LEADERSHIP MATURITY FRAMEWORK & LMF DEVELOPMENTAL COACHING INTENSIVE



Sydney 2027 dates

Module 1: 24/02-26/02 2027
Module 2: 27/02-28/02 2027

Institute for Developmental Coaching
ASIA PACIFIC

Overview

The Institute for Developmental Coaching is pleased to invite you to experience very deep and rich exploration of the Leadership Maturity Framework in an intimate setting of small, in person group. Our workshops are rich in experiential learning and are designed for Business Leaders, Coaches, and Consultants who are interested or lead individual or organizational growth, change and transformation.

About the Leadership Maturity Framework

The Leadership Maturity Framework (LMF) is concerned with the core human process of making meaning – how we make meaning determines how we think, how we feel and behave, and therefore how we transform and change. Based on adult ego developmental theory, the LMF describes the unfolding of human potential through nine stages of development towards deeper understanding, wisdom and effectiveness in the workplace and in the world.
The framework analyses and predicts the meaning making stages that leaders pass through and offers insights into strengths and capacities at each stage, as well as appreciation of the challenges and blind spots typical of each stage.
As a leader, coach or consultant, the LMF will offer you a powerful new context for your work.

You will see in a new way how your own developmental stage influences what you can see, shapes how you think and therefore how you lead and do your work.

You will be able to refine your ability to see, hear and meet your clients and colleagues where they are as well as work on your own or support others at their developmental edge.

About the Leadership Maturity Profile (SCTI-MAP)

Participants in general gain great benefits by understanding and using the theory of Leadership Maturity Framework implicitly in their leadership, coaching or consulting.

This can be even further enhanced with purposeful and explicit use of the Leadership Maturity Profile (LMP).
The SCTi-LMP is an adult/ego maturity measurement tool, created by Dr Susanne Cook-Greuter after extensive research and further differentiation upon Dr Jane Loevinger's Washington University Sentence Completion Test (WUSCT).
The SCTi-LMP is Harvard-tested and the most researched and reliable stage measurement test currently available on the market. To ensure a more comprehensive understanding of the Leadership Maturity Framework and as a part of your own professional/personal development, you will receive your own Leadership Maturity Profile as a core aspect of the program. For more information on the research underpinning the SCTi please visit our website.

The LMF program is offered in two workshops. Module 1 is a pre-requisite for Module 2. Participants are welcome to attend the two modules together as a full 5-day learning experience.

Module 1: Adult development stage theory and application

Workshop Outcomes

In an intimate intensive experience, deepened by a rich community of fellow participants engaged in co-inquiry, you will:

- Expand your understanding of adult vertical development and how it informs your personal journey, your coaching style, and your leadership style.
- Enhance your ability to coach, support and mentor the development of people, teams and organisations through understanding your own developmental stage, and that of others.
  Extend your transformative skills enabling you to intervene more powerfully in individual and organisational change initiatives
- Complete your own Sentence Completion Form, receive your personal Leadership Maturity Profile and identify the most effective learning activities and experiences to support your own developmental journey
- Deepen your self-awareness through powerful visualisations, metaphors and experiential activities.

Workshop Overview

In the three days of Module 1 we will cover the basics of developmental theory to gain a detailed understanding of the nine stages of adult development in the LMF. We will examine the overall spiral of development and describe the strengths and limitations of each stage.

In days 1 and 2 you will engage in a range of learning process including presentation with discussion, personal reflection, experiential learning and group work. Through these processes you will discover what people at different stages are able to pay attention to, and what does not yet appear on their radar; that is, what is object and thus alterable, and what is still subject and therefore hidden from awareness. We will invite you to pay particular attention to your own stage of development and deepen your awareness of your past, present and future developmental journey.

In day 3, we will turn our attention to how the LMF can be applied both implicitly and explicitly in a group context, for team and organisational transformation. In sharing your own organisational experiences and examining real life case studies you will discover how you might use the framework for team and organisation interventions in your context. You will explore how to asses and develop vertical aspects of organizational culture in addition to individual coaching and development.
We will also explore Polarity Management as a powerful tool for developing individuals, teams and organisations in service of vertical development.

Module 2: LMF developmental coaching intensive

Workshop Outcomes

In this highly experiential coaching practice intensive you will

- Extend your coaching and mentoring skills through application of the LMF. Learn new approaches to developmental work and engage in practice sessions
- Understand more clearly the capacities and limitations of your clients systems and be able to intervene with tools, strategies and models most effective for each stage of development
- Understand the difference between change, translation and transformation
- Add new tools and approaches to guide yourself and others through a journey of transformational change
- Learn how to use the sentence completion form and the resulting Leadership Maturity Profile through practicing debriefing and the use of richly textured case studies
- Become authorised to use the LMF and join a growing community of LMF practitioners

Workshop Overview

In Module two, you will have the opportunity to practice coaching from a developmentally informed context. You will explore the application of developmental moves, developmental momentum and types of developmental support for each stage.

We will explore how your own developmental stage impacts your coaching and leadership style and capacities. Where you are likely to be at your best and where there may be blind spots or limitations for you to be aware of. You will have the opportunity during the workshop to debrief your own LMP with a member of the Institute for Development Coaching team as well as the opportunity to practice debriefing an LMP with your learning colleagues.

We will dive deeper into exploring aspects of language and its implications for meaning making and growth. We will engage in real world analysis of text to offer insights into stages of development and subject-object orientation.

Certification

All participants who complete the 5-day workshop will receive a Certificate of Authorisation. To be a fully credentialed LMF Developmental Coach, a supervised practice period will be required of at least 3 supervision sessions to make sure that adequate standards of quality are upheld.

Your Program Leader



Dr Maja Stanojevic-Andre MD, FCPsych (SA)

Maja is a pioneer of the Leadership Maturity Framework and LMF developmental coaching practice in Australia and Asia Pacific Region. She founded the Institute for Developmental Coaching with the purpose of raising the awareness and understanding of the developmental vertical perspective and to enrich the standards of coaching and leadership development practices in our region.

Maja offered the first LMF training in Australia in 2006 in partnership with Dr Suzanne Cook-Greuter the globally renowned adult development theorist. Together they co-developed and co-facilitated LMF training until 2014 after which Maja continued to expand the awareness and understanding of the LMF across the Region. Since that time, thought leaders from many coaching schools and consulting disciplines have completed the LMF training, and Maja is particularly proud that the importance and need for the “Vertical Development” perspective to complement the practices of “Horizontal Development” is now being incorporated into the fabric of the Australian organizational coaching and consulting community.

Maja has been increasingly engaged to deliver in-company specifically tailored LMF trainings for organisational leaders who are recognising the need to expand their leadership capacity and evolve their organizational culture to be able to face, survive and thrive in an increasingly Volatile, Uncertain, Complex and Ambiguous (VUCA) world more effectively and adaptively.
In support of her role in teaching, mentoring and supervising LMF developmental coaches, Maja has completed both SCTi-LMP scoring training and supervision training to the standards of the Australian Association for Supervision of International Coach Federation, and the Psychotherapy & Counselling Federation of Australia.

As a facilitator Maja has an extraordinary ability to create learning spaces where people feel held and deeply honoured. She draws on her own growth and development experiences which include; escaping war in Bosnia, practicing medicine and psychiatry in South Africa at the end of apartheid and major transition and transformation led by Nelson Mandela; and consulting both for large corporate professional services firms as well as smaller entrepreneurial businesses. She weaves a rich tapestry of insights into human behaviour and human development. She is informed by a rich scientific and theoretical foundation which she has enhanced through her ongoing growth and development which has incorporated both contemporary neuroscience and ancient traditions.

Maja's real gift as a facilitator is her capacity to bring all of this diversity and deep wisdom to the learning process, her capacity to embrace all the beauty and messiness of being human and to bring a profound love and appreciation for each person's individual development journey .

2027 Dates

Module 1: **Feb 24 - Feb 26**

Module 2: **Feb 27 - Feb 28**

Location

Adina Hotel Conference Room
183 Coogee Bay Road, Coogee

Tuition Fees:

Module 1:	AUD $2950 +gst
Module 2:	AUD $1900 +gst
SCTi-MAP:	AUD $480 +gst

Early Bird Saving of 10% if registered and paid before November 30th 2026

Previous participants can attend at the 40% discounted rate

The full LMF training is accredited by International Coaching Federation (ICF) for 35 CCE points.ICF approves 22 units for Core Competencies and 13 units for Resource Development as a part of Continuing Coach Education by ICF.

CCE
Continuing Coach Education
International Coach Federation

Enquiries :

For further information or to discuss your participation please:

Call: +61 401 77 55 37

Email: admin@theifdc.com or maja@institutefordevelopmentalcoaching.com

Click here to register

What previous participants have said

Maja is an inspiring, caring and insightful facilitator/practitioner who embodies what she teaches. The LMF program is a clever balance of theory and practical activities with some wonderful team experiences inviting vulnerability and deep reflection. Maya creates a warm and safe learning environment through her story telling, knowledge and lack of judgement. Every OD professional and experienced coach interested in truly understanding where the organization and individuals are at in terms of adult development, should have the opportunity to learn and apply this framework.

Jo McAlpine | Head of Talent & Capability, King & Wood Mallesons

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LMF provides a rich blend of mental models, validity and research, experiential activities, metaphors and personal reflections. I came away with a much deeper and broader understanding of consciousness and how it applies to human development, personal and organisational transformation. I highly recommend this workshop to anyone wishing to unfold greater personal wisdom and
effectiveness as well as to bring more compassion to their work with others.

Roma Gaster - Director TLC Asia Pacific

I found the programme incredibly insightful both for me personally and for my organization; it feels like the blinkers have been taken off! The key take-aways were (1) vertical development, I realized so often we are pushing leaders to be moving into development areas for which they are simply not ready and that we must be more aware of their stage of development and therefore what will help them most, and (2) the Leadership Maturity Framework is the way to understand where we each are in our development (individually and organizationally) and how we can leverage this stage, at the same time as stretching ourselves.
The magic and depth of the programme came from Maja's skillful modelling of everything that we spoke about, responses to participants and the way the group was held and challenged. Maja is masterful at holding the polarity of care for/challenge to the group. We covered so much ground but it never felt rushed or pressured. Six months on from the programme this continues to inform my work and my own development.

Joanna Yates, Leadership Development, Standard Chartered Bank, Singapore

The LMF workshop gives great depth and insight into leadership development that we have now adopted in our ARLF leadership training .The workshop provides a scaffold of understanding that participants can use to reflect on their leadership behaviour and focus their development. Maja's professional insight and empathetic presentation combined
with Susanne's long-term academic research meets our needs for a validated approach to personal growth for leaders and allows us to look across cohorts to assess our own performance in leadership development. It has now become central to our work.

Dr Lesley Fitzpatrick; CEO, Australian Rural Leadership Foundation

What previous participants have said

I thoroughly enjoyed the overall experience that Maja led us through which included clearly holding and distinguishing the structure and the principles of the framework and providing clear guidance of the possible applications. More powerful and impactful was Maja's dedication to brining the framework to life through her way of being. She created a creative and deep exploration space and she brought her varied span of experience to match each member of our diverse group allowing for safety, courage and connection

Laurent Vuibert, Independent Leadership Coach, Singapore

The LMF workshop with Maja was truly a gift. As an experienced coach and facilitator myself, it was almost magical to watch how Maja can invite and harness the collective power in the room to bring learning to everyone, while also keeping the participants on track in order to get through all the extremely rich content of the LMF. The LMF is a tool like no other. The tool has benefits on an individual and organization level and I truly believe there is nothing else like it on the market. I feel deeply appreciative for the time we spent together. The group holding spirit was so open, honoring and filled with wisdom, and personally brought me a deep sense of calmness and oneness.

Saba Hasanie, Managing Director Oasis Strategy Consulting, Singapore

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LMF provides an excellent means of understanding how individuals progress through greater levels of complexity. It can be very helpful to coaching practitioners to provide them with understanding of relevant subtleties in order to support growth of their clients. My own transformation continues to unfold, refold, be retold

Chip McFarlane, Institute of Executive Coaching

This kind of leadership thinking is exactly what's needed as we face increasing rates of change, rapid expansion of global communication, and ever more complex challenges. This is perfect framework for leaders to evolve not only their own capacity as leaders, but of those they work with too. It also helps us as educators, coaches, and leaders to expand our own perspective and to be more effective in our work.

Zoe Routh, Leadership Expert and Author

The LMF offers a very relevant lens through which one can architect a digital transformation journey. The distinction of capacity offers a clear pathway to considering systems thinking, collaboration and adaptive challenges inherent in transformation. The workshop facilitator, Maja creates an enriching development experience.

Indrasen Naidoo, Director Supply System Transformation