

"Every man takes the limits of his own field of vision for the limits of the world."

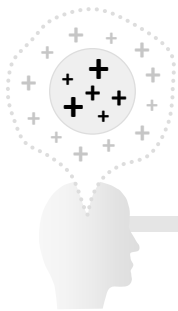
– A. Schopenhauer

A Leadership
and Professional
Development Program



Making the Leap – from **EXPERT** to **EVOLVER**

MAKING THE LEAP is for smart, highly capable leaders and professionals (scientists, engineers, academics, physicians, lawyers, etc.) seeking to move to the next level – where vision, holism, flexibility, openness, and influence expand while stress and anxiety diminish. Is such a leap possible? Absolutely, though it is accomplished not through traditional skill training, but rather through a remarkably subtle yet profound mental shift – from the focused, black-or-white mindset of the "heroic" **EXPERT** to the more expansive, empathic mindset of the "post-heroic" **EVOLVER**. Let's take a look at this important difference.



EXPERTS: vs. **EVOLVERS:**

80% of leaders are Experts;
10% are Pre-experts

Only 10% of leaders are Evolvers, and just
1% of adults in the overall population

- | | |
|---|---|
| Make things happen | ▪ Create a makes-things-happen system |
| Work mostly from center stage | ▪ Work mostly from back stage |
| Have a clear, EXPERT point of view | ▪ Are an EVOLVER of points of view |
| Seek impressive results for self, team | ▪ Seek sustainable success for all |
| Are data driven | ▪ Are innovation driven using data |
| See mistakes as failure, waste | ▪ See mistakes as opportunities to learn |
| Thrive on being right, being the hero | ▪ Thrive on growth and empowerment |
| Are comfortable with control | ▪ Are comfortable with uncertainty |
| See profit as the goal | ▪ See profit as the reward |

MAKING THE LEAP is designed to help participants advance from the mindset of human development Stage 4 (Experts) to that of Stage 5 (Evolvers), gaining the benefits listed below. It is based on the seminal thinking about human development by Jean Piaget, Abraham Maslow, Lawrence Kohlberg, and Robert Kegan.

THE BENEFITS:

- **You will be able to see and think more clearly and make better decisions** because you will listen and observe more fully, understand more deeply, and be more open to new ideas and data.
- **Those who work with and for you will become more creative and confident** because you will give them more latitude to experiment.
- **You will be able to exert more influence**, even among those who don't report to you because your approach will be more visionary, collaborative, and empathic – more "pull" than "push" oriented.
- **Life and work will become less stressful, more fun** because you won't feel as if you need to be perfect, right, and in control all the time (the "hero"). You will be less afraid of change, and when change occurs, you will embrace it and adapt more easily.



The "hero's" burden

"Open your eyes, for you have only to see things properly to understand. – L. Da Vinci

OUR DIFFERENCE:

Most leadership development programs attempt to add skill on top of a participant's Expert mindset for topics such as strategy, negotiating, ethics, change management, emotional intelligence, etc. Because many of these skills directly conflict with the underlying "heroic" mindset of Experts, only incremental improvement is often possible, and some capabilities hardly "stick" at all.

The focus of Making the Leap is the shift from an Expert mindset to an Evolver mindset. This shift opens up a vast new capacity for growth, enabling transformational improvement. As a result, skill training can be more successful and at the same time less necessary because many desirable leadership skills and behaviors come naturally to Evolvers.

FORMATS:

- A half-day introductory workshop (see information below)
- A 2-3 day comprehensive program
- Group and individual coaching
- Programs customized to your needs (contact us to find out more)

INTRODUCTORY WORKSHOP:

Agenda -	Introduction
8:45 – 9:00 am	Refreshments and Conversation
9:00 – 9:10 am	Welcome to the workshop Review agenda for the morning
9:10 – 9:25 am	Check-in and introductions
9:25 – 9:40 am	Describe workshop vision, goals, benefits <i>The Journey of Growth</i>
9:40 – 9:45 am	Briefly Review the four elements of Making the Leap (Awareness, Vision, Fluidity, Influence)
9:45 – 10:30 am	Discuss self-assessment results, reflections, and aspirations
10:30 – 10:45 am	Break
10:45 – 11:30 am	Describe and discuss the developmental framework
11:30 – 12:00 am	Describe and discuss an overview of approaches for enhancing Awareness, Vision, Fluidity, and Influence
12:00 – 12:15 pm	Wrap-up, next steps, final questions and comments.

Take-aways - You will leave our workshop with...

- **A vision and framework for Making the Leap**, including a clear and actionable understanding of the *5 Stages of Human Development* and the *12 Core Capacities of Evolvers* that lie at the heart of their success.
- **A heightened awareness** of your current developmental position and opportunities for improvement through the use of our *36-point Self-assessment Tool* and *guided group dialogue*.
- **An understanding of approaches** for moving forward plus our renowned *6 Tips for Dealing with Experts* (see feedback at right).

BIO:

PAUL KAMPAS brings an empowering "whole system" perspective to strategy, leadership, and organization development. His highly visual, left+right brain approach helps people better see the connections, patterns, and context critical for envisioning innovative possibilities and paths forward. He has refined this approach over three decades of helping institutions and leaders in many industries to improve culture, strategy, brand, technology, product, people, and organization. He has authored four books as well as articles in *Harvard Business Review* and *MIT Sloan Management Review*. He holds bachelors and masters degrees in electrical and computer engineering from Cornell University.



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COMMENTS:

"Thank you for an interesting, insightful, and exciting workshop. If you could keep me engaged, you can captivate any "thinking" audience!"

– Director, Large Boston Teaching Hospital

"Your *6 Tips for How to Deal with Experts* is **very** valuable stuff. I wish I'd seen and understood this 30 years ago."

– Senior IT Executive

SOME FAMOUS PEOPLE - By Stage:

Stage 4. Experts

- Larry Summers
- Hillary Clinton
- Ex-General Stanley McChrystal
- Carly Fiorina
- Frank Lloyd Wright

Stage 5. Evolvers

- Nelson Mandela
- Warren Buffet
- Golda Meir
- Abraham Lincoln
- William Shakespeare

