



## LEAP OVERVIEW

### Theoretical overview of the LEAP program

The people who facilitate the LEAP are skilled executive coaches, with a solid background in psychotherapy. They believe that as people we experience our greatest potential, when we can express our unique personal resources, that we provide our truest moments of leadership when we lead from these resources in a simple and direct way.

LEAP (Leadership Exploration Action Program) begins with a joint exploration of the leader's goals, challenges and resources. It invites, through a structured interview (Foley,2008) a narrative based exploration of current experiences as a leader. With this current experience as base, the interview then invites exploration of the unique personal leadership models that the leader has been shown in formative years (i.e. their "implicit" leadership models).

From the skilled analysis of these narratives, a picture is drawn and offered as suggestion: suggestions for what might be reflected on further. Feedback is given in a form which allows space for reflection and discussion on relevant past-present connections which are by now more available to reflective thought. We focus on areas of understanding which will facilitate and progress the achievement of current goals, established at the outset.

LEAP is a four hour intensive (delivered as a two hour "interview" and at some time later as a two hour "feedback"). The process is supported by three coaching sessions; two (two-hour) coaching sessions prior to the interview which enable us to structure the interview uniquely for the leader; and a two hour coaching session, one month following "feedback".

Understanding what leadership models we've been shown in formative years and appreciating our core interpersonal leadership schemas (our inner models of relationship) is important for freeing ourselves from our tendency to continue to view ourselves from our past identity and through self-representations based on inner models of relationship established in our formative years.

LEAP is our solution to the problem that while conventional methods of teaching/coaching someone something new can result in new ideas, this outcome often lacks the relevant translation into the being of the leader across a multitude of diverse settings and complicated contexts. We have designed an experience for use within an executive coaching context.

The LEAP (Leadership Exploration Action Programme) addresses what makes the translation experience difficult. It addresses the deep yet implicit models of leadership that guide our behaviours as opposed to our ideas, that our "beings" as opposed to our "doings". We are present with the leader in a respectful and relational way, at the point of gaining new insights and awareness about how one is being and has learned to be in action, so that these knowings can become more like inner wisdom. It has been developed and takes the unique vantage point of exploring implicit models of leadership from an attachment theory perspective, and making these models explicit so they can be discussed and reflected upon in the light of the leader's goals, challenges and resources". It invites, through a structured interview (Foley,2008) a narrative based exploration of past and present leadership experiences that are unique to that leader. Specific past-present connections are then made concerning any goals that may be more smoothly and efficiently attained using an 'inside out approach'.

The LEAP is a deep yet contained, experience for the leader facilitates the development of themselves as a person in the moments of leadership, so that stressful experiences become merely challenging ones.