

Inscriptio

Training
Program



The Way Of The Sherpa®
Program

About The Way Of The Sherpa® Program

As a result of our experiences during the missions we conduct with **Vade Ad Cor**, we created **The Way Of The Sherpa® Program**.

Via **Inscriptio**, a division of Vade Ad Cor, this unique program is available to an exclusive audience only.

Our Goal!

Developing **Authentic and Servant Leaders...! Why?**

Because **leaders don't create followers, they create more leaders!**

But, very often people **who are running the transformational programs** in organizations are **a bit left on their own from a support point of view**. Meaning, that a lot of **business transformational training offers you a methodology to look at organizations** in a certain way. But **who helps you to look at you?**

That is where **The Way Of The Sherpa® Program** kicks in. It focuses on **you as a transformational guide** and on how **you will guide people under difficult conditions**.

This **12-day program** is conducted over a **period of 8 months**. It consists of **six building blocks**, which take you on a development journey to personal growth and can therefore not **be followed separately!**

Why Is This Training Program Different?

- Some of the challenges you are confronted with are not solvable using 'normal approaches', standard methodologies, and tools. In fact "Transformation", when looked at in its full maturity, is a very broad domain.
- The full program follows a logical pattern, to help you keep your overview and to connect the dots.
- We give you some pre-read work and ask you to prepare your own case.
- We give you a detailed syllabus, but only show the models 'real live' that will help you to get your head (and hands) around the topics you are facing.
- You will also learn how your peers in other organizations are doing and what they face.

Simply put:

We look at your challenges in a **down-to-earth and pragmatic way**, allowing **multiple angles**, and using **the experience of the participants and the trainer**.

Most of all, **we liberate what is inside you**, but what you don't yet understand or show, **to deal with the topics at hand**.



Training Content

There are six training blocks offered in **The Way Of The Sherpa® Program**. The main topics we will handle, refer to, and/or look at are:

Training 1: Understanding Yourself & Your Role As A Guide

- Why do you want to guide people? And how do you see your role as a guide?
- Do you need to understand and apply some basic coaching skills? Yes, because our role is about connecting the head, the heart, and the gut.
- Some exercises on how well you know yourself based on Insight and some other models.
- What can you tell us about your character and how do we see this reflected in your presence?
- Are you already clear on the core values you want to live by?
- Let us look together at what the characteristics of a mastery level transformational guides are!

Training 2: About Change & Resistance In Organizations

- We will look into the organization you are going to guide or are guiding.
- Let's look together, at what the characteristics of neglected and resilient organizations are.
- We will be studying, two easy-to-use, but highly effective change management models.
- Understanding stakeholders is also key in our work. Let's look at how we can classify them, to understand and address them better.
- Resistance is a natural thing. But what can you do to really understand what causes it, to better deal with it?
- Understanding the false yes & no and the authentic yes & no is another basic skill, in guiding people going through turbulent change.

Training 3: What Kind Of Climbers Will You Be Guiding?

- Are they future SEALS material? Are they "performers" or "fakers"? Are they solo smart types or team players?
- What is the degree of psychological safety within your (future) team?
- Craftsmanship is one thing, but caring, commitment, and engagement are what will ultimately make your team succeed.
- What precisely is the link between trust, consensus, and decentralized command?
- We don't tolerate bad or toxic behavior...! That is why you need to learn to apply the values and performance matrix.
- Where are your future team members on the human consciousness level scale?



Training 4: You Shall Not Harm!

- What are the characteristics and the values of a high-performing team?
- Politics and power play often play a negative role in the employee development and the promotion cycle!
- Psychological safety will help you both on the development, as well as on the ownership side, in building your high-performing team.
- How comfortable and driven are you to win tribes over?
- You will need to use the Guidance Map© and the Six Chambers Model© to get the organization's history and orthodoxies clear.
- To finalize, we will look at how relaxed you remain under conflict and aggressive behavior.

Training 5: So, You Think You Can Guide?

- Understanding the clinical paradigm and the inner theater of the CEO and the leadership team, is key in our work.
- In our field of expertise, we will encounter inhuman, impersonal, humble, servant, and shared leadership!
- To make you a "silent pro", we will have to dive deep into servant and shared leadership!
- Getting your own conflict handling style(s), crystal clear, is key to operate under pressure.
- We will also be exploring, together, the basics of crisis leadership...!
- Finally, we look at what we need to learn to remain calm, when entering the "crisis arena".

Training 6: The Endless Journey In Becoming A Trusted Sherpa!

- When dealing with customers, how the "pre - contracting" phase evolves, will tell us a lot.
- Before we engage, we need to be sure that we have seen all the key players and the influencers.
- How to start aligning the transformation office with the missions and the organization?
- By now, the required strengths and skills you need in your core and extended team, should be clear to you.
- You are now capable to apply muscle and humanity, depending on the situations you are confronted with...!
- How much do you want to further invest in your own development? So, what kind of development, and why?

To participate in this program, an individual one-hour in-depth interview will be conducted first. Based on this, we will decide on your participation in the program.

Facilitator

Marc Van Obberghen, Strategic Transformational Leader & Seasoned Organizational Guide.



Target Group

- Project Managers, Program Managers, Quality Assurance Managers, Change Agents, Facilitators Of Transformation, Organizational Designers, and Business Coaches.
- HR Practitioners, Line Managers who are often involved in projects and/or programs.
- Medior, Senior and Principal Level in these fields.

Duration & Dates

- This is a **12-day training**.
- Starting at 09.00 am till 17.00 pm. **Precise dates, per period, can be found on our website.**
- **The training material is in English. The training however is given in the Dutch or English language, depending on the class you follow.**

Price

- **The total price for the 12-day training program equals € 6.860, - Excl. VAT.** Including drinks, lunch, four books, the training material, and additional reading material.
- This training can be followed, using the **KMO Portefeuille**.
- Our License Number is **DV.O216943**.



Location

We try to use a **training location in the center** of the regions where **the trainees come from**.

Payment Condition

The complete invoice amount is due before the start date of the training. And needs to be paid **no later than one month in advance of the start date of the training**.

Subscription

Please visit our website www.inscriptio.be to subscribe. **In case of cancellation, there will be no refunds.** A colleague however can take your place.

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