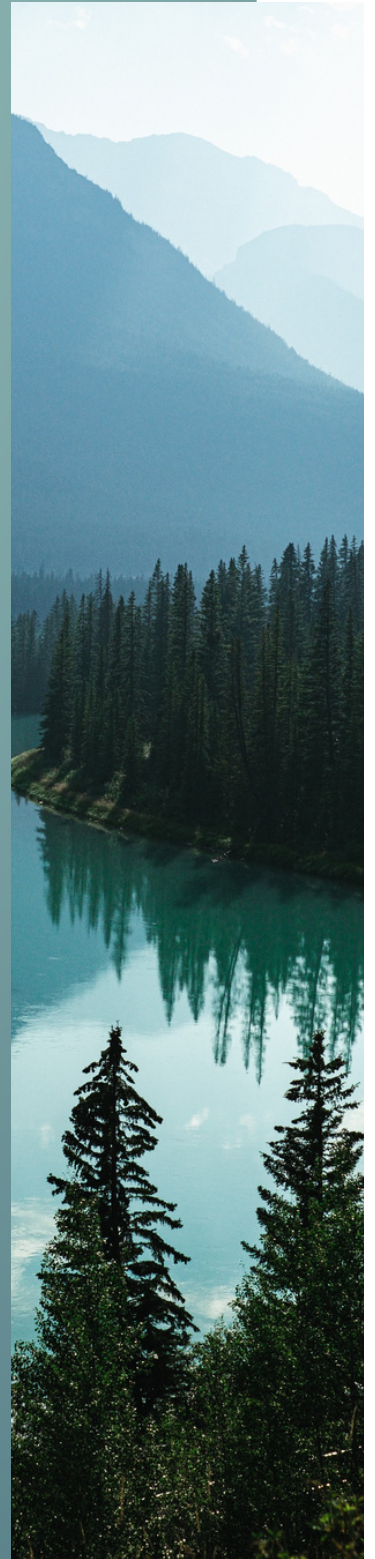
Through the LDF we see that we develop as our meaning-making evolves to higher complexity and smoother integration of our experience. This in turn leads to timely learning and effective action in whatever context we find ourselves.

Being developmentally informed makes you so much more powerful – in managing yourself, your relationships and your roles and positions in the systems you're a part of.

Leadership Development Profile (LDP)

The LDP is an instrument designed for you to get acquainted with the forms of your meaning-making. Once they are surfaced, you become aware of their capabilities and potential – and also of their contextual limitations. You also become choiceful in using them in the various contexts that you are a part of – thus aligning yourself with your own life.

The LDP is built on one of the most elegant (and well researched) psychometric technologies – free-style sentence completion. The LDP is a universal instrument – and it is also adapted and thoroughly tested in organisational environments.





Prompted by 32 stems, taking them one by one, with no particular instruction, the individual completes them – thus projecting both the content and the structure of the arising experience.

Skilful human scorers rate the completions and create a profile – a snapshot of the set of meaning-making forms that are active in this phase of the individual's life – and presented in an LDP Report.

15,000 leaders in many countries and cultures – have been profiled with the LDP, in connection with developmental programmes and interventions, by Harthill authorised practitioners – organisational consultants, (executive) coaches, talent professionals, occupational psychologists, and executives committed to truly developing their systems.

LDP Coaching Debrief



The LDP Report provides valuable data and inputs to a powerful developmental conversation – the LDP Coaching Debrief conducted by an LDP authorised practitioner.

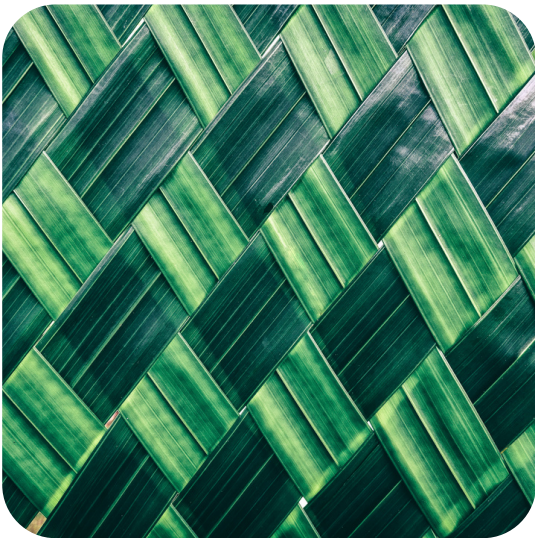
The Coaching Debrief explores the links between the profile of Action Logics and one's everyday experiences, to gain a greater understanding of how different contexts / situations call upon the profile of Action Logics, how they shift across contexts, and how those contexts in turn, shape meaning-making.

The Coaching Debrief validates the findings of the profile, using the profile data, to go beyond the findings – exploring possible hypotheses about one's development and leadership and creates a developmental trajectory.

LDP Authorisation Training

This programme is for you if you play an active part in the development of others. The LDP adds a developmental perspective to your coaching skills.

The authorisation programme is not only a skill training – it is designed to be developmental for you, as a human being and a professional. When you set out on the authorisation journey you say yes to potentially being transformed – in how you relate to yourself, your clients, your relationships with people, and your professional practice.



We are committed to your professional development and aim to work on your developmental sensitivity and ability to conduct insightful LDP Coaching Debriefs, our own empirically-proven genre of developmental conversation, informed by the client's profile of Action Logics. Once you've met the authorisation criteria, you will be authorised to commission LDPs for your clients and conduct their debriefs.

In the course of the programme we will...

Introduce you to our philosophy of human development, with meaning-making as a vehicle of Developmental Inquiry – and you will see how it resonates with you

Explore the principles of the LDF as a powerful framework for evolving the core developmental capability – the ability to skilfully work with meaning-making



Learn to discern the client's meaning-making – expressed through their LDP form and the LDP profile graph (set of their Action Logics) – analyse their implications and pull together a solid developmental hypothesis that informs the debrief

Explore the structure of the LDP debrief and practice debriefing clients at various Primary Action Logics, testing your hypotheses – in peer trios and buddy pairs

Explore the uses and ethical considerations of the Framework applied in team/organisational contexts

Look into matters of validity and reliability of the LDF/LDP – this will help you reassure some of your clients and provide additional insights to you



Learning modalities

The programme is available in two formats: face to face or online. We run three-day intensives – in a beautiful environment conducive to learning and development. In this case, we also use evenings and creative breaks needed for good learning.

A great learning alternative is a five-module (four hours each) weekly online programme – with peer practice groups working in between, with guidance from the facilitators. Pre- and post-programme webinars are included in the programme.

With both of these alternatives, you will be offered your own LDP and Coaching Debrief to provide you with first-hand experience and initial insights that will orient your learning in the programme.

You will also be given pre-reading and our LDF Foundations – a self-paced course on the Harthill learning ecosystem (built on SanaLabs learning platform). This experience is gently powered by AI which helps tailor-make your learning path by keeping track of your individual progress.



After the modules, you proceed to your real-life debriefing practice. You will need to find two real practice clients to commission LDP profiles for and conduct debriefs with. Before each of the practice debriefs, you will meet one of your faculty for a support call where you share your preparations, developmental hypotheses and ideas for the coming debriefs. Your facilitator will share their insights, too, and do their best to help you prepare.

Authorisation Criteria

In order to be authorised to use Harthill's LDP, you must:

Successfully attend the LDP Authorisation Training programme (residential or online) and

Conduct two independent LDP Coaching Debriefs within six months of attending the programme

It might happen that you need to conduct one more supervised practice Debrief - so that both sides feel confident that your debriefer skills are sufficient for further independent practice.

What others have said..

The LDP is the most revealing instrument I have encountered. The work behind its development is fascinating and intriguing. The LDP would enhance the offering of any consultant/coach who wishes to accompany leaders on their vertical development journey. The delivery of this course was top class. The support was second to none. I am delighted to be experiencing more of the wonderful community Harthill have created as I continue my own LDP journey.

Ger Daly, Ireland

For coaches and facilitators who want to take a deeper dive in supporting their own as well as their clients' growth, this body of work is essential to help them deal with the complex demands of our personal, professional, national and planetary lives. Next level solutions require next level consciousness. This approach supports both.

Erik Mazziotta, USA





The beauty of this journey is that your practice will be developing as you develop, in ebbs and floods - and you can further advance your practice by becoming involved in post-authorisation LDP Community engagements, such as inquiry groups, coach supervision or you might want to pursue our vertically developmental coaching track.

You will also be joining the growing and vibrant international community of practitioners that live and practice in over 25 countries. Beyond the LDF, we welcome exploration of all adult development theories and approaches to facilitating development.



West Dean College gardens

2024 dates

Residential programme: West Dean College of Art and Conservation, West Sussex
with facilitators Anastasia Nekrasova and Ian Mitchell

17 – 19 June

Fee includes accommodation for two nights and all meals

Autumn online programme with facilitators Anastasia Nekrasova and Nial O'Reilly

Welcome webinar: 22 October 1500 – 1700 (all times in UK time)

Workshops: 5, 12, 19, 26 November and 3 December 1300 – 1700

Closing webinar: 21 January 1500 – 1700

2024 Fees

	Residential	Online
Private sector inc multi-person consultancies	£3105	£2515
Publicly funded organisations	£2595	£2095
Independent consultants and charities	£2245	£1745
All prices exclusive of VAT		

Programme fees include your own LDP Report and Coaching Debrief and two practice profiles.



To book...



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