



# THE LEADERSHIP CIRCLE PROFILE

## & COLLECTIVE LEADERSHIP CERTIFICATION

*Going Beyond Leadership Competencies...*

*and, explore the intersection between leadership mastery and personal mastery, between competence and consciousness.*

The Leadership Circle Profile™ (TLC) & The Leadership Culture Survey™ are assessment instruments which give deep insights in ones leadership effectiveness. The TLC framework has 3 layers of analysis: 1. Leadership Competencies, 2. Internal Assumptions and 3. Phases of Adult Development.

The first layer measures eighteen **Leadership Competencies** which have proven to be the most critical behavior- and skill sets for those of us who seek to skillfully meet the leadership challenges of a world, where the pace of change and complexity is relentlessly increasing.

The second layer of analysis assesses self-limiting **Internal assumptions** (or habits of thoughts) which constrain our ability to be effective leaders. When not using the eighteen leadership competencies enough, it can usually be traced back to internal assumptions. Those assumptions have a significant effect on our behavior, and thus our leadership effectiveness.

### Profile

This 3 or 4 days certification program is for leadership development facilitators, consultants, executive (team)coaches, human relations, organizational development professionals and company executives who want to strengthen their coaching skills by working with the most integrated and comprehensive leadership assessment system available. The leadership Circle Profile Certification is a course in which you learn to work with these powerful 360°-feedback instruments. It's not a coaching course. You are assumed to have a coaching background already.

### Result

- ✓ You are certified to work with The Leadership Circle Profile™ and The Leadership Culture Survey™.
- ✓ You know the theoretical background on which the profile is based.
- ✓ You are able to start up a deep conversation with your coachee by using the TLC 360°-feedback instruments.



The third layer of the TLC model is an **Adult Development framework**. Considerable research has been done about how adults grow and develop, clearly suggesting that adults, if we continue to grow, move through distinct stages or phases of development. As we grow we develop deep insights which lead to a profoundly different relationships with life, others, our work, and the practice of leadership. Each progressive stage incorporates the strengths of the previous stages and adds important new capabilities. While The Leadership Circle diagnostics do not measure Stage Development directly, they suggest where we may be on the journey of our own development and where our path may lead. Together, these three layers of analysis, embedded in TLC assessments, constitute an innovation edge, creating the most advanced leadership assessment technology available.

### Topics

- ✓ You learn the theoretical models underlying The Leadership Circle Profile™ and/or The Leadership Culture Survey™
- ✓ You practice with your fellow participants and learn to introduce this model to your coachee and/or your team(s)
- ✓ You learn how to start the conversation about your profile with your coachee and/or your team(s).

### Certification

In this course you learn how to work with the TLC instruments. After certification you're allowed to buy TLC profiles and use those with your own clients. You deepen your learnings in practicing with other participants on your own profile.

The Certification program is accredited by ICF, the biggest Coaching Federation of the world. High standards are set to ICF-accredited courses. At the end of the course you receive a certificate in which is mentioned that you have spent 20.25 ACTP (accredited ICF training hours).

### Student comment

*"The Leadership Circle Profile is an extraordinary aid for accelerating the development of leaders. It's absolutely world class."*

### Partnership

The Leadership Profile™ and Certification are owned by the Leadership Circle. Schouten Global is the European partner holding the license for the Certification training, which allows coaches around the world to work with this powerful assessment instrument.



Schouten Global | More info? Call +31 (0)418 - 682 938 or visit [www.sn.nl/tlcp](http://www.sn.nl/tlcp)

### Why Schouten Global

- ✓ Over 35 years experience in Global Coaching and Trainer portfolio
- ✓ Global trainers and leaders
- ✓ Global partners and international certifications and degrees
- ✓ Personal and flexible programs around the world.

### Program

The course consists out of the following steps and will take between 3-6 months:

- ✓ Own profile set up (at least 7 evaluators)
- ✓ Pre course work
- ✓ Debrief with TLC coach
- ✓ 3 or 4 days training
- ✓ First debrief with client
- ✓ Reflective learning exercise
- ✓ Feedback call with TLC coach and certification.

### Investment

Day 1-3: € 2.950,- (including €210,- facility costs for lunch, refreshments and training room).

Day 4: € 950,-.

### Advice

For more information please contact us non-committal. Our advisors can inform you about the options and check if this course fits your learning goals.

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