

# Developmental Sprint® ...Overview



**The breakthrough equation used by leaders & organizations around the world to accelerate & scale leadership development at every level**

**Agile Principles**



**Science of Human Development**



**Developmental Sprint®**

**Immediacy.** Focuses on the capabilities leaders most need to develop now—and moves leaders into action quickly.

**Flexibility.** Adapts to meet individual, team, and organizational needs/contexts as they arise and change.

**Team-based Accountability.** Makes individual development a “team sport” with feedback and accountability embedded in simple protocols—and all supported with a digital tool.

**Research-based.** Grounded in the Immunity to Change® methodology developed by noted Harvard faculty and TDE co-founders, Dr. Robert Kegan and Dr. Lisa Lahey, and used by leading organizations around the world.

**Mindset-Shifting.** Fosters life-changing insight into self-limiting patterns of beliefs and behaviors; generates “Developmental Intelligence” (DI) – the know-how to accelerate one’s own and others’ growth and to create a culture in which everyone grows faster.

**Fast.** Leaders gain insights and move into action quickly; the Sprint™ cadence creates energy.

**Sticky.** The developmental insights, shifts, & relationships stay w/ leaders past the Sprint™.

**Immersive.** Leaders engage deeply in developing themselves and others...at work and beyond.

**Impactful.** A critical mass of leaders become transformed & transformational for others.

**Scalable-Yet-Personal.** All leaders at every level have their own distinct Sprint™ experience.

# Developmental Sprint® ...Detailed View



## An Adaptable, Repeatable Four-Week Accelerator for Leaders at All Levels

You will receive pre-launch instructions so that you can...

- Choose a powerful, current improvement goal to work on throughout the Sprint™
- Begin to enroll others to support your developmental journey
- Be prepared to take full advantage of the Sprint™ process

Moving back and forth between the full cohort and your small peer coaching group (typically 4-5 people), you will...

- Be guided to create a mind-map that shows you your distinct "Immunity to Change®"
- Begin to form a safe, trustworthy peer coaching group for support and accountability
- Connect with an e-tool or workbook that will scaffold your entire journey

Over the next four weeks you will...

- Run experiments on your limiting assumptions

At a fast-paced, interactive closing session, you will...

- Re-unite with the full cohort
- Take stock of your personal progress through a structured reflection process
- Learn how others did in their peer coaching groups
- Clarify key learnings
- Plan for how you will continue your journey

**Choosing Your Improvement Goal**

**Launch Workshop**

**Peer Coaching**

**Closing Workshop**

[3.5 hours]

[1hr/week x 4 weeks]

[1 hour]

### Where you are now:

With a gap between how well you do X and how well you'd like to do X



### What you'll quickly start to experience:

A whole new pathway for personal growth; development as a "team sport"



### Where you'll be in just 4-5 weeks:

Closing your gap, with new ability to *accelerate* your growth going forward

Grounded in the Immunity to Change® methodology developed by noted Harvard faculty and TDE co-founders, Dr. Robert Kegan & Dr. Lisa Lahey



## Your organization can...

- ❑ **Frame the Sprint™ around particular business or cultural goals** and, within that context, give participants the freedom to choose their own Improvement Goals with feedback from their manager and others who know them well.
- ❑ **Integrate the Sprint™ with other developmental programs,** workshops, and tools to solve the "transfer problem" of taking learning and insights gained from "temporary" or "set apart" learning contexts and actually applying them in the context of their regular work.
- ❑ **Embed the Sprint™ in your performance management system** to provide "always available acceleration" on emergent improvement goals and developmental needs. (Addresses the managerial question: "What can I reliably offer my people to help them develop new capabilities now?")
- ❑ **Gain impactful, organization-specific insights** from participant data collected in the proprietary digital tool scaffolding the Sprint™ (e.g. What are the most common "Big Assumptions" holding your leaders back from making progress on key goals?).
- ❑ **Extend the growth journey beyond the Sprint™** with peer-supported work on current business challenges (Developmental Workout®)



# Developmental Sprint® ...Testimonials (two different global companies)

“This process has already been transformational on two levels: individually, we are getting feedback like **‘literally life-changing’** – and this from a very skeptical crew.

Collectively, we are disrupting the whole paradigm for leadership development – from **‘here’s a great new program’** to **building an ongoing culture** that continually incubates capability-development.”

– Global Head of Leadership Development

## Accelerator for Leaders at All Levels

Over the next four weeks you will...

- Run experiments on your limiting assumptions

At a fast-paced, interactive closing session, you will...

- Meet weekly w/ your peer group to debrief experiments
- Use your e-tool or workbook to...

- Re-unite with the full cohort
- Take stock of your personal progress through a structured reflection process
- Learn how others did in their...

Peer Coaching

Closing Workshop

Choosing Your Improvement Goal

Workshop

[3.5 hours]

Where you are now:

With a gap between how well you do X and how well you'd like to do X



What you'll quickly

A whole new pathway to development as a “t

# “Shockingly Better.”

– AVP Learning & Development

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