

Transforming Leaders and Coaches

**The Harthill**

**Leadership Development Profile (LDP)**





Are you interested in receiving your own unique Leadership Development Profile?



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### The Leadership Development Profile (LDP)

The Harthill Leadership Development Profile is a powerful tool to:

increase your capacity to deal with complexity

make you more aware of your own and others' perceptions and interactions,

boost your development as a leader

The LDP offers an accessible way to understand and engage with your **meaning-making**. Meaning-making is the process by which you construe, understand, or make sense of life events, relationships, and yourself. Your unique Leadership Development Profile reveals the "shape" of your current meaning-making, using a spectrum of ways of being, referred to as **Action Logics**.

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# Gain deeper insight and make lasting intentional shifts

Although we can make meaning at various points across the spectrum, we each have one predominant current Primary Action Logic. Your Profile identifies your **Primary Action Logic** and by focusing conscious attention on your Primary Action Logic and other Action Logics in play, you will understand how they influence your thinking, decisions and actions.

## Understand influences in context

By exploring the links between your Action Logics and your everyday experiences you will gain greater understanding of how different contexts or situations influence your thoughts and behaviour. You will start to notice not only how your Action Logics shift across contexts, but how those contexts in turn shape your meaning-making. This constant cycle of influence is powerful yet largely invisible, until you learn to notice and explore it. Working intentionally in this complex territory builds muscles that help you to handle complexities with greater agility, which is key to success in organisational life.

## Further developing your meaning-making

Development itself is of course dynamic and complex. Simple knowledge and skill development (horizontal development) works well to a point - but developing your ability to navigate more complex thinking is a higher order of change. The LDP provides an opportunity for vertical development to navigate the complex, ambiguous, dynamic and unpredictable current world in which we operate and the challenges that it poses for us. Real **vertical development** presents you with new and different challenges and dilemmas, through which you will evolve your **capabilities, capacities and perspectives.**

There is no 'one size fits all' route to lasting development - your Leadership Development Profile is unique to you. It is your starting point to begin your personal and professional journey of ongoing developmental inquiry.

## Development journey

The first leg of your LDP journey, is to complete the LDP Form, which invites you to explore your own meaning-making across 32 areas of your personal experience of life, work and relationship with the world around you. The process works like this - we offer you a few words (we call this a 'stem') with which to begin your brief exploration and you complete the thought in your own words. There is no correct length, phrasing or 'answer' expected from these completions; the purpose is to help you understand your own meaning-making in a more complete way. About two weeks after completion, you will receive your LDP Report and an invitation to have a follow up conversation (the LDP Coaching Debrief) with an LDP Authorised coach.

The LDP Report and Coaching Debrief can be standalone exercise or the start of a truly inspiring journey, either on your own, with your coach or your leadership programme.

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# Here's what others have said

No map is the same as the territory but some maps are better than others. For me, the LDP provides a direct and detailed guide that helps me to identify what's moving and changing. It also helps point out what look for (and where to look) so that I can foster emergence or just simply unstick things.

As a student of evolution I seek to discover how it works' - not only for humans, but for all life forms. The LDF, albeit a man-made map of human development, carries true evolutionary genes - and you can 'unpack' its letter and spirit throughout your whole life. How you understand and use the LDF (and the impact you make with it) grows as you mature - and there's so incredibly much you can do with it! In any way, once this 'developmental virus' enters your system, life and work will never be the same!

The Leadership Development Profile for me has been about discovering how I see myself in the world I live in, marvelling at how this has evolved over the years - and learning from how this evolution shapes how I show up, not only in my leadership but in every aspect of my living.

Introducing the LDP to my clients has been transformational for many of them. In the various domains of leadership I have worked: manufacturing, health care, academia, logistics - leaders everywhere have found the introduction to meaning making and action logic an invaluable insight. Leaders who recognise that development is an on-going process that everyone can benefit from, learn to leverage this in their team members often creating a higher purpose which fuels increased functionality and success. It's as much about holistic human development as it is about leadership.

At my best, the LDP has helped me to learn the value of stepping back to get on the balcony of my own experience, to be more objective and less subjected to what I am in contact with, widening the range of perspectives available to me and feeling like I have more choice in the moment. At my worst, I forget and my shadows dominate as I am triggered to an earlier self but the new insights this brings are all part of my rich developmental journey.





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