

Expand and Elevate Your Approach to Leadership

SHARED LEADERSHIP



The Journey of Team Transformation



LEADING BY TEAMING

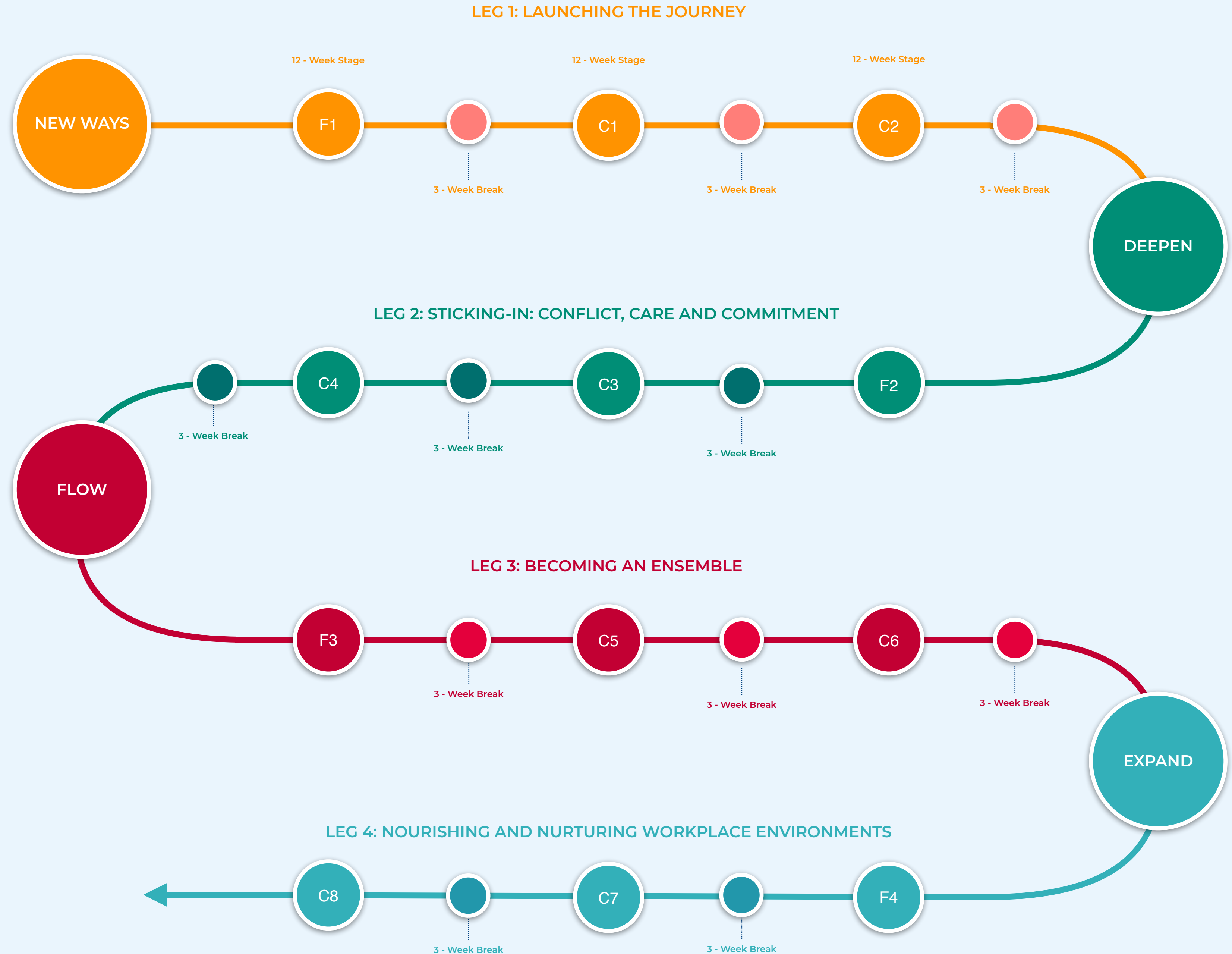
The Journey Of Team Transformation

KEY: LEGS OF THE JOURNEY

- ◆ LEG 1: LAUNCHING THE JOURNEY
- ◆ LEG 2: STICKING-IN: CONFLICT, CARE AND COMMITMENT
- ◆ LEG 3: BECOMING AN ENSEMBLE
- ◆ LEG 4: NOURISHING AND NURTURING WORKPLACE ENVIRONMENTS

KEY: STAGES OF THE JOURNEY

- F** Foundations of Shared Leadership Series
- C** Compassionate Accountability Series



Leg 1 - Launching the Journey

Stage 1 - Foundations of Shared Leadership

Stage 2 - Compassionate Accountability Practice 1

Stage 3 - Compassionate Accountability Practice 2

Stage 1 - Foundations of Shared Leadership 1



LEADING BY TEAMING

What is this Learning Journey Stage?

Stage 1 - Foundations of Shared Leadership is something entirely different — centering the quality of your relationships *as teams* in order to surface and unlock possibility and innovation.

A practice-based, whole-team learning journey, this 12-week experience helps teams grow together and co-create pathways to lasting organizational evolution, grounded in trust.

By joining and journeying as a team, you will discover more meaningful, connected, and productive ways of relating to each other and your work. Teams report increased energy, deeper creativity, and a heightened sense of belonging — all of which enables greater collaboration, brilliance, and potential.

LEADING BY TEAMING

How does it create impact?

Higher-performing organizations don't happen overnight. And they don't emerge by isolating individuals from the brilliance and solutions that exist all around them.

Conventional leadership development misses a huge opportunity to uncover and realize what is possible by mostly focusing on individuals at the "top." We know more together than any one of us does on our own - which is why cultivating diversity, in all its forms, strengthens our collective intelligence and highly aligned action.

We have observed over and over: there is a leader in every chair, and the genius required for transformation is always already in the room. **We have seen — and shown — that so much more is possible when we center the quality of our relationships and deepen in our humanity in order to shift the conditions of our workplaces.**

STAGE 1 - FOUNDATIONS OF SHARED LEADERSHIP

Weekly Themes

1

Welcome

Preparing for the Journey by getting familiar with your team's learning space, reflecting on your team's strengths, and sharing your hopes for your personal and team development in this Learning Journey.

2

Beginning Well

Anchor the journey in care, connection, and commitment. Explore the Premises and Pillars of Shared Leadership.

3

Opening Circle

Meet the Global Round Table Leadership team and your fellow travelers on this journey. Dive into core Shared Leadership principles and set team commitments going forward.

4

Leading as Learners

Shift from leading as experts to leading as continuous learners. Work from curiosity rather than authority. Recognize that each person has gifts to offer to the whole and acknowledge that those gifts are always in development.

5

Compassionate Accountability Practice

Explore the relationship between compassion and accountability. Develop a fuller awareness of our impact on teams, organizations, systems.

6

The Gift of Slowing Down

Explore the role that slowing down plays in learning, connecting, innovating, and transforming. We can't break fixed habits of thought, action, and relationship unless we interrupt those habits with meaningful time out for reflection.

7

Mid-Point Circle

Check-in on the journey with the full cohort. What is sticking? What areas are still under-explored?

8

Leading as Equals

Engage each other with dignity and recognize equality as our birthright. See each other as learning partners, equally responsible for what we can contribute and for supporting one another's growth.

9

Compassionate Accountability Practice

Deepen our understanding of and capacity for compassionate accountability.

10

The Power of Small Wins

Explore the ways that paying attention to small wins can accelerate personal, team and organizational transformation.

11

Leading with Gratitude

Understand the catalytic effect of gratitude on individuals, teams, and whole systems. Explore ways of developing context-appropriate organizational gratitude practices.

12

Closing Circle

Celebrating your team's learnings and transformations with the other teams, integrate and complete this stage of the journey... until the next one begins!

THE JOURNEY



Co-Facilitator Team Meeting Agenda

Team Assessment/Gather a Baseline (12-15 minutes)

- Invite everyone to take 4 minutes to reflect and write about these prompts:
- Consider your teams and own personal experiences over the past week, month, quarter and year. In what ways has this Premise (we are shifting from leading as experts to leading as continuous learners) shown up and where is it missing?
- On a scale of 1-10, 1 being lowest on the scale and 10 some level of learning culture mastery, how would you rate the organization right now on its capacity to lead as continuous learners?
- Ask everyone to share their rating with the team and say one sentence as to why they gave this rating.

Choose a Team Practice (20-25 minutes)

- Ask if there are any comments or questions about the Video: Team Practice or the PDF on SMART Goals.
- Discuss and brainstorm:
 - What does it look like and feel like when a team is open to learning and growing together?
 - What is a shift you could make or something you could focus on as a team to move more into openness to learning and growing together over The Journey - especially these next 4 weeks?
- Choose: Come to agreement about which shift in behavior (practice) you will take on together.
- Refine: How can we phrase this behavior using smart goals criteria?

Team Business (5 minutes)

- Confirm the co-facilitators for next week are able to do so and if not find alternatives.
- Reminder: head over to your Team Table in The Round Table to discuss continue the discussion.

Closing - Co-facilitators' Note: Choose one or create your own (5-8 minutes)

- What was the group genius that emerged today?
- How did you experience generosity during today's meeting?
- One word or a small phrase to express something you are grateful for about this/your team.



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REFLECTION JOURNAL: Week 3

COMMITMENT
What are ways I am noticing others show their commitment to this journey? How does their commitment impact me?

SELF AWARENESS
Who are the people that sometimes trigger me relationally bring me to my knees?

TEAM AWARENESS
Describe a moment when you made space for another to share power.

The Journey
Your Team Sharing Leadership

Getting Started

- Welcome
- Home Tour & FAQ
- Multi Teams & Partners
- Leadership
- Additional

Welcome

Welcome to The Journey

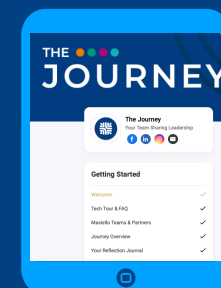
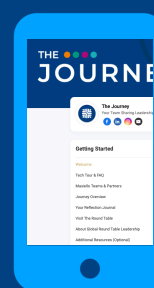
Welcome to the Journey

Reflect & Learn



Paul Cézanne, Mont Sainte-Victoire, circa 1887 | © Courtauld Institute of Art/WikiCommons

“Time and reflection change the sight little by little 'til we come to understand.”
— Paul Cezanne



“

The Learning Journey was a gift of life -
this was not a leadership course, but an
awakening journey - to share and learn
in our limited life

— Shamez Mukhi, Director of Student Life,
Habib University, Pakistan

”

STAGE 1 - FOUNDATIONS OF SHARED LEADERSHIP

Schedule of Gatherings

Week	Type	Date	Time	Duration	Location/Time	Notes
1	Launch + Orientation	Week of April 15th		90 min - 2 hrs	Set by Learning Steward and Team	Team commitment meeting. Invite Learning Steward for 2nd hr
2	Team Meeting	Week of April 22nd		1-2 hrs	Set by Team	Before All Cohort Circle
3	Circle	Apr 29th @ 1 pm ET		2 hrs	GRTL Zoom	All Cohort Teams
4	Team Meeting	Week of May 6th		1-2 hrs	Set by Team	
5	Compassionate Accountability Partner Meeting	Week of May 13th		60 - 75 min	Set by CAP Partners	
6	Reflection Week	Week of May 20th		15 min daily 1 hr end of week	Self-Determined	Towards the End of Each Day
7	Circle	May 30th @ 12 pm ET		2hrs	GRTL Zoom	All Cohort Teams
8	Team Meeting	Week of Jun 3rd		90 min - 2 hrs	Set by Team	Invite GRTL Learning Steward for 2nd hr
9	Compassionate Accountability Partner Meeting	Week of Jun 10th		60 - 75 min	Set by CAP Partners	
10	Reflection Week	Week of Jun 17th		15 min daily 1 hr end of week	Self-Determined	Towards the End of Each Day
11	Team Meeting	Week of Jun 24th		1-2 hrs	Set by Team	Before All Cohort Circle
12	Closing Circle	Jul 1st @ 1 pm ET		2 hrs	GRTL Zoom	All Cohort Teams

Stage 2 - Compassionate Accountability Practice Series 1



STAGE 2 - COMPASSIONATE ACCOUNTABILITY PRACTICE (CAP)

What is this Learning Journey Stage?

Stage 2 - Compassionate Accountability Practice (CAP) is a Learning Journey that, through practice, strengthens and deepens the commitment to Shared Leadership that teams began cultivating in GRTL's *Foundations Journey*.

Many teams in the world experience brief moments of equality, connection, and collective wisdom only to find those moments difficult to sustain. Shared Leadership becomes enduring when it is a deeply lived part of our daily work with each other. *CAP* is a highly flexible and customized Learning Journey that will support your team in discovering the practices that can make Shared Leadership part of the very fabric of their work together.

Much of the Journey takes place, not in addition to, but *during* the course of the work your team is already doing together.

COMPASSIONATE ACCOUNTABILITY PRACTICE (CAP)

How does it create impact?

Through *CAP*, your team will begin to make Shared Leadership the intentional approach to how they work. Drawing on collective wisdom, strengthening relationships, nurturing individual gifts, and sharing power become more natural - even in the face of old habits and the inevitable internal challenges and external shocks that all teams face over time.

CAP will help your team become more fully themselves by finding their own most effective and most fulfilling practices through experimenting, playing, reflecting and learning together. And it sets the stage for developing Shared Leadership more widely throughout the organization.

STAGE 2 - COMPASSIONATE ACCOUNTABILITY PRACTICE (CAP)

Weekly Themes

1

Launch + Orientation

Preparing for the Journey by getting familiar with your team's learning space, reflecting on your experience with Foundations in Shared Leadership and preparing for this Compassionate Accountability Journey.

2

Opening Circle + Team Breakout

Beginning this Journey with the GRTL team and your fellow travelers. Deepening your understanding and experience of key concepts and practices from the Foundations Journey while working as a cohort and as teams to develop your team practice for this Journey.

3

CAP Partners

Continue the exploration of the relationship between accountability and compassion with your CAP partners. Deepening the work of personal practice in support of self awareness of your impact on teams, organizations and systems.

4

Reflection: Pillar of Humanity

Incorporating the practice of pausing and reflecting in service of self-awareness, learning, shifting habits and supporting your well-being. Consider the intersection of your personal practice, team practice and the Pillar of Humanity: To see each other and meet as equals in our humanity before relating through roles, status and expertise.

5

CAP Partners

Deepen your understanding of and capacity for compassionate accountability and the Pillar of Humanity while also stewarding healthy and supporting relationships with your teammates.

6

Reflection: Pillar of Equality

Continuing the practice of pausing and reflecting in service of self-awareness, learning, shifting habits and supporting your well-being. Consider the intersection of your personal practice, team practice and the Pillar of Equality: To be equal learning partners in full acknowledgement of what we can contribute and gain from each other.

7

Circle + Team Breakout

Continuing to connect with the GRTL team and your fellow travelers. Deepening your understanding and experience of key concepts and practices from the Foundations and CAPJourneys while working as a cohort, as teams and with another team to sense make and right-size your team practice.

8

CAP Partners: Trio to Trio

Reflect with another CAP trio about the Journey, your practices, the Pillar of Equality and discuss how to right size your personal practices.

9

Reflection: Pillar of Collective Wisdom

Intentionally making space for the practice of pausing and reflecting. Consider the impact of your personal practice, team practice and consider how they relate to the Pillar of Collective Wisdom: Cultivating the collective wisdom of any group by honoring the natural gifts and talents of each and every person.

10

CAP Partners

Continue the exploration of compassionate accountability, pausing and learning together and supporting each other's development. Sense make and celebrate your work together while considering the Pillar of Collective Wisdom.

11

Reflection: Pillar of Wholeness

Enjoy the gift of slowing down with intentional pauses and reflection about your experiments and experiences and how they connect to the Pillar of Wholeness: relating through wholeness - whole self, whole group, common goal/shared mission and the world and to be conscious of the relationship and impact of self to group to goal/mission to the world.

12

Closing Circle + Team Breakout

Sense make and celebrate as a cohort and as teams while considering how working as individuals, triads, teams and the cohort relate to and support approaching leadership through the Pillar of Wholeness.

STAGE 2 - COMPASSIONATE ACCOUNTABILITY PRACTICE (CAP)

Planned Schedule of Gatherings

Sample

Week	Type	Date	Time	Duration	Location/Time	Notes
1	Launch + Orientation	Week of January 22nd		1 hr	Online	No Meetings. Schedule CAP Sessions
2	Circle + Team Breakout	Feb 1st @ 12 pm ET		2 hrs	GRTL Zoom	All Cohort Teams
3	CAP Partners	Week of Feb 5th		1 - 1 1/4 hrs	Set by Partners	Please Invite Your Learning Steward
4	Reflection Week	Week of Feb 12th		15 min daily 1 hr end of week	Self-Determined	
5	CAP Partners	Week of Feb 19th		1 - 1 1/4 hrs	Set by Partners	
6	Reflection Week	Week of Feb 26th		15 min daily 1 hr end of week	Self-Determined	
7	Circle + Team Breakout	Mar 5th @ 12 pm ET		90 min	GRTL Zoom	All Cohort Teams
8	CAP Partners w/ 2nd CAP Trio	Week of Mar 11th		90 min	Set by Partners	
9	Reflection Week	Week of Mar 18th		15 min daily 1 hr end of week	Self-Determined	
10	CAP Partners	Week of Mar 25th		1 - 1 1/4 hrs	Set by Partners	
11	Reflection Week	Week of Apr 1st		15 min daily 1 hr end of week	Self-Determined	
12	Closing Circle + Team Breakout	April 11th @ 12 pm ET		2 hrs	GRTL Zoom	All Cohort Teams

Stage 3 - Compassionate Accountability Practice Series 2



**Deepening into Self-Awareness,
Compassionate Listening and
Upleveling Feedback**

Thank you.

Whatever our next step on this journey,
we are grateful for your care and
consideration.

Questions or Follow-Up:
info@grtleadership.com

