



# SELF-LEADERSHIP Coaching Program

Do you recognize reactive and limiting patterns in you that obstruct all kind of change efforts? Do you have the desire to know and live your heartfelt professional purpose? Do you feel that you have leadership potential and professional talents that are waiting to be fully awakened and expressed?

The *Self-Leadership Coaching Program* addresses these issues taking into account the complexity of human personality patterns. The program brings together two powerful transformation systems: The values based *New Leadership Paradigm and Evolutionary Coaching* developed by Richard Barrett and the *Internal Family System (IFS)* developed by Richard Schwartz. Whether you are leading an organization, a team or working with people as a coach or consultant – developing your capacity to lead from Self (Self-Leadership) is at the basis of more evolved and life-serving interactions with others.

## TARGET GROUP

- Leaders and Managers who are ready to express full potential through a process of deep inquiry into limiting beliefs and behaviors (reactive patterns) and core values and purpose (guiding forces).
- Coaches, consultants, change agents and training/HR professionals who are inspired to go deeper in inner process to expand levels of consciousness and be more effective in roles, both with individual clients and organizations.

## PROGRAM

In a retreat style multi-step learning event you have the opportunity to immerse yourself in a personal development journey with others. You are guided and supported by two experienced international coaches through different phases of self-reflection and insights.

In preparation you will be conducting an individual leadership or individual development report assessment. A coaching session with one of the coaches is offered before coming to the retreat.

## DATE AND TIME

September 8th – 15th, 2018

Start on September 8th at 12:30 p.m. with lunch

End on September 15th at 1 p.m.



## PROGRAM – BY DAYS

DAY

1

Welcome and Introduction to the Program  
My Life Story – mapping my turning points; understanding my challenges  
The current crisis of Leadership  
How does it show in my life?  
Difficulties and challenges I face in my current work  
The power of questioning limiting believes

DAY

2

Meditation Practice  
Understanding - Stages of human development and levels of consciousness  
My Leadership Story - my turning points, influences and challenges  
Individual and Leadership Development Assessment  
Individual Development Plan

DAY

3

Meditation Practice  
The Multiplicity of the Mind: Parts and Self  
Recognizing internal parts and their intentions  
Connecting to your Self  
Embodiment: how parts can reflect in your body

DAY

4

Meditation Practice  
Leadership dilemmas  
Internal and external polarizations  
Understanding and transforming polarizations  
The process of unburdening  
Free afternoon

DAY

5

Meditation Practice  
Experiencing Flow and Authenticity  
Anchor points and personal strengths  
Your Personal Values – how to live what is most important?  
Creating a development plan

DAY

6

Meditation Practice  
Identifying and Owning your Purpose  
Stepping into the Purpose Field and  
Holding the Space  
Identifying and Embracing reactive parts

DAY

7

Meditation Practice  
Expanding awareness to increase coherence  
Preparing to engage in daily life  
Receiving support for your Transformational Journey  
Closure

Please, consider some preparation time for the assessment and some readings before coming to the retreat. We estimate that you will need about 8 h for the pre-work. Further individual coaching sessions with one of the facilitators are possible and recommended.



## FACILITATORS AND COACHES



### **Roberto Ziemer**

Is a specialist in Organizational Culture and Leadership Development Programs. He is certified by the Barrett Values Centre (BVA) since 2001 and trainer/partner since 2014. Roberto is also certified in the Internal Family System (IFS) model by the Center for Self-Leadership and on managing Individual and Organizational Transitions by William Bridges & Associates. He has conducted several projects on cultural alignment and leadership development in organizations both in Brazil and South America. He has a masters degree in Organizational Psychology, wrote two books on human and organizational development and revised three of Richard Barrett's into Portuguese Brazilian.



### **Dr. Anette Hammerschmidt**

Is a coach, consultant, and trainer specializing in leadership skills, organizational development and international cooperation. Prior to her consulting career she has spent several years leading and intercultural team in a multinational company in Germany. She first got familiarized with the Internal Family System (IFS) in 2004 and is certified by the Center for Self-Leadership. Furthermore, she is a certified consultant in Systemic Organizational Development and Coaching by WIBK since 2003 and by the Barrett Values Centre since 2013. She has conducted organization development projects and leadership training worldwide from Europe to Brazil, USA, UAE and Asia. She holds a PhD in Philosophy and is currently writing a book on coaching in the scientific field.



## LANGUAGES

The training will be conducted in English. Depending on the participants' preference, group work and coaching sessions can also be conducted in German, Spanish or Portuguese.

## LOCATION

BioVitalHotel Sommerau in St. Koloman near Salzburg, Austria.  
<http://www.biohotel-sommerau.at/>

The hotel is located in a beautiful landscape area about 30 km South-East of Salzburg airport. Taxi service to the hotel from either the airport or the train main station is available. If needed we could arrange for a shuttle service from Munich airport.

## INVESTMENT

The investment includes a leadership or individual development report assessment (LDR or IDR) and individual coaching session, two books, handouts and materials.

Early bird rate valid until June 30th, 2018	€ 1.960 (plus 19% VAT)
Regular rate valid from July 1st, 2018	€ 2.450 (plus 19% VAT)

Travel costs, board and lodging are not included. The special rate at BioVitalHotel Sommerau for lodging including breakfast and two meals is € 86.- for a single room and € 79.- for double room occupation per diem. Beverages and other amenities or services at the hotel are charged individually.

## INFORMATION

For further information, please contact:

- Roberto Ziemer: [roberto@ziemer.com.br](mailto:roberto@ziemer.com.br)
- Anette Hammerschmidt: [contact@crosscultural-orientation.com](mailto:contact@crosscultural-orientation.com)

For reservations and organizational questions, please contact:

- Sarah Wodezki: [wodezki@crosscultural-orientation.com](mailto:wodezki@crosscultural-orientation.com)



## TERMS AND CONDITIONS

### Reservation

Application to the program is effected in written to the office: [contact@crosscultural-orientation.com](mailto:contact@crosscultural-orientation.com). You will receive a written confirmation that you have been accepted. To secure your place, a deposit of €500 will be charged and later deducted from the total program tuition.

With your confirmed written reservation, the hotel accommodation will also be secured. Any further specific needs and arrangements should be provided to the hotel.

### Prerequisites

Some readings, values assessment and exercises are a prerequisite to making your participation in the program worthwhile and effective. We ask you to take the time for the preparation. Part of the preparation is one coaching session with one of the trainers to support you with the materials and insights. This coaching might be conducted face to face or virtually over skype or telephone.

### Payment Conditions

The program tuition early registration or regular registration including the reservation fee plus 19% VAT will be charged 30 day prior to the 1st day of the program. Room and Board are not included in the tuition. Participants are responsible for their own lodging and meal as well as travel costs.

Participants who wish to withdraw from the program must do so in written. Participants are responsible for paying for sessions attended or missed as well as for materials and assessments received prior to withdrawal. The deposit is partially refundable if written notice of withdrawal is received by the office 40 days or more prior to the 1st day of the program. A non-refundable handling fee of €100 will be deducted.

29 days or less prior to the 1st day of the program a maximum of 60% of the tuition including reservation fee can be reinversed. The tuition balance (program tuition less deposit and handling fee) is refundable if written notice of withdrawal is received by the office. The tuition balance is forfeited if written notice of withdrawal is received by the office 29 or fewer days prior to the 1st day of the program.

### Travel Information

BioVitalHotel Sommerau is located about 35km South-East of Salzburg airport and 44km from Salzburg main station. Either ride might take about 30 minutes time. If needed, the hotel offers to organize a taxi service at the cost of € 60.- per ride.

The hotel is located about 200km South of Munich airport and 166 km from Munich main station. Either ride takes about 2:00 h. If needed, a shuttle service from Munich can be arranged. Depending on the number of passengers the price will vary.

**We look forward to hearing from you!**