

Applying a Developmental Lens to Coaching Leaders



Barbara Braham, Ph.D., MCC & Chris Wahl, MA. Ed., MCC
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Teleclass Agenda



- Definition of terms
- Theory of adult stages of development
- Description of Diplomat, Expert, Achiever, Individualist and Strategist stages
- Implications for coaching
- Resources to learn more



Definition of Terms

- Meaning-making / Action Logic
- Development
- Growth
- Transformation
- Phasic / Trait / Stage theory





Theory of Adult Stages of Development

- Preconventional
- Conventional
- Postconventional
- Transpersonal





Conventional Stages

11%	<i>Diplomat (3)</i>
37%	<i>Expert (3/4)</i>
30%	<i>Achiever (4)</i>



Postconventional Stages

10%	<i>Individualist (4/5)</i>
4%	<i>Strategist (5)</i>
1%	<i>Magician (5/6)</i>



Introduction to Stages

- Diplomat
- Expert
- Achiever
- Individualist/Pluralist
- Strategist
- Magician



Implications for Coaching



- Meet the client at their stage of development
- Offer practices or observations that match the client's stage of development
- Refrain from judgment whether the client is at an earlier or later stage of development than yourself
- Look for client/organization fit versus late stage
- Don't assume that every client wants to develop



Learn More

- April 21-23 workshop – Arlington, Va
- Leadership Agility --- Joiner and Josephs
- The Evolving Self --- Kegan
- In Over Our Heads --- Kegan
- Action Inquiry --- Rooke and Torbert
- Integral Psychology --- Wilber
- MAP assessment



MAP: Maturity Assessment Profile

- Sentence completion instrument
- Well researched
- Statistical database
- 36 scores, each correspond to one of nine stages
- 30 days to be scored by Cook-Greuter certified scorer
- Cost: \$325
- Optional Debrief

MAP



Contact Information

Barbara Braham, Ph. D.

Tel: 614 / 291-0155

www.bbraham.com

barbara@bbraham.com

Chris Wahl, M.A., Ed.

Tel: 703 / 764-1895

www.BeYourOwnCoach.com

starlightcreek@cox.net