

The Ecology of Transformation



Advanced Skills for Change Agents

WORKSHOP PURPOSE

The Ecology of Transformation is a skill-focused learning program for “change agents” (consultants, coaches, leaders) to improve the success rate of sustainable, ecological change – within a person and within a system. This program will improve your skill to reliably move a person, team, or organization from Point A to Point B, without fallout, no matter how complex or chaotic the situation may be.

Jackson & Schmidt is hand-selecting a group of senior consultants and line executives who are interested in learning powerful methods for facilitating sustainable, true change in people and organizations. These skills transcend traditional models and methods of change management and change leadership that are not working well (75% of most intentional change efforts fail to deliver on expectations, in spite of sophisticated models and wisdom on the subject). We will share our complete methodology for “inside-out” methods of transforming oneself as the basis for changing the system within which one operates.

A secondary purpose is to build a “community of learners” -- people with a common mission who come together to share their wisdom in a trusted environment. We expect the people who attend will learn from us AND from each other.

WHAT WILL YOU TAKE AWAY

Increased confidence, skill, and reputation in your ability to influence and impact effective results in times of change (eg, fast growth, new leadership team, an acquisition, a shift in strategy) in ways that:

- Are “other”-focused, sustainable and ecological (healthy for the whole system).
- Build the ongoing capacity to accept and adapt to change, within the person and system.
- Help you know when NOT to invest time in helping facilitate change.

PROGRAM OUTCOMES

We will design and deliver this program to achieve seven primary outcomes:

- 1) Defining change and transformation – what it means to “manage change” and “affect transformation” within a person or system, and the responsibility of the change agent.
- 2) Learning to work more purposefully with the unseen and the unconscious drivers of change.
- 3) Modeling patterns of those who have a “magical” ability to affect change in ways that minimize unintended side effects (“buyer’s remorse”, feeling manipulated, “that’s too woo-woo”, etc.).
- 4) Integrating the core beliefs of people who are masterful change agents.
- 5) Harnessing the art of precise language as a tool for building commitment and directing attention.
- 6) Teaching simple and systemic intervention structures and tools that create permission, commitment, and ownership.
- 7) Building your confidence to facilitate client-focused movement and change-capacity in ANY situation, no matter how complex, unpredictable or chaotic.

We will weave together tools from several reputable bodies of work that provide powerful structures for effective change: Neuro-linguistic programming, neuro-science, principles of nature, and best practices in OD.

The Ecology of Transformation



PROGRAM FORMAT

The program is 5 days. It will be split into two 2.5-day sessions approximately 6 weeks apart. Anyone can register for Session One without committing to Session Two. However, at the end of Session One we will confirm commitments to Session Two so we can confirm or release those dates.

Session One: December 18-20, 2008. Focus is on foundational skills of facilitating personal transformation.

Session Two: Early February 2009, Dates TBD. Focus is on deepening personal transformation skill, applying it to business-focused coaching, and applying NLP to large systems change.

We will create a weekly series of email "practice drills" for those who commit to both sessions.

SCHEDULE FOR BOTH SESSIONS

Day One -- 5-9 PM

Day Two -- 8 AM to 8 PM (includes dinner). This is an "immersion" day and will include individual practice and the opportunity for your own personal work with the facilitators.

Day Three -- 8 AM to 1 PM (followed by box lunch if you need to get to airport)

Once you register, we will provide some minimal pre-work to help us get to know you better, and help you prepare for the first session.

LOCATION: Boulder, CO. Specific venue TBD.

INVESTMENT and REGISTRATION

\$1000 for each session, paid in full prior to attendance at that session.

Acceptance into this program is by personal acceptance from Lisa or Gerry. Space is limited (see below) and there are only a few spaces left! To apply, email lisa@jacksonandschmidt.com with your contact information, and we will schedule a brief phone conference to explore further. There is no sales pitch or obligation in doing so. This is a discovery process and we fully trust the right people will be in the program.

PROGRAM SIZE

Minimum of 12 people.

Maximum of 20 people.

We are hand-selecting people we know for this initial session. However, if you know someone who you think would be a strong participant and bring value, you may refer them to us for an interview to discover if there is a fit.

ABOUT THE FACILITATORS

Gerry Schmidt is co-founder and Senior Partner of Jackson & Schmidt, a consulting firm specializing in working with executive teams to create innovation and adaptability.

The Ecology of Transformation



He received his NLP Practitioner and Master Practitioner Training in 1980-81, and for 10 years was a senior trainer for NLP Comprehensive, a premiere institute in the field. He is an author of best-selling Nightingale-Conant program *NLP: The New Technology of Achievement*. He previously founded and ran Matrix Consulting Group and served as Executive Vice President of ARC International, an international consulting firm specializing in large scale organizational change.

His 30-year career has focused on working with hundreds of individuals, leaders, and organizations to create lasting and effective change. Gerry's special talent is modeling the "unseen" practices, behaviors, and beliefs of exceptional leaders, and teaching those to others.

Dr. Schmidt holds a PhD in systems approaches to Educational Psychology and a master's degree in Earth Science from the University of South Carolina. He received his bachelor's degree from Colgate University. He currently resides in Folly Beach, South Carolina.

Lisa Jackson is co-founder and Senior Partner of Jackson & Schmidt.

She is a Master Practitioner in NLP, with over 50 days of training and 15 years of experience applying NLP to business success. Her unique specialty is as a coach and trusted advisor for executives and leadership teams.

She has worked for the past 15 years facilitating large-scale and small change efforts, from the executive team to the front-line in companies such as Merck, Avaya, and Boeing, as well as entrepreneurial companies challenged by the transitions of rapid growth. She has significant experience in pharmaceutical, renewable energy, technology, and service industries.

Lisa has successfully grown two small businesses in addition to her consulting and coaching practice.

Ms. Jackson graduated magna cum laude in Business Administration from the University of Colorado in 1989. She currently resides in Littleton, Colorado.

For more information about Jackson & Schmidt:

Visit our website at www.jacksonandschmidt.com

Call: Gerry 843-588-9286. Lisa 303-904-8193.

Email: lisa@jacksonandschmidt.com or gerry@jacksonandschmidt.com

Read our blog: blog.jacksonandschmidt.com