TRANSFORMATIONAL LEADERSHIP

A unique, immersive learning experience. Walungurru (Kintore), Northern Territory.
WHAT WILL DISTINGUISH YOUR LEADERSHIP FROM OTHERS IN THE YEARS AHEAD?

Today’s leaders are required to be adaptable and focused—to see around corners, connect the dots, and make sense of divergence—all while operating in a state of constant disruption. In this environment, they need to understand themselves and their world at a significantly higher level of complexity than in the past.

Successful executives understand the importance of fresh, creative thinking to tackle persistent market and organisational challenges. To stay competitive in the face of constant change, organisations and leaders must actively engage with the world around them.

SEE THE WORLD WITH DIFFERENT EYES: THE POWER OF IMMERSION.

Classroom-based learning has its limits for promoting the transformational learning that is necessary to meet today’s adaptive challenges. Leaders need a way to move outside their day-to-day experiences—and sometimes siloed thinking—to see the world anew.

Immersion is a tool used by innovative, visionary leaders to refresh their thinking and challenge their current assumptions. It helps generate more and different types of ideas than typically is possible in the normal working environment, thus facilitating insights on how adaptations might work within their teams, organisations, and communities.

Through Immersion, we at Korn Ferry create a curated learning journey in which participants travel to an external ecosystem to learn from and discuss ideas with their hosts. We offer structure and guidance on the journey, allowing space for participants to process what they learn.

THE EXPERIENCE: AN IMMERSION IN ANOTHER LEADERSHIP CULTURE.

The Korn Ferry Transformational Leadership program is an Immersion experience that takes leaders out of their comfort zone and into their learning zone by intentional engagement with a new and challenging ecosystem. It is a live learning lab in which individuals are integrated into the experience, as opposed to being passive observers. This creates an opportunity to explore their perceptions of themselves and their organisations and to surface and test their beliefs, values, and behaviors in a deep and transformative way.
A PROGRAM LIKE NO OTHER:

- This experience will challenge current thinking in regard to remote Indigenous Australia and through a leadership lens, explores the common complexities and challenges that both modern businesses and an ancient community culture face.

- Leveraging the community relationships built by Red Dust over time, participants will be afforded unique access to traditional owners and community leaders. Our first people have much to teach us about living in harmony with nature, about respect for relationships, traditions, kinship, stillness and culture.

- This immersion is based on a reciprocal benefiting relationship where participants obtain new knowledge and personal growth and the community receives leadership support, mentoring and employment opportunities.

- The structure of the immersion incorporates daily leadership learning opportunities as well as community engagement activities.

PROGRAM OBJECTIVES

By participating in this program leaders will:

- Sharpen understanding of their personal leadership purpose.

- Prepare for complex and adaptive challenges through the process of learning in an unknown ecosystem.

- Experience the power of purposeful “pause” required to move from transactive speed to transformational significance.

- Cultivate whole leadership capabilities - developing a point of view, balancing people and commercial needs and acting with unyielding integrity.

- Sharpen mental complexity through engagement with a dilemma that pushes the limits of their current way of knowing, with sufficient support that they are not overwhelmed.
“An Immersion experience that takes leaders out of their comfort zone and into their learning zone by intentional engagement with a new and challenging ecosystem.”
THE IMMERSION

Day 1: Preparation, connection and pause.

The immersion begins in the mid-afternoon in Alice Springs. Surrounded by artworks that depict the songlines of the first Australians, participants will be introduced to the tools of transformative pause that allow us to shift from a place of “transactive speed” to “transformational significance.”

As we ready for our journey we ask ourselves - what would a progressive, innovative, customer-focused leader pay attention too?

Day 2: Purpose, identity and Welcome to Country.

After breakfast, we leave Alice Springs in 4WD’s to travel the 500kms to Walungurru (Kintore). We encourage participants to take the time to share their identities and leadership journeys. We begin to explore the concepts of time and existence by sharing the history of our hosts, the Pintupi. Upon arrival, our hosts will lead us through the traditional greeting “Welcome to Country.” We will share a meal and stories of kinship and skin names and of ritual and symbols with Community Elders. We take time to share our impressions of the first day and capture thoughts, feelings and expectations in a reflective diary.


We spend the day within the Walungurru (Kintore) Community, visiting the school, the health care centre and the art centre. We share stories around health, wellbeing, education and family and explore concepts of autonomy, relatedness and mastery. We face this day with open hearts and open minds to new perspectives and encourage leaders to spend time practicing Dadirri, a way of learning not through asking questions but by listening, waiting and then acting. Participants begin to shape a point of view of the community, its challenges and opportunities.

In the evening, we engage in “yarning” with community elders around leadership challenges, community decision making and aspiration. There is an opportunity to sleep out in the great silence of the desert for those keen to connect further with nature.

Day 4: Sustainability, problems to be solved vs paradoxes to be managed, root causes in complex adaptive systems.

We begin the day with breakfast at the school before exploring men’s/women’s business with community leaders. We explore the concept of our internal “action logic” and how we react when our sense of power or safety is challenged. We also explore “heart leadership”, the territory of trust, empathy, vulnerability and compassion.

Day 5: Self-actualisation, identity, purpose.

We start the day with a restorative nature connection activity and a bush breakfast before farewelling our hosts. For the return drive to Alice Springs we encourage leaders to reflect on how this experience has influenced their sense of leadership purpose. We then spend time together as a group incorporating the experience into a new way of knowing, being and behaving that can impact our leadership when we return to our organisations and communities.
PROGRAM OUTLINE

Leadership Discovery
Work with your Korn Ferry coach to prepare for the immersion at Walungurru (Kintore). Leadership discovery involves pre-work activity and two hours one on one coaching.

Participants will prepare their draft leadership agenda encapsulating specific learning objectives.

Immersion

Five-day experience in remote indigenous community.

Capstone

Participants will come together for a one-day workshop post the immersion to share learnings from their experience and finalise their leadership agenda to answer:

- What sort of leader will I be?
- What do I need to do more of or differently?
- What will I be accountable for?

Investment

$18,000 plus GST

Includes:

- Five-day immersion experience in the Northern Territory.
- All food and accommodation.
- Capstone workshop 3 hours individual coaching.
- Online assessments.
- Participants to arrange own air travel to/from Alice Springs.

Program dates

Participant selection: December 2017
Prep time: February-March/2018
Immersion: April 2018
Capstone: May 2018
IMMERSION PARTNER: RED DUST

Red Dust is a health promotion organisation that delivers innovative programs and community development projects in partnership with remote communities. Partnering with Red Dust provides respectful access to the indigenous community in Walungurru (Kintore), Northern Territory, one of the oldest continuous cultures in the world. Access which goes beyond observing to one of mutual sharing and learning. The community and participants offer value to each other through shared stories of leadership, purpose, social justice, resilience, wellness and compassion.

www.reddust.org.au
ABOUT KORN FERRY.

Korn Ferry is the preeminent global people and organisational advisory firm. We help leaders, organisations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organisation Design
- Talent Strategy and Workforce Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
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