

The Art of Self-Directed Leadership

The **Art of Self-Directed Leadership** is a customized approach for leader development. It consists of a series of modules, Leadership Dialogues, that can be combined into various length workshop formats coupled with a proven designed learning extension, the Tri-namics System. This approach is designed to enhance and develop your skills as a leader of yourself and the people around you.

Upfront needs consultation with the organization to ensure budget, objectives, desired results, and requirements are adhered to in the design and delivery

Use of assessment instruments to understand personality, skills, strengths, and /or values of participants

Cost effective peer learning and coaching support in the Tri-namics System



©Payne Leadership Model

Value-driven

Mind-shifting

Whole thinking

Ecologically conscious

Sustainable learning

Change seeking

Mental model changes

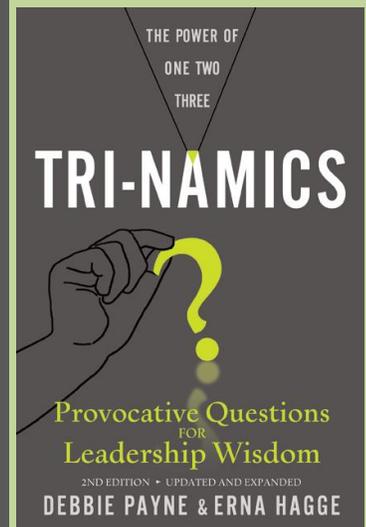
12 Customizable Leadership Dialogues

Self-directed learning

Self-awareness

Relationship Influence

Multi-dimensional followership



Build engaged teams

Increase performance

Improve dialogue and communication

. **Debbie Payne, MA**

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DP Leadership Associates

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Leadership Dialogue Modules

Modules are 1, 2, or 3 hours in length. They may be integrated together into a seamless longer workshop, created into a full retreat program, delivered over a period of time several weeks apart, creatively offered as mini-learning events, offered to a cohort group or as open sessions.

You will:

- use the latest research and theory
- explore assessments, models, and tools
- experience adult learning principles
- view minimal power point
- interact and dialogue with peers
- build leadership skills and knowledge
- taste the magic of Tri-namics activities and concepts

The value of the Leadership Dialogues are enhanced when integrated fully with the self-directed learning Tri-namics System as it encourages application, stimulates a coaching culture, and strengthens relationships.



Self-directed leadership is deep within us, sometimes buried or clouded over with a veil of busyness and our focus of viewing things external. As we tap into our inner wisdom, learn more about ourselves in relationship with others, and focus on leading ourselves forward with clear intention; our 'self-shifts' in thinking begin to emerge and transform us. Through the interactive Leadership Dialogues leaders explore and learn together.

To move towards sustainable learning the Leadership Dialogues may be facilitated by subject expert internal staff with coaching guidance from DP Leadership Associates. Internal licensed consultants may be licensed by Deberna International to deliver Tri-namics.



Debbie Payne, MA

Debbie Payne, MA has over 25 years experience as an adult educator, facilitator, leadership and organizational development specialist, consultant, coach and is the author of over 25 curriculum publications and two books. Debbie is an innovative thought leader, fascinated with the complexity of human relationships in the workplace. She strives to find meaningful and creative ways for people to learn with each other and develop their own leadership wisdom.

How can you find out more?

Her consulting company, DP Leadership Associates www.dpleadership.com

Debbie Payne and Erna Hagge's partnership company Deberna International www.deberna.com

Her blog LeaderSpace at <http://leaderspace.wordpress.com>, which looks at leaders and the space around them

LinkedIN profile www.linkedin.com/in/debbiepayne.

Twitter at <http://twitter.com/debbiepayne>

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Debbie's Current Reading

Laszlo, Ervin (2009) *Worldshift 2012: Making Green Business, New Politics & Higher Consciousness Work Together*. McArthur & Company. Toronto, Ontario, Canada.

Gobillot, E. (2007) *The Connected Leader: Creating agile organizations for people, performance and profit*. Kogan Page Ltd. Pennsylvania.

Goleman, D. (2002) *Primal Leadership: Realizing the Power of Emotional Intelligence*

Senge, P et al. (2004) *Presence: An Exploration of Profound Change in People, Organizations, and Society*. Society for Organizational Learning. New York.

Payne, D. And Hagge, E. (2009) *Tri-namics Power of One, Two, Three: Provocative Questions for Leadership Wisdom*. Deberna International. Delta, BC, Canada.

