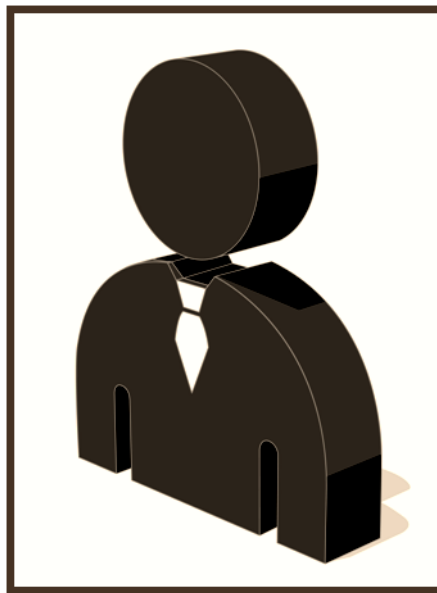




# LEADERING™ develops META-Competencies

Skills and competencies taught by  
traditional performance improvement courses

Meta-Skill development launched by  
the Leadering Paradigm Shift Program



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Meta-Competencies improve the  
assimilation and use of competencies

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# LEADERING™ develops META-Competencies

<b>COMPETENCIES</b> targeted by traditional leadership development programs	<b>META-COMPETENCIES and DRIVES</b> targeted by Leadering™ Shared by leaders, entrepreneurs, innovators, & high achievers
<p>               develop and deliver value                command and control                planning (strategic, tactical, vision)                trend analysis                financial management                marketing/sales management                customer relationship mgt - CRM                IT management                operations management                project management                performance management                knowledge management                organization learning                risk management                decision-making                problem resolution                process management                business process reengineering                change management                HR management                team building                relationship building / maintenance                conflict resolution                globalization             </p> <hr/> <p>               Leadering's meta-competencies enable better assimilation and application of traditional competency development programs             </p> <p>               Traditionally, leaders are developed bottom up skill by skill                Leadering uses a single paradigm shift to an integrated system of meta-competencies, drives, reflexes, and beliefs.             </p> <p>               Traditionally, senior leaders use different meta-competencies.                Leadering™ offers a single systems maximization toolkit for use universally thus unifying organizations around a single culture and modus operandi.                Leadership is distributed.             </p>	<p> <b>Systems-Based and Core-Based Operation</b>                systems thinking, relational thinking, big-picture thinking, conceptual skills, belief system management, model development and application, system co-evolution and adaptation, leadership (advancing human systems in opportunistic synergy)             </p> <p> <b>Accelerating and Continuous Development</b> <ul style="list-style-type: none"> <li>conditioned reflexes are installed to trigger multi-front life-long advancement and leadership development.</li> <li>Addictive drives are heightened so one is pulled to growth.</li> <li>learning to learn, mental agility, adaptivity, expanding self-expression and self-awareness, belief engineering, expanding consciousness</li> </ul> </p> <p> <b>Improved and Improving Cognitive Capabilities</b> <ul style="list-style-type: none"> <li>thinking: conceptual, inductive, deductive, abstract, relational, big-picture,</li> <li>learning to learn, mental agility, pattern recognition, internally referenced, emotional intelligence, use of models, theories, and inferences</li> </ul> </p> <p> <b>Expertise with Ambiguity and the Unknown</b> <ul style="list-style-type: none"> <li><b>pioneering:</b> penetrating the unknown</li> <li><b>creativity/innovation:</b> bringing unknown into being systems thinking, informationless decision-making, abstract thinking, conceptual skills, pattern recognition, trend perception, change detection, environmental scanning, problem reframing, ambiguity resolution</li> </ul> </p> <p> <b>Improved Performance</b>                flow (our peak performance state), enhanced functionality, systems-based operation, accelerated implementation through quantum leap change management             </p> <p> <b>Addictive Drives cultivated and capitalized upon by Leadering™</b>                (the more you use them, the more you want to use them) :             </p> <ul style="list-style-type: none"> <li>Drives to: learning, pioneering, creativity, innovation, meaning, positive emotions, adaptivity, creativity, learning knowledge, achievement, flow, (the optimal experience), self-expression, self-knowledge, advancement, unity, growth</li> <li>Drives to using and improving your key talents - a must for operating at your full potential</li> </ul>



# LEADERING™ develops META-Competencies

## Leadering™ Targets

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LEADERING™ DEVELOPS LEADER META-SKILLS			
Manager	Transitional Change Leader	Transformational Change Leader	Creational Leader / Frontiering Leader
<b>Run an existing business as is</b>	<b>Linearly advance an existing business</b> <ul style="list-style-type: none"> <li>• Incremental upgrades</li> <li>• Harvest</li> </ul>	<b>Nonlinearly advance an existing business</b> <ul style="list-style-type: none"> <li>• Turnarounds</li> <li>• Explosive Growth</li> <li>• Merge 2 existing businesses</li> </ul>	<b>Create the unknown or Penetrate the unknown</b> <ul style="list-style-type: none"> <li>• Business startups</li> <li>• Pioneering / Frontiering</li> <li>• Re-engineering</li> <li>• New ventures</li> <li>• Innovation</li> </ul>
<b>As leader drives strengthen, leader impact increases:</b> ⇄ ⇄ ⇄ <b>INCREASED DRIVES to change – creativity/creation – frontiering</b> ⇄ <b>INCREASED BELIEF CHANGES MADE</b> ⇄ ⇄ ⇄			
<b>Systems maintenance</b>	Increasing systems	advancement	<b>Systems creation:</b> including new systems from re-grouping existing systems
<b>Managers run existing systems</b> ⇄⇄⇄⇄ <b>Leaders create and advance human systems</b> As individuals advance along the leadership development continuum, their ability to advance reality increases. If there is no change on reality, leadership has not occurred. The magnitude of change is the measure of leadership in the Leadering™ paradigm.			

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