

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, 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 year**. 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**, 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 you might need to know some basic coaching techniques.
- Understanding the Three Levels Model, the Golden Triangle, the GROW Model, the Transfer Principle, the Three Observation Positions, the Drama Triangle, and the Functional Analysis.
- First reflection on why you want to guide people. And how you see your role as a transformational guide.
- Some exercises on how well you know yourself?
- And how much of your true self do you allow to be visible?

Training 2: About Change & Resistance In Organizations

- We will look into the organization you are going to guide or are guiding. And do a case clinic to see if first of all their destination is clear.
- How professional and resilient are they now? By the way, what does professional and resilient mean for you?
- Two easy to use models during change that will help you to understand people going through the change.
- Resistance is a natural thing. But what can you do to really understand what causes it?
- Understanding the false yes & no and the authentic yes & no is the basics in guiding people.

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?
- Are they open to your guidance or did they climb already a fair amount of mountains themselves?
- What if the "performers" turn out to be "fakers". How do you extract the "fakers" to avoid them to start causing lethal risks when climbing or descending.
- Can they suppress their own ego to make sure that the group can climb or descend under safe conditions?
- Where are they actually on the human consciousness level scale?

Training 4: You Shall Not Harm!

- How are you going to turn this group of climbers into a high performing team?
- What you should know about social psychology, the psychology of change, and group dynamics.
- How to dismantle potentially lethal political and power play games within the group, which is under your guidance?
- Are you allowed by the group to mediate? Why or why not.
- To finalize, we will look at how relaxed you remain under conflict and aggressive behavior?



Training 5: So, You Think You Can Guide?

- What is the influence of your people and world view on your role as a transformational guide?
- How do you keep your “grace under fire”? Meaning, what if you are troubled yourself and you need to guide the group through rough weather.
- Can you then deal with these overpowering emotions and still create a safe holding space for the group?
- Why authenticity and integrity are key when everything goes spicy “off track”.
- What can we learn from Delta Force troopers who often succeed in rapidly containing situations?

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

- How will you make sure that your “saw” remains sharp?
- So, you might need your own mentor over time, to guide and soundboard you!
- What kind of a mentor will you be looking for?
- How much do you want to invest in your own development? What kind of development and why?
- And finally, are the clients choosing you, or are you choosing your clients?

To participate in this program, an individual two-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 12day training program equals € 5.820, - Excl. VAT.** Including drinks, luxury bread, dessert, six books and additional reading material.
- This training can be followed, using the **KMO Portefeuille**.
- Our License Number is **DV.O216943**.



Location

We use the training facility of Restaurant Condacum in Kontich.

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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