



moving  
mountains

in cooperation with  
Scherer Leadership Center



# LEADERSHIP

## DEVELOPMENT INTENSIVE

Created by Dr John J. Scherer

### BAVARIAN ALPS, GERMANY

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:

## Q1 What **CONFRONTS** me?

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

## Q2 What am I **BRINGING**?

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

## Q3 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?

## Q4 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?

## Q5 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.

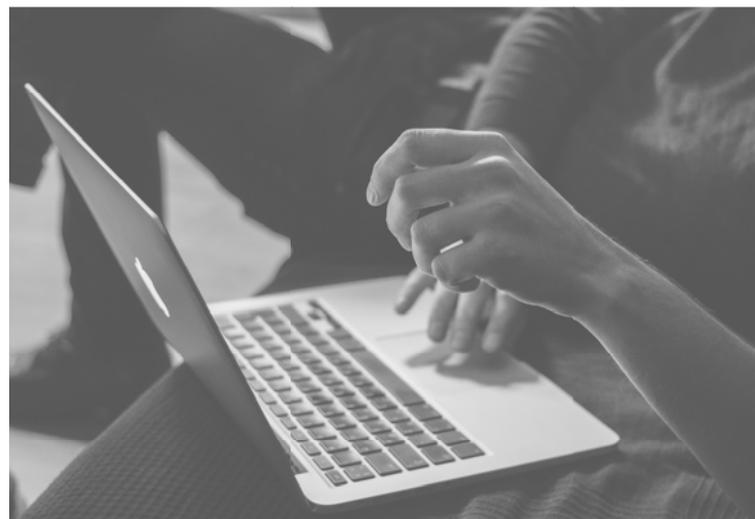


## 3 Follow-through

**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.





## 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 - 4:30PM

**AVERAGE GROUP SIZE: 8-12 PARTICIPANTS**

**LANGUAGE: ENGLISH**

## Course Tuition

Tuition for an In-house LDI

We will design a **tailor made LDI program** specific to the needs of your team/your organization.

The level of understanding and depth of relating as a result of the LDI and the subsequent impact on communication, decision-making and closeness goes far beyond any other experiences on the market and is worth a lot.

**FOR MORE INFORMATION PLEASE CONTACT US AT  
TEAM@MOVINGMOUNTAINS.EU**

## About the Venue

**Hotels in the Bavarian Alps**





# References

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‘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

‘deep and inspirational’

## partner at a consulting company in the Netherlands

‘(...) 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**