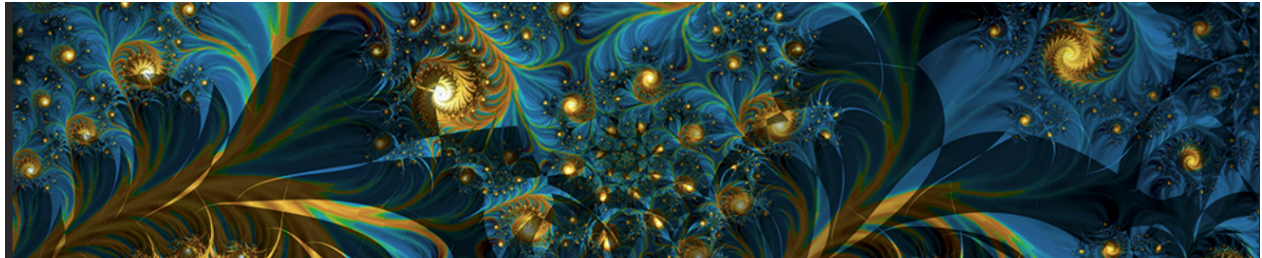


## INTEGRATIVE PRESENCE: Get unstuck and enable, leader!

Breaking new ground in systemic coaching & leading

Skill up your leadership born from latest Harvard-Grant based research



### Introducing the Foundations of Integrative Presence Training

Next cohort date: 10<sup>th</sup> of February 2023

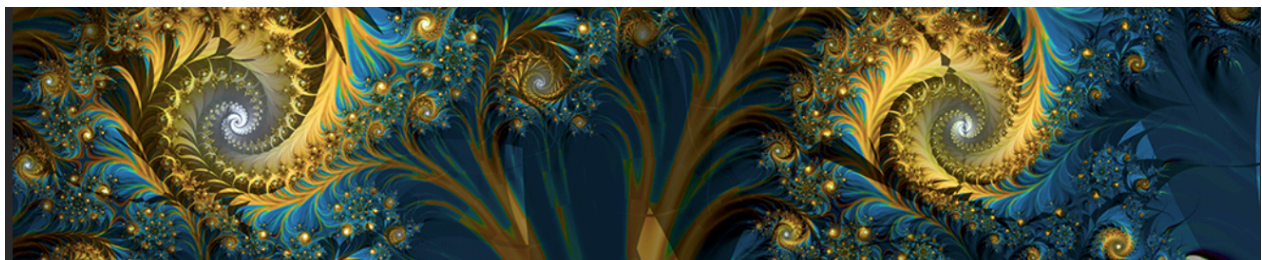
#### WHAT'S THE STATE OF PLAY OF LEADERSHIP

Leaders face 'lack of presence', which impairs their **enabling & empowering leadership** capacity, which however is linked to **value creation** as well as **risk & cost reduction** in organizations.

- Hack Future Lab's research highlights that **83%** of leaders are **drowning in too many priorities and over-commitments**. This erodes presence and doubles the risk of time management issues as well as shallow leadership
- The American Psychological Association in one of their studies reports that lack of presence can **reduce leader efficiency by as much as 40%**.

Research at Hack Future Lab shows that presence—and leadership presence in particular—has been blown up into millions of fragmented pixels and the accelerants have been among other things the changing nature of work, the workplace and the workforce.

- **93%** believe their leadership presence is key to growth but that they feel **stuck**,
- **68%** report either themselves or their teams are at risk of **overload** and **overwhelm**,
- **63%** highlight a productivity **paradox** during the pandemic where performance increased but well-being dropped.





## WHAT'S THE ISSUE LEADERS FACE

- Decreased well-being prompts people to **disengage** and leave organizations
- Staff leaving or reduced productivity of those that disengage is a **costly issue**
- Millennials in leadership positions disengaging puts **eco-systems** at a **risk of survival**

## HOW TO ADDRESS THE ISSUE

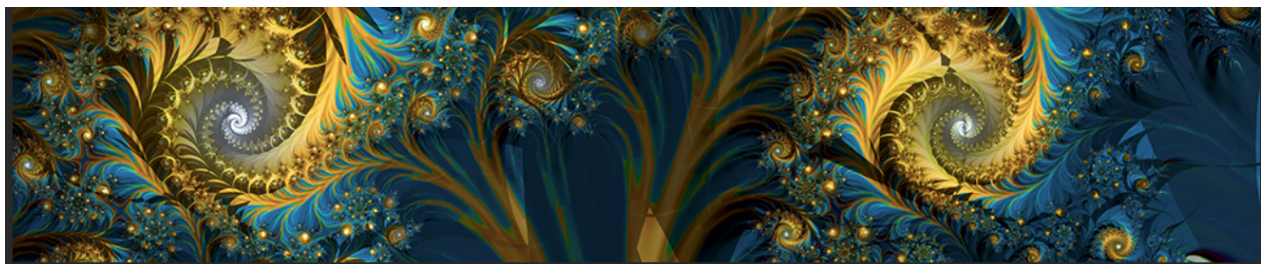
**Enabling** AND **empowering leadership** through deep inner and outer attention to what is important to **get unstuck & feel safe** in any situation and in ever more complex leadership environments wedged between surviving and thriving is a proven way forward.

- Hack Future Lab's research shows that leaders with heightened levels of inner attention and outer attention are significantly better at **embracing humility** to their blind spots and biases.
- Leaders are also more proficient in **spotting risks before** they **become emergencies** and seizing new paths to growth.
- Leading a future that is bold and growth-led is **not about time**. It's about deliberate and thoughtful attention to yourself, others and the world around you. It leads to empathy, more inclusivity and more joy at work.

Leaders **staying present to what is important** to enable teams is crucial to getting unstuck.

## WHAT IS THE LEARNING OFFER

Navigating the sea of 'presence' – the much-coveted and so poorly understood competence in leadership - can be a challenge.







The sea of wisdom, perspectives about how a leader can stay present to chaos and frustrations in critical organizational moments creates confusion. What practices are best **for you**?

**Integrative Presence** has been created as the reliable and sustainable **4-sphere-approach** to how to cope with stress overload, frustrations, a sense of chaos, lack of focus, and the immense pressures that organizations and entrepreneurs face in re-structuring. The training involves two worlds: **leaders and coaches**.

We bring in latest science and marry it with existing wisdom. We will explore your presence first-hand in synergy with other coaches – normally the group that you hire to upskill your leadership.

**You will be able to make sense of:**

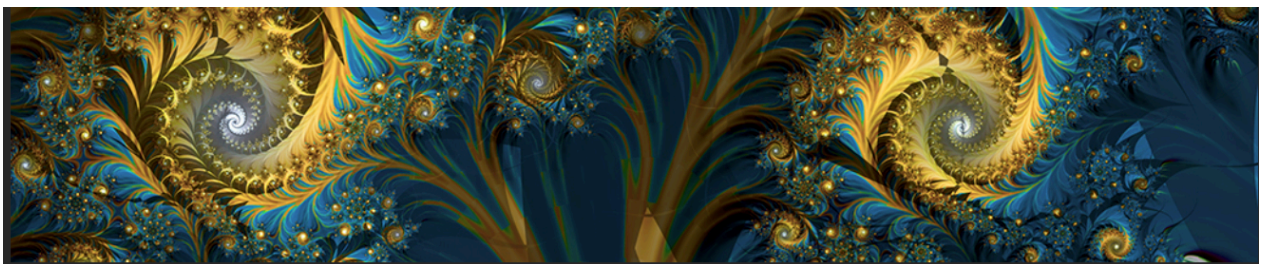
- what **keeps you from** staying grounded and vital to enable people with social impact
- how to notice what is important in moments of **stress, overwhelm, and ego needs**
- how to design **your own authentic impact** that is balanced integrating 'pull and push'

## **WHO IS IT FOR**

You are a **millennial leader or entrepreneur**, maybe in a high-level position who serves in a sandwich position between senior management / clients and employee positions / service providers. You may be home in any industry that faces complex **re-structuring** and organizational environments.

You'd love to grow practicing how to finally thrive beyond **mitigating risks** and **mere survival** in your complex re-structuring and organizational environments- and beyond.

You know that because you feel disengaged as you need to **juggle** ever more tasks under ever-growing pressure in ever short time spans (e.g., time constraints, divergent stakeholder expectations, conflicting restructuring, others' disengagement, team reforming).





## WHY INTEGRATIVE PRESENCE jointly with coaches

- Coaching is **leadership**, and leadership is **coaching**: Are you able to get unstuck yourself?
- If you don't create **systemic impact**, **why are you a leader in a first place?**
- How do you value **synergy**: working with coaches is a setting that gets you the most individual **feedforward learning** and **co-learning experience**.
- Leadership is about **inspiring** sustainable **engagement** and lasting results in eco-systems in biggest moments of challenge: now.
- As a leader, you have **accountability** to lead by example and create a culture of coaching and leadership by being present to your entire eco-system with purpose.

## HOW WE WORK

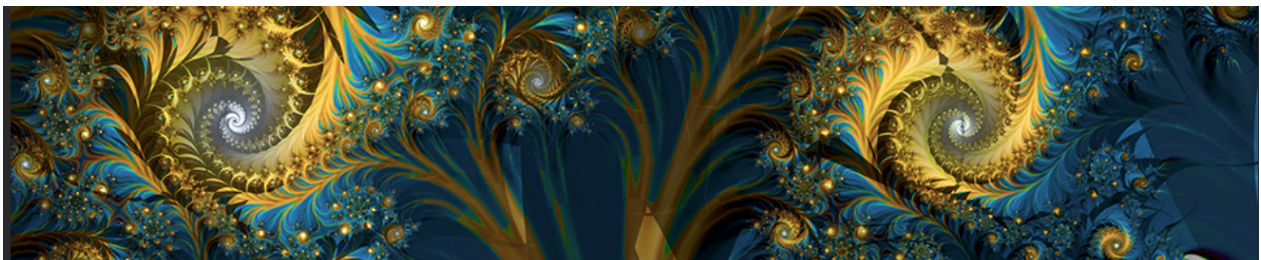
4 coaches and 4 leaders engage in the same experience to learn & reflect & experience, both in a virtual and a non-virtual learning set working towards

- the relational quality of our presence: **"It's always both."**
- the relational quality of leadership and coaching in organizations: **'It's always all.'**
- the relational quality of our presence in cultures: **"It's always more."**

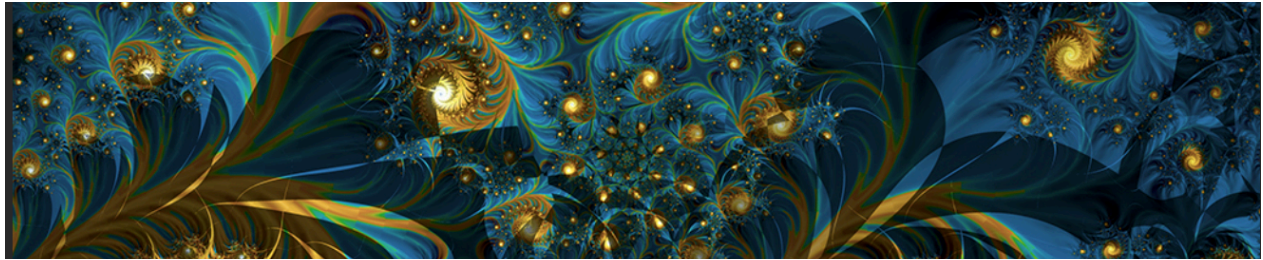
We invite you in our all-new program to share your common ground as a key to empowering the organization you work in – come change, or corporate restructuring!

## TESTIMONIALS

*I feel I could find a "door" that fits for me as the leader into the "coaching world" and "transfer" it into my own "language" to make it my own. Perhaps other participants had more troubles than me by having NO idea what will happen – it fits me perfect – don't change this! ... and ... the different interactions with the other participants were – for me – the best thing to have.*  
Martin T., Austria







## WHAT IS THE FORMAT

Hybrid approach: **Foundation (online skills) – Integration (2-day retreat for experiential learning / action learning)**. See Table 1 for details.

Learning Management System: Participants will have access to a dedicated LMS platform.

### Kick-Off:

10th of February 2023 – See Table 2 for detailed schedule.

**Duration:** 28 hours / weekly sessions of 90 minutes / 28 hours include online and retreat module

**Investment:** EUR 3,799 covering the retreat, excl. travel fees (excl. of VAT for B2B)

**Retreat:** will be communicated in good time / involves 4 days (arrival, two-day retreat, departure).

Integrative Presence – Hybrid Online Action Learning Set			
Foundation & Integration			
1st week	Orientation Session	Welcoming – starting our journey and learning set	
2nd week	Foundation I	[I sphere] - action learning moments - reflections	
3rd week	Immersion	Action learning moments – presence-forwarding	
4th week	Foundation II	[II sphere] - action learning moments - reflections	
5th week	Immersion	Action learning moments – presence-forwarding	
6th week	Foundation III	[III sphere] - Live Demo - action learning moments - reflections	
7th week	Immersion	Action learning moments – presence forwarding	
8th week	Foundation IV	[OMNI sphere] – the culture and philosophy of presence	
2-day retreat		Face-to-face experiential learning moments-celebration	
Total 28 hours (12 hours online & 16 hours retreat)			
Material guides & Moments for co-creation and growth			
Experiential learning – 2-day retreat in Austria			
Reflection sheets & Action learning moments framing each session			

Integrative Presence – Hybrid Online Action Learning Set 2023			
Sessions / 90 minutes each			
Time: 15:00 Vienna, Amsterdam, Bologna – 16:00 Athens, Tel Aviv – 17:00 Riyadh			
Online setting			
Week	Date	2-day retreat in Austria: 18 – 21 April 2023	
1st	10 Feb	Arrival – 18 April 2023	
2nd	17 Feb	Afternoon around 14:00/15:00, latest for dinner at 19:00	
3rd	24 Feb	Workshop/ Experiential learning – 09:00 to 18:00 / 19 and 20 April 2023	
4th	3 Mar	Dinner and celebration on 20 April	
5th	10 Mar	Departure – 21 April 2023	
6th	17 Mar	The venue to be announced	
7th	24 Mar		
8th	31 Mar		
Total 28 hours (12 hours online & 16 hours retreat)			
Detailed information about the program will be communicated shortly			

Table 1: Program structure

Table 2: Schedule

