

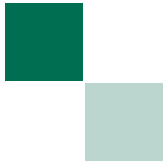


# Change Agents

*Changing How Leaders Lead*

**collaborativeleaders.us**

*better results through collaboration*



# Change Agents

## *Changing How Leaders Lead*

The world does not have enough leaders who are equipped to address its most vexing and perplexing problems.

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One need look no further than today's headlines to see that the leaders our society has produced are profoundly overwhelmed by the complexities and challenges of leadership.

We're addressing this problem with an integrated 1-year intensive training and coaching process that prepares participants to lead problem solving efforts of any size and complexity. The program has four key components, first listed, then described.



*The Collaborative Operating System and coaching have been life-changing experiences. During this program, I've gracefully exited a role, searched and found a new vocation, managed significant turn-over, navigated role changes and increased responsibility – all in a favorable way that I can unequivocally say I couldn't have created on my own. The side-by-side process of learning state-of-the-art problem-solving skills while gaining insight into myself is helping me become a powerful force for good in the world.”*

~ Justin Segall, age 27,  
Director of Resource Development,  
Renewable Choice Energy

1. **The Collaborative Operating System** – a 5-day training process in which you will learn a highly-effective, win-win alternative to the 5500-year-old system of hierarchy
2. **The Purposeful Leader** – a 3-day process in which you will learn how to discover your life's purpose and use it in decision making
3. **The Inner Journey** – a 3-day process in which you will learn how to do the inner work required to bring your purpose into the world
4. **Coaching** – integrating the above 3 processes and bringing a deeper level of discipline and wisdom to every aspect of your life

## The Collaborative Operating System

Society's problems are outpacing our ability to address them. In many cases, we already have the information we need in order to solve even the most complex and seemingly intractable problems the

*“The Collaborative Operating System has been a highly effective leadership and management system. It enables me to be direct, clear, organized, and strategic. Because of this leadership program, I am at the table, working side by side people in senior leadership roles who are much older than me. I am treated as a legitimate and credible player.”*

~ Mandy Schmitt, age 31, Director of  
Sustainability, City of Atlanta

world faces. We also have people willing and able to step up and do the work. What we need is a system for performing the work that would enable us to effectively use the available information and available people so that the problems actually get solved.

We don't need more courageous, articulate, charismatic, empowering leaders. The world's most significant problems are so complex that no single leader or organization will ever have enough power to impose a solution. Even if that were possible, no imposed solution could ever succeed. We need a system for solving problems which:

- ❖ Actually solves the problem that needs to be solved (vs. a scaled-down version that is actually a symptom of the bigger problem)
- ❖ Can handle the high levels of social and technical complexity that threaten to fragment stakeholders before the problem is solved.
- ❖ Enables everyday human beings with an average IQ to deal with the high levels of complexity inherent in intractable problems.
- ❖ Is transparent, allowing business to be done in the "light of day" and illuminating exactly how and why decisions were made.
- ❖ Works seamlessly when no hierarchical leader is present.

The Collaborative Operating System is just such a system, and it represents our best hope for addressing the highly complex problems we face. Collaborative leaders are able to engage large numbers of diverse stakeholders in processes that result in large-scale, unanimous decisions on high-stakes issues. *Read [The Collaborative Organization](#) article for more details.*

## The Purposeful Leader

Many young people today long to make a difference in their lives. Unfortunately, most of them will never develop to their full potential and power. Why? Each person has a mission, a possibility of the maximum impact they are capable of having. But few people know in any detail what this inner purpose is. If you aspire to great things, you must learn to discern, at any given moment, whether or not something is purposeful. You must develop a divine connection to wisdom, insight, direction and even step-by-step instructions. Your purpose is a GPS system that can show you the shortest, most efficient route to becoming the powerful, inspiring leader you are meant to be. Your younger years (20's and 30's) are the training program for your purposeful

*"Working with Rachel has helped me see a clear path from where I am to what I want to accomplish. This clarity is in part a function of understanding how work gets done in groups, being able to marry my "idealistic" side to my "practical" side, and ultimately having a framework within which my work and energy have a much greater impact."*

~ K.C. Boyce, age 32

Deputy Executive Director,  
Membership & Regional Impact  
ICLEI - Local Governments  
for Sustainability

*"I'm idealistic and passionate and have the desire to make a real difference in the world. As a result of this program, my personal growth over the past six months has been tremendous. I'm applying the Collaborative Operating System to Student U, a non-profit which works closely with the Durham Public Schools. Both the Leadership Team and Advisory Board quickly realized the benefit of actual collaboration: Everyone in the organization began to feel more empowered to influence decisions and became more invested in fulfilling Student U's mission."* ~ Daniel Kimberg, age 24, Executive Director, Student U, Durham, NC

work. By awakening to your internal “GPS system” early, you can improve the quality and speed of this training program, avoiding wasted time and missed opportunities. And as you come into your full power, you will know exactly how to proceed to fulfill your mission. Read [\*The Purposeful Leader\*](#) brochure for more details.

## The Inner Journey

You are the most powerful instrument you have. As a leader, you must learn to continually hone and develop that instrument. Our society tends to lead us to an unbalanced, outward-driven life lacking in meaning. This outward-driven focus must be offset by a spirited inner journey, where we acquire new tools and new perspectives in learning to become the Self we were created to be. Without the balancing influence of the inner journey, our outward journey will be maligned through acquisition and attachment. To live the inner journey is to live the symbolic life, to pay attention to our dreams, spirituality, and non-rational, non-material aspects of our human experience. The *Inner Journey* retreat helps instill sound psychological and spiritual practices in realizing greater health, wholeness and individuation.



## Coaching

Coaching will enable you to more fully integrate the above 3 processes into your daily life. In addition to a regularly scheduled weekly call where you bring the regular stuff of your everyday life, you’ll also have the opportunity to call anytime to work with urgent and emerging issues. For example, imagine that at the last minute you are dragged into a high-stakes meeting, the outcome of which will have lasting effects on your life. Just-in-time coaching will help you create the most favorable outcome. Over time, this regular attention to and reflection on your work and journey will yield tremendous results. Ultimately, it will create in you a depth of understanding and wisdom that enable you to transform, at will, ordinary events and circumstances into extraordinary, purposeful successes.

## Collaborative Leaders, Inc.

Our work is developing a critical mass of leaders who are capable of solving the world’s most vexing and perplexing problems. We are bringing dramatic improvement to key social problems prevalent globally, both within and beyond the world of business.

*“Awake in our generation is a need, a calling, to change the world. Not just to rid it of so much injustice, but also to empower it with a new way of operating - individually and collectively. This change we seek will only be made possible if we utilize new tools to leverage entrenched powers: if we turn our adversaries into allies. This is only made possible through collaboration. If you want to change the world, THIS is the way.”*

~ Yoav Lurie, age 27, Practice Manager,  
Synteractive Communities, Synteractive, Inc.  
Washington, DC

[collaborativeleaders.us](http://collaborativeleaders.us)

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