



a ten-step online group coaching journey

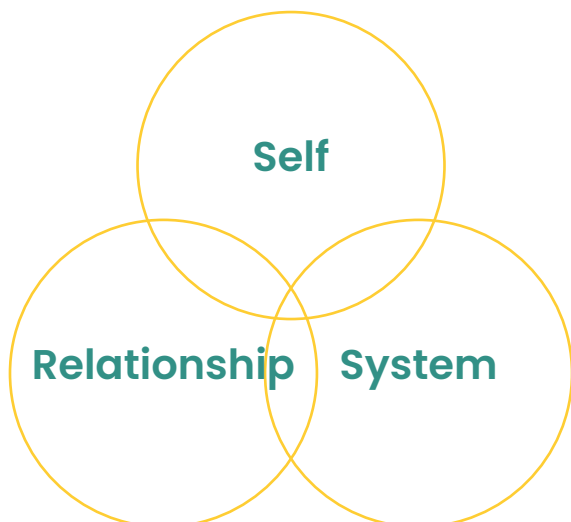
Worldwide access: UTC / UTC+1 timezone.

Programme Overview

In today's world, the pressure upon people in the workplace due to economic stress, staff shortages, inequ(al)ities and wider concerns – from the future of the planet to the cost of food – is tremendous. In this context, **how can the conscious leader learn to navigate their own inner challenges, their relationships and the multiple and complex systems they are a part of?** The Conscious Leader Group Coaching Programme is here to help.

Now more than ever we need wise, compassionate leaders – who know and care for themselves; who understand the systems in which they operate; who are capable of building sustainable relationships with others to instigate change. They listen as well as speak; are humble as well as courageous; focus on how things are done and how people feel as well as getting things done. Conscious leaders understand structural inequality and respond to its challenges by helping to restore relationships among people and between humans and the more-than-human world.

The three big themes of the Conscious Leader programme are **self, relationship and system**:



Participants are invited to engage in and share what most challenges and inspires them within each of the themes - and across themes – and so develop the essential skills of conscious leadership.

If this appeals to you, why not join us and like-minded peers on the Ten Step Conscious Leader programme?

Who is the Programme For?

The Conscious Leader is for people committed to cultivating their leadership approach for the benefit of all; those who want to step out of their comfort zone into a fresh peer learning space, rich in diverse experiences and viewpoints.

We aim to ensure that all coaching groups involve a range of lived experience and roles/ functions. The programme has been intentionally designed with a mix of the following learners in mind:

- Executive and senior managers in organisations
- EDI and OD professionals engaged as change agents in organisations
- Community leaders from marginalised communities
- Grassroots activists & creative practitioners

Why Group Coaching?

Group coaching is a facilitated developmental space in which learning unfolds with peers as a result of individual and collective attention, inquiry and sharing. At **the ea** we emphasise shared humanity whilst honouring the unique experiences of group members.

By contrast with 1-2-1 coaching, there is a greater range of experience and input – and challenge – in the room. There is less spotlighted individual time, more engagement with others in shared curiosity, and more learning from others' experience. By engaging with peers in ways that enrich, challenge and stretch you, you also build the resilience, patience and mutual regard required to create change with others in the world.

The Conscious Leader intentionally brings together people from different walks of life. This diversity is mindfully held by the programme structure, which is a blend of 1-2-1 conversations, self-managed learning (SML) and live group coaching sessions. Coaching groups are capped at 10 participants. To ensure that everyone's voice is heard over the course of the programme, group coaching sessions include protected time for individual space.

How will I benefit?

Benefits of the programme include:

Inner world



- Growth in the confidence and humility that arises from honest self-knowledge
- Greater self-acceptance and -care
- Relieving the isolation and burnout experienced by many leaders

Relational



- Advanced speaking, listening and creative engagement skills for group situations
- Compassion for self and others and a genuine commitment to serve
- Better understanding of others' perspectives and the value they can bring
- Better understanding of the impact and limitations of one's own attention, intentions and actions upon others and the wider system

Systemic / Collective



- The ability to better grasp and positively address dynamics of inclusion and exclusion - from the finest grain to the systemic level
- Greater willingness to be a change agent with others for the benefit of all
- Stronger, healthier collaborations for positive change
- A community of peers in a community of practice

What the Programme Involves



Following your expression of interest and successful application, the Conscious Leader involves 10 steps. Each step outlined below consists of SML activities sandwiched between live coaching sessions. The SML activities include self-coaching and small peer group activities.

- Step 1:** Intake 1-2-1 coaching session with one of the ea Directors
- Steps 2&3:** Foundational coaching sessions and SML activities
- Steps 4&5:** Focus on relationship to self
- Steps 6&7:** Focus on relationship with others
- Steps 8&9:** Focus on relationship with systems (organisational, social, ecological etc).
- Step 10:** Endpoint 1-2-1 coaching session

The programme will begin, and conclude, with webinar events bringing together two or more coaching groups that will run in parallel.

We are working to ensure that a **Level 7 ILM accreditation** pathway is available to participants on this programme who wish to obtain it. The award will involve assessed self-managed learning tasks in addition to those that are completed by all participants, and will incur additional fees. Please inquire [here](#) for more information.

Attendance at all events is required.

About the Facilitators

Jess Taylor and Razia Aziz own and lead **the ea** (founded in 2010). Between them they have decades of experience of consultancy, facilitation, coaching, mentoring, supervision and spiritual counselling in the leadership, inclusion and organisational development space. See their bios [here](#).

Though they have diverse lived experiences, Razia and Jess share a commitment to justice and non-violence and a passion for enabling individuals and groups to self-realise through honest inner and outer inquiry and action. They aim to conduct their work with humour, warmth, curiosity, courage, integrity and genuine respect for both people and the more-than-human world.



Razia Aziz



Jess Taylor

Timeline

Expressions of interest and applications for the Conscious Leader are invited up to 7th December 2023. The programme will then follow the schedule below:

- **January 2024:** Intake 1-2-1 coaching sessions
- **February 2024:** Introductory webinar
- **March - November 2024:** SML activities and group coaching sessions 1-8
- **November 2024:** Endpoint 1-2-1 coaching sessions
- **November 2024:** Celebratory webinar

Fees

The fee for the whole programme is **£1600 + VAT** for those who have corporate/employer sponsorship, **£1300 + VAT** for those who are self-financing. A **£250 deposit** is payable upon registration and a 5% early bird discount is applicable upon application until **14th July**. *Additional activities and fees will apply for those choosing the ILM Level 7 pathway.*

A limited number of bursaries and payment plans are available. To register your interest please email us at info@theeaconsultancy.com for an application pack, programme details and dates.

We look forward to being on the Conscious Leadership Group Coaching journey with you,

Razia & Jess