



Aznoian Leadership
Development

CREATING SUSTAINABLE CHANGE

The Context for Change

- Our beliefs shape what's possible
- Sustainable change is 'integral'
- There are 2 primary types of development

Integral Development: Three Centers of Intelligence:



Two Types of Development:

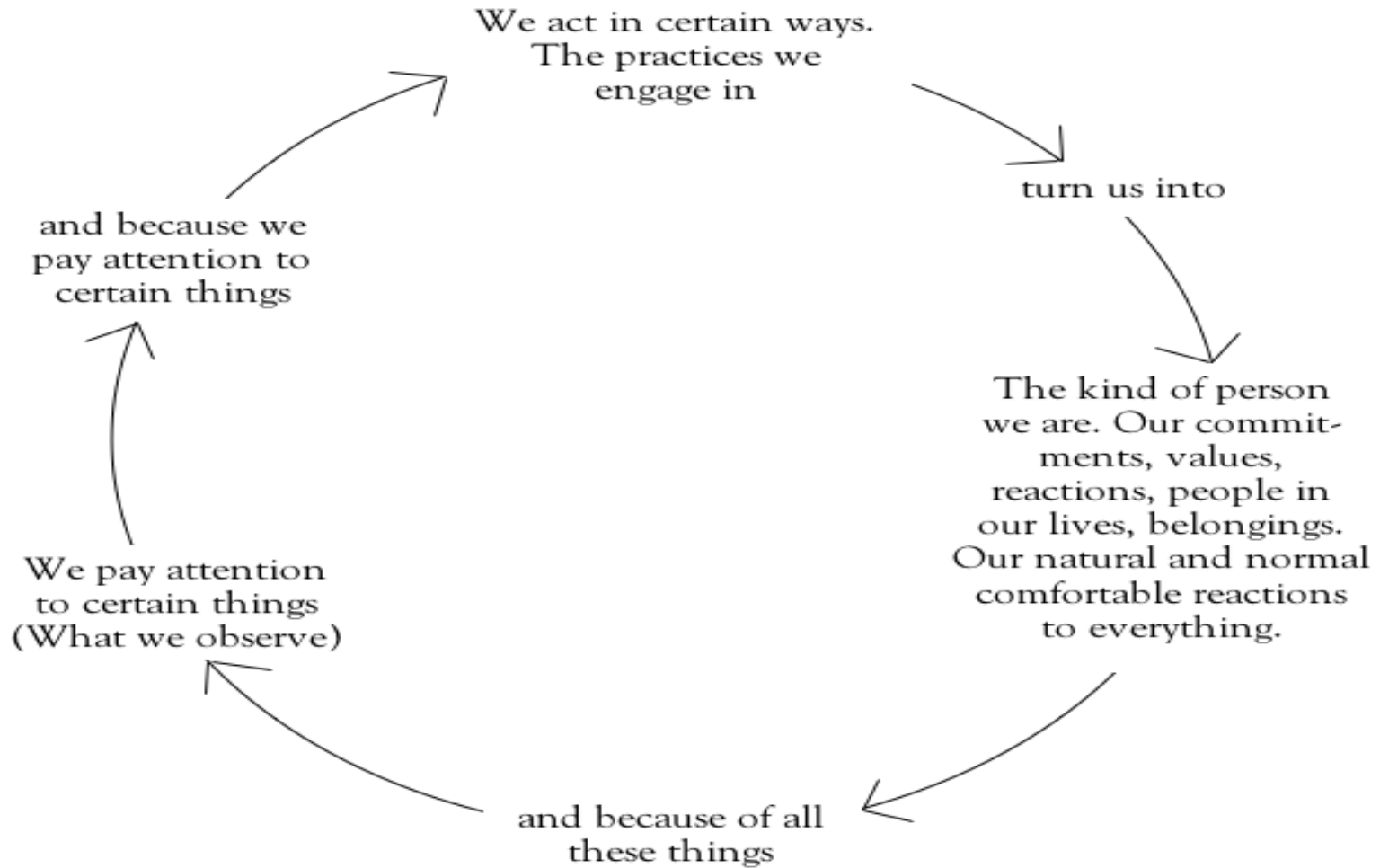
Horizontal Development

- Improving a current skill

Vertical Development

- See your problem in a new way

Aznoian Leadership Development



The practices we engage in:

- Create the type of person/leader that we become
- Our 'practices' or habits, are embodied
- It takes 300 repetitions to learn something intellectually, and 3,000 to learn it somatically
- Sustainable change is embodied change
- Practice, Practice, Practice.....

Immunity to Change by Robert Kegan & Lisa Lahey

- Harvard Researcher identified hidden resistance to change
- A new direction = running interference with the forces of homeostasis
- This

Aznoian Leadership Development

| New Commitment | True Confessions | Competing Commitment | Big Bad Assumptions |
|---|---|---|--|
| <p>I am committed to the value and importance of:</p> <p>1.NAME GOAL</p> | <p>What I do now counter to Column #1</p> | <p>The Worry Box What are you afraid of if you didn't do Column #2:</p> | <p>Aka: Software that runs us</p> <p>If.... Then I.....</p> <ul style="list-style-type: none">• Who can help?• What new practice? |