



LEADERSHIP

DEVELOPMENT INTENSIVE

Created by Dr John J. Scherer

4-7 DECEMBER, 2019

5-8 FEBRUARY, 2020

● **BAVARIAN ALPS, GERMANY** ●

Facilitators: Günter Westphal & Tamyra Olszanska

You don't need to **change** yourself.
You need to **come home** to yourself.
That changes everything.



WITH THIS SIMPLE SENTENCE,
JOHN SCHERER REVOLUTIONIZED
LEADERSHIP DEVELOPMENT.



Take on the Five Questions
and do the inner work of leadership development:

01 What **CONFRONTS** me?

What challenging and difficult situations - 'tigers' - do I need to face?

02 What am I **BRINGING**?

What is my history with similar situations, what are my expectations, my hopes and fears, my predictions?

03 What **RUNS** me?

What is my 'default' way of handling things like this? How am I on 'automatic' without realizing it, and how does that impact my effectiveness? How am I limiting my options?

04 What **CALLS** me?

What 'inside' strengths and capabilities call out to be expressed more fully in my life and work? What kind of 'outside' situations call for my attention?

05 What will **UNLEASH** me?

What will empower me to step into my full potential? I've had insights before. What will make this experience different?





LDI is NOT Leadership Training, it is Leadership **DEVELOPMENT**. From the Old French, **desveloper**, which means 'to discover', to 'unwrap', to 'find'. LDI helps you discover, unwrap, find your inner source of purpose, power and peace. Find out how your default reactions to difficult and challenging situations ('tigers') have been driving—and limiting—you.

Take a big step toward changing from an 'automatic' to an 'authentic' way of living—and dealing with confrontations of any kind. You are a leader **and** a human being.

Discover the **person** inside the **position**. Become the leader you are capable of being. The effects are transformational and lasting.

Work/life issues impact not just the mind, but the body and the spirit as well.

The LDI is not just a 'sit-down-and-take-notes' kind of experience. You will learn important models and theories, like The Waterline, Three Worlds, TOV, Persona/Shadow, Mindfulness, Well-Being, and many more. These powerful tools equip you to transform your workplace into a powerful vehicle (or 'Dojo') for personal development.

LDI builds on your strengths and helps you discover and use capabilities you may have not known you possessed, or ones you have been reluctant to use. Sessions are designed to challenge your current way of thinking, to relax and strengthen your body, to expand the ways you manage yourself, thus maximizing your performance—and the performance of those around you.

8 outcomes you can expect



Unhooking from counter-productive reactions and patterns



Being able to resolve un-resolvable conflicts



Knowing the difference between problems to be solved and polarities to be managed



Tuning into the deepest personal **source of power and strength**



Producing extraordinary results in the face of obstacles and resistance



Becoming a communicator who hears - and is heard - deeply



Turning work into a **powerful vehicle** for life-long personal and leadership development



Working with a greater sense of **purpose, power and peace**

Steps of the LDI Process

1 Preparation

PRE-WORK – a 30-minute online EQ self-assessment to help set your development goals for the course.

PRE-CALL – a 60-minute online conversation with one of the Facilitators, serving as an introduction to the program, its content and logistics.



2 Off-site

OFF-SITE RETREAT – 3,5-day facilitated individual and group development session with many experiential activities. Days start at 7:30 with gentle stretching, aikido, and mindfulness training, followed by morning and afternoon learning sessions. Workbooks are provided.



3 Follow-through

POST-LDI GROUP CALLS – 90-minute group call to assist in 'facing tigers' and applying LDI learnings.

EMAILS – The 21-Days-To-Change-A-Habit post-LDI email program.

1-1 COACHING – Optional 1-1 coaching sessions are recommended.



To register please go to <https://movingmountains.eu/en/anmeldung/>
or contact us at guenter@movingmountains.eu



Daily Schedule

DAY 1 - 12:00 PM - 7:00 PM

DAY 2 - 7:30 AM - 7:00 PM

DAY 3 - 7:30 AM - 7:00 PM

DAY 4 - 7:30 AM - 5:00 PM

AVERAGE GROUP SIZE: 8-12 PARTICIPANTS

LANGUAGE: ENGLISH

Course Tuition

Private rate **1.900 €** (VAT included)

Company rate **2.850 € net** (plus the applicable VAT)

If you struggle with the price, we will find a solution together, please contact us at: guenter@movingmountains.eu

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[HTTPS://MOVINGMOUNTAINS.EU/EN/ANMELDUNG/](https://movingmountains.eu/en/anmeldung/)

OR CONTACT US AT GUENTER@MOVINGMOUNTAINS.EU

About the Venue

BERGHOTEL SUDEFELD, BAVARIAN ALPS, GERMANY

<https://www.berghotel-sudelfeld.de/en/>

A wonderful hotel placed in a picturesque corner in the middle of bavarian Alps. A perfect place to immerse yourself in a self-development deep dive.





Your Facilitators

Günter works as a Executive Coach (AoEC) and since more than 27 years as a Consultant to many international operating groups within a wide range of industries. Günter has a finance and accounting background, working with one of the Big 4 consulting companies and over the last 10 years he was running a regional business unit in Poland. His analytical skills needed in his daily work, together with his professional experience in Coaching, Facilitation and Consulting served him as an ideal background to develop the skills applied in an LDI.

Günter has been on a transformation journey for many years, developing aspects of body mind and spirit, therefore he is able to speak from a deep experiential space. Empathy, listening, tuning in combined with an open mind and open heart allow him to connect in a unique way.

He is an enabler of change and his mission is to support people and organisations to (re-)connect and (re-)discover their purpose. Günter loves travelling and to get to know new cultures and whenever possible he combines his passion for nature with coaching in the mountains.

He works internationally from his base of operations in Poland.



GÜNTER WESTPHAL

SENIOR CONSULTANT,
EXECUTIVE COACH



TAMYRA OLSZAŃSKA

SENIOR ASSOCIATE

Tamyra Olszańska works as a coach, trainer and facilitator, who has led trainings and awakening transformations over the last 17 years in a broad range of industries. Her methods are informed by a unique blend of formal trainings and personal experiences, drawing from academic psychology, leadership development, bodywork and meditation.

Her impact on the Polish alternative education scene got her nominated to the Leadership Academy for Poland, one of the Europe's premiere leadership development programs, working along with Harvard professors and world-class leadership educators. Since then she has intensified her focus on empowering leadership and supporting top-level executives in awakening their leadership potential and increasing their capacity.

Whether she is working with individuals or organizations, she skillfully brings people closer to their inner wisdom and resources, supporting them in identifying and facing current crucial challenges and creating the most effective responses and solutions.

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References

‘Do not take this course if you have any fears about examining who you are, or why you work, lead, live and breathe as you do now. **Take it as climbers and divers take the heights and depths.** Take it in order to know where it is possible to go.’

Virginia Robinson, Toronto

‘(..) I recommend this program to all who feel a need to re-connect with themselves, especially for leaders who feel a need of redefining their understanding of leadership.

Anna Olczyk-Waldowska,
Leader of HR Business Partners Team
at **PwC Poland**

‘(..) I can guarantee, that you’ll be happy with it.

It will stay with you after LDI. It will help you in further life and business navigation.’

Wojciech Tomczak,
Communications Director,
Unilever Poland and Baltics

‘Amazing 4 days. Great investment. Absolutely worth it!’

Wojciech Gorzeń,
SYNGENTA

‘Inspiring, deep, intensive, transformational. I strongly recommend and I will definitely be coming back.’

Jola Gantkowska,
Alexander Mann Solutions

‘After the LDI you will never go back to what you tried being - you will fully be yourself. (..) For me it was a really well invested time - I strongly recommend the LDI.’

Sławomir Kumka, MBA,
Managing Director, **IBM Software Laboratory**, Poland

LDI is an experience for people who are not afraid of discovering **who they really are**. It is for those who are **not afraid** of feelings, expressing them, and ready to **free** themselves from barriers that they put themselves in.

Przemysław Socha, Director, **Bank Zachodni WBK**