

International Certification in Positive-Core/Appreciative Inquiry and Leader Coaching

The 4 - 7 days are held on site, by invitation, throughout the US, Canada or internationally.

Follow up sessions are podcast, self-directed and professionally videotaped demonstrations of the L.E.A.D. change process. A client practicum and assessment is required.



Learn how to help your clients achieve – *and sustain* – positive change. Learn how to apply Appreciative Inquiry and the Leadership for a Healthy World (AI Leadership) model in your work as a leader or executive coach.

Prepare yourself for the challenge of coaching today's leaders or to be a leader who is a positive-core coach.

Intimate, and uniquely focused and engaged individuals will gather to investigate, experience, challenge, and inquire their way to a new level of capability in working with clients and client's whole systems.

Daryl Conner once said that "All change is personal," and so it can be said that becoming a coach to leaders and a leader who coaches demands of us an authentic commitment to personal change.

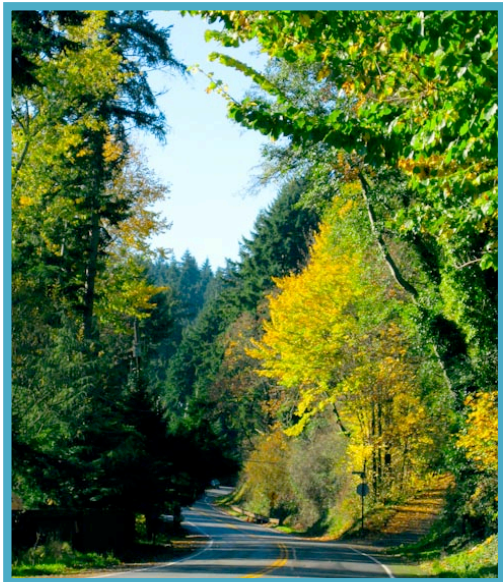
We invite you to initiate a new learning and change process. Commit yourself to participate in this program, and transform your life and professional practice.

BLENDED LEARNING PROGRAM with over 150-hours of training:
7 on-site days, coaching practice and coaching calls with program facilitators, assessment, experiential and self-directed learning via on-line learning, study-groups plus workbooks, handouts, leader guides, slideshows—all for your own personal use with your clients.

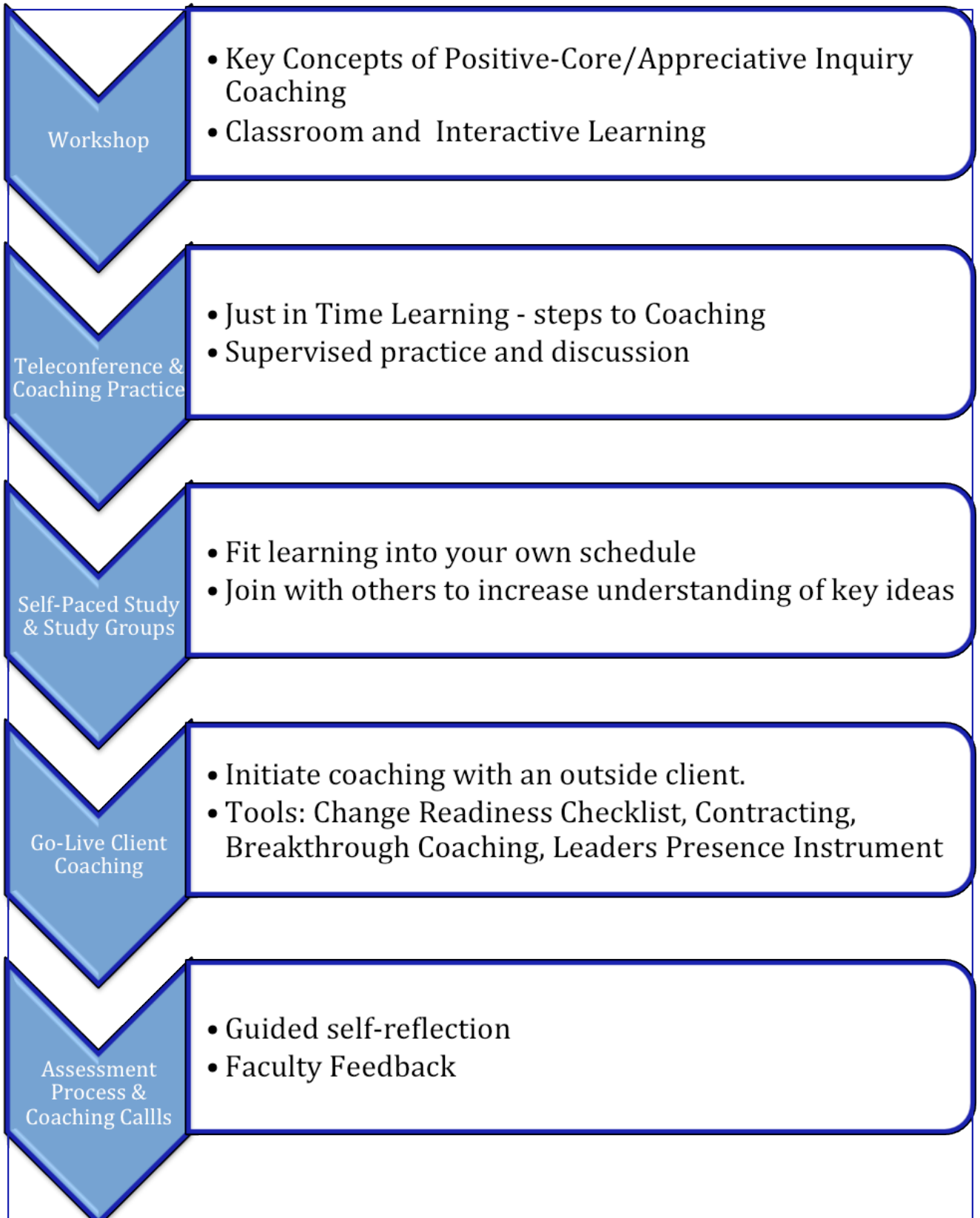
Certification is through The Leading Clinic – internationally known for coaching training, and whole system change, utilizing Appreciative Inquiry.

Enhance your work and practice with these benefits:

- As an **International Certified Coach in Positive-Core/Appreciative Inquiry & Whole System IQ™** you will be qualified to coach today's CEOs and the next generation of high potential managers – plus teams and whole systems (large or small), partnerships, corporations, public agencies, or other individuals and groups – going through change.
- After completing this program you will begin or enhance your ability for working from a systemic and global perspective to achieve sustainable results.
- You will relate to your clients/ client systems in deeper, more meaningful ways.
- **International Coaching Certification in Positive-Core/Appreciative Inquiry Consulting & Whole System Change:** A special highlight of this professional development process is learning how to apply Appreciative Inquiry within the context of whole system change. You will have the knowledge, complete facilitator's guides, workbooks and slideshows on Appreciative Leadership and Appreciative Inquiry, plus all of the handout materials, to use in guiding individuals and organizations through a Positive-Core/ AI/Whole System change process.
- A unique workshop in Breakthrough Reframing Patterns is included.



FIVE exciting methods to learn the skills of Positive-Core (Appreciative Inquiry) Coaching – all in one program!



ON-SITE PROGRAM SESSIONS

Session 1 WSIQ – Whole System Intelligence and Change

L.E.A.D. and the Positive (Appreciative Conversation)

Breakthrough Reframing

Session 2 Facilitating an Appreciative Inquiry and the AI Summit

AI and Whole System Interventions in
your Coaching and Consulting Practice

Note:

Sessions 1 and 2 can run consecutively as a 5-day workshop.

Session 3 Breakthrough Reframing Patterns workshop (Appreciative Conversations and the Appreciative Eye)

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## PROGRAM CONTENT: on-site sessions

### Session 1 — WSIQ™ – Being a Coach/Consultant™ with Whole System Intelligence

Introduction to Whole System IQ™, and the knowledge and skills needed to bring about integrated, large-scale change within a complex system; plus:



- The Leadership for a Healthy World™ model, the only research-based Appreciative Leadership model. LHW has been featured at a recent OD National Conference, International OD Association Conference and at the Appreciative Inquiry World Conference in Nepal.
- Key change models and approaches, such as *Whole Field Alignment*, the *L.E.A.D.* (*learn, envision, align, deliver*) change process, *Strategic Intention*, and *Appreciative Leadership*. (Please see below for a complete list of skills and models taught).

### The Positive-Core, AI Coaching and a Leaders Conversation

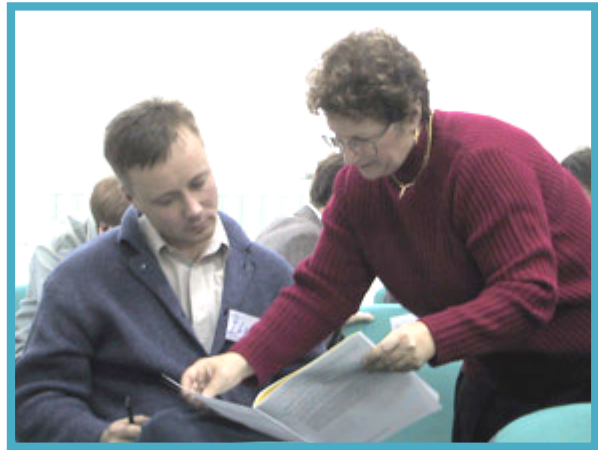
Learn to shift the framework of someone's understanding, and enable them to experience their world in a completely new way, using our unique approach to reframing – *Breakthrough and Accountability Reframing*, powerful tools for encouraging creativity and (self) motivation, allowing clients and client systems to formulate new behavioral choices.

## Session 2 — Facilitating an Appreciative Inquiry and an AI Summit

Experience “appreciative inquiry” (AI) as a vehicle for creating a positive, personal or shared vision of inclusion, collaboration, and commitment to whole system action — one that ultimately, enhances individual and group effectiveness.

AI has been known to “turn tension to enthusiasm, cynicism to collaboration, and apathy to inspired action.” As a **Certified Appreciative Inquiry & Whole System Change Facilitator™**, you will build positive futures *with* your clients, by creating shared images of possibility. For this session you will receive additional materials, such as:

- The Leading Clinic’s unique, comprehensive leader’s guide, handouts, and a high quality slide show – all the tools you will need to facilitate your own system-wide Appreciative Inquiries.



## Session 3 — Breakthrough Reframing Patterns workshop (building the Appreciative Eye)

Build skills in reframing and coach a cultural change, moving self and those you coach towards a positive conversation and expanded view of possibilities.

Or please contact us to arrange a customized program in a location near you, or in your own company.

Any questions? Contact Sherene Zolno at [szolno@comcast.net](mailto:szolno@comcast.net) Tel: (1) 206 463-6374

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INNOVATING THE FUTURE



The Leading Clinic

## Partial List of Skills We Teach

- Contracting for whole system change;
- Whole System IQ data gathering;
- Well-formed outcomes/setting comprehensive goals;
- Applying whole field alignment tools;
- Sensory acuity: Declaring breakthrough commitments;
- Appreciative coaching for positive breakthroughs in results;
- Positive discourse;
- Appreciative inquiry facilitation: topic selection and inquiry development;
- Creating vision statements for whole systems;
- Customizing/designing whole system change processes;
- Reframing.

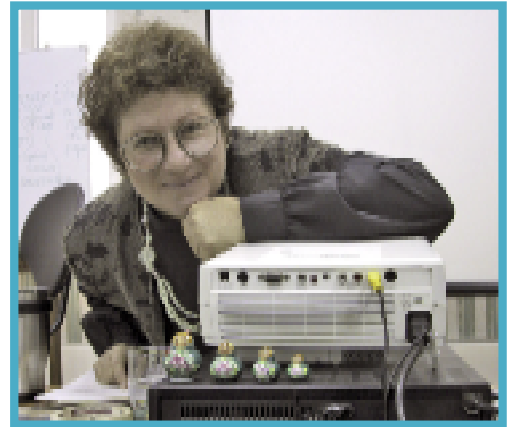
## Partial List of Processes and Models Presented

- Whole System IQ™;
- Whole Field Alignment™;
- Appreciative Inquiry
- The 5 Phases of Appreciative Inquiry, Appreciative Leadership and Whole System Change
- Appreciative Leadership – Leadership for a Healthy World™ model;
- The Conversations of Leaders;
- Learning as Transformation;
- L.E.A.D.
- Breakthrough Reframing™;
- Organizational Capacity Building;
- Leadership Team Coaching;
- Strategic Intention;
- Process Alignment;
- Logical Levels of Change;



## ABOUT THE PRESENTERS

**Sherene Zolno**, internationally known business consultant, executive coach, and educator, works extensively with leadership teams and has developed for them the *Leadership for a Healthy World™* model – now used to guide leaders and coaches in their internal coaching, mentoring and as the basis for transformational change efforts in major organizations across the US, Canada, Asia and in Russia. She was an early proponent and teacher of Appreciative Inquiry, and has used the AI framework in her consulting practice for nearly 20 years, developing the unique integration of AI and whole system change that is core to The Leading Clinic's international coaching certification program.



As chair of the Leadership Institute of Seattle's Leadership and Organization Development graduate program, she introduced these concepts to students, contributing to a 'positive revolution in change' within the OD Profession. A frequent speaker and contributor in the field, she recently spoke (and was published) on "Getting Smart About System Change," at the ODN National Conference, and on "Appreciative Leading: seeing our way to a healthy world," for both the International OD Association conference in Canada, and the AI World Conference in Nepal.



From his background as the leader and Chief Executive Officer of several major healthcare organizations, **Rick Skillman** brings a unique perspective to his consulting and training practice. His focus is on how leaders can align sound business judgment with a stance for respect, hope and capability directed to employees at every organizational level.

His coaching revitalizes leaders' commitment and intentions, helps build strong teams, and encourages breakthroughs in financial and performance outcomes. He has recently completed writing the book, "Memoirs of a CEO: leading with heart and soul," about his experiences as a healthcare leader. (Now available as an E-book through [www.proactionassociates.com](http://www.proactionassociates.com).)

Learn more about the program presenters' work and about The Leading Clinic's programs by visiting The Leading Clinic website, hosted at: [www.proactionassociates.com](http://www.proactionassociates.com).

## What participants have said about Coaching Certification in Appreciative Inquiry and Whole System IQ™ ...

"Thank you for a wonderful week of learning! I found the session to be more rewarding than I had anticipated (personally and professionally), and the other participants were exceptional. You both are such gifted guides...I feel very fortunate to have met you." - EM

"I could not let the day go by without reaching out to you. I can't even begin to tell you how much I appreciate your generous sharing of knowledge and your kindness and patience throughout our AI /Whole Systems training process." - TC

I came into the week expecting to pick up a new methodology, but I left with a new way to see the world and a new group of friends...I can't wait to see what happens with session #3!" -JC

*"Even this, on the first full day of reflection, the impact has been huge. And this morning I was so touched and pleased to hear from my partner and coach from the class for our scheduled coaching call – incredible!" - MM*

"I am so honored to have you in my life as teachers. It always feels so welcoming and inviting here." - TY

"This has truly been a great journey for me. Thank you for all of your hard work, heart and hospitality." - PE

*"Thank you for a wonderful Session 4 last week. Though the journey to and from Vashon Island was long, coming from Singapore, it was joyous and fruitful to be there. I feel my self-worth and hope (for myself and people around me) have been enhanced, and my capability increased... all for a more healthy world." - AH*

"Thank you for such a wonderful learning and social experience this past 5 days. It was excellent!" - GW

"You provided a fabulous experience full of lessons and new ideas – served up with a scrumptious topping of love and wisdom. Thank you!" - KR

"We were working together all day today and were talking about you and Rick and the Logical Levels model we explored on Sunday. What a wonderful learning experience – and great to be able to share it with my colleagues here.

I am so very certain that I will continue to use AI and WSIQ in my work. Thanks to you both for all your time and support." -RR

*"I wanted to tell you that I used your Field Alignment™ model not only to assess and formulate a change plan, but also to describe change to 50 leaders. And they totally understood how this was going to be different from what they had been through before." - KZ*