

September 23 - November 18, 2023

Emergent Leadership: The Anatomy of Innovation

A Global Fluency Certification Program

Why Take This Course

To set yourself apart and future-proof yourself as a leader in the emerging Age of AI, you must allow innovation to emerge in the space between tasks, beyond logic, and from a place of stillness. You must create that space in the face of deadlines, budgets, and bills. This requires the courage to be present with all that's happening within you: the auto-pilot patterns of busyness, overwhelm, urgency, defensiveness, ego, and learned beliefs that block you and others from your fullest expression.

It requires you to ask, "Where do I try to prove myself through accomplishment?" and to slow down in those moments to choose something new. To have the willingness to sit in that discomfort and notice when you react automatically, pause to understand why, and separate self-worth from achievement.

There's no 10-step plan for this. Emergent Leadership isn't another leadership-strategy-flavor-of-the-month. This is an experiential learning course and there are tools, yes. But the real learning occurs through your own transformation, practice, and dedication to notice and shift these unconscious patterns at the nervous system and physiological level. It's a way of being to access within. It's an unflappability in the face of change. It's an unblocking and tapping into a wisdom already within you.

Course Description

It's a challenging time to be a leader, and while there are no easy answers, I have faith that you possess the unique skills to navigate these uncharted waters. In this course, we won't be providing any ready-made solutions, but we'll help you build the confidence to respond effectively as conditions evolve. Together, we'll co-create answers in real-time, so that you can do the same with your team in the face of rapidly changing conditions. I'll create a space for you to access and trust the innovation that lies within you, beneath all the knowledge you've acquired. By doing so, you'll learn to create that space for your team as well.

Leadership in this day and age calls for a different approach. We need leadership that emerges at the intersection of each team member's unique creativity, brought together around a shared vision. This course will help you shift the patterns that fill up that space, blocking creativity and genius. It requires humility, honesty, presence, and the support of peers with a fresh vision of leadership.

This course is a safe place to examine the roots of systemic, societal, ancestral, and childhood patterns operating at the level of the unconscious mind and nervous system. By shifting these patterns physiologically in your body and nervous system, you'll embody a new way of leading. You'll be able to support your team to turn complexity into simplicity: simple, innovative, creative solutions that remove infighting, silos, and wasted energy, reduce burnout, urgency, and overwhelm, and increase efficiency, impact, and profit.

Over the course of 6 virtual lessons and 10 immersive days in France, you'll earn a verifiable certificate and transform yourself into an adaptive leader of the future.

Throughout this course, you will:

- Bring awareness to the unconscious patterning in your nervous system so it no longer operates on autopilot, sabotaging you, your business, your impact, and your profits.
- Break out of generational and systemic cycles in the face of deadlines, embodying tools you can use to help your team access their untapped genius.
- Build your capacity to be poised, curious, and contemplative in the face of change and the unknown so you can support the genius of each team member to emerge in real-time.
- Practice speaking the unspoken and removing resistance before taking action. You will use mental, emotional, breath, and movement techniques to do this.
- Explore concepts and tools to help you look at your organization and team as an organism with natural function, your only role as a leader being the facilitation of its greatest expression.

Who this course is for:

- Have a deep passion to shift how the world works at a systemic level through your organization
- Care about the impact you have on the next generation
- Have experience with mental and emotional intelligence in leadership and are ready for embodied practice.
- Believe every voice is important and want to build your capacity to create safe space for them.

This is for leaders in the Higher Education, K-12, and technology spaces, as well as small business owners across industries. It's also for students and aspiring leaders who are looking to foster their unique creativity and perspective in a world that has been asking them to conform.

It's for leaders who know that another strategy would just be more noise and more distraction and who want to unlearn the strategies that prevent you from tapping into your natural leadership: facilitating instead of directing, creating space instead of filling it, and encouraging all the untapped genius of yourself and your team to emerge.

First Steps:

- You'll receive a token to take the Talent Dynamics Assessment.
- You'll be onboarded into your online portal.

Course Syllabus

Meet Online

Week One: September 23, 2023

The Phoenix System, Talent Dynamics, and the team as Organism

- Meeting your cohort of peers, Introductions, and Logistics
- Introducing the Phoenix System (Individual & Team Levels) and the 3 A's of Emergent Leadership
- Looking at teams as an Organism with a Nervous System and a natural way of operating.
- Introducing the concept of Fractals, understanding the fractal of your relationships and team.
- Talent Dynamics and the seasons of any project, initiative, or business.
- Optimizing the value your team is adding and the leveraging of that value.
- Genius mapping of a team.

Assignment: Reflecting on the unconscious belief systems operating within you and where they originated.

Meet Online

Week Two: September 30, 2023

The Shifting Leadership Landscape – What Gets in the Way of Your Team's Natural Functioning

- *Understanding the History of Leadership Development and Leadership Theory*
- *Bringing awareness to “outdated leadership patterns” operating below conscious awareness*
- *The emerging landscape: The Age of AI, DEI, Millennials, Gen-Z, and multi-generational teams.*
- *Introducing the concept of Emergent Leadership. Leading with “I don't know.”*
- *Replacing Leadership Strategy with Leadership Embodiment and Facilitation.*
- *Optimizing Creativity and Innovation by removing what's in the way*
- *Major Cultural, Racial, and Gender-based systemic systems operating at unconscious level.*
- *Typical pitfalls for leaders when practicing Emergent Leadership (defensiveness, unconscious bias, busyness, overwhelm, unchecked survival patterns)*

Assignment: Using the first 2 A's to reflect on the unconscious belief systems operating within you and where they originated.

10-day Intensive in Strasbourg, France
October 6th - 15th

10-day Intensive in France.

As this is an emergent transformational experiential course, this curriculum is subject to change as the group wisdom and leadership emerges.

Accommodation



CEPA carefully selects accommodation based on reputation, location, surroundings, and accessibility, while keeping in mind the best price-quality ratio: **single rooms for all participants**, private bathrooms and free wi-fi access unless otherwise noted. Local city taxes are included in the quote. Orientation and city maps will be provided for cities with an overnight stay.

City	Nights	Category	Description	Website
Heidelberg	1	4-star	Qube Bahnstadt	https://qube-hotel-heidelberg.de/en/bahnstadt/
Strasbourg	6	4-star	Château de Pourtalès "Le Parc"	https://www.destination-pourtales.fr/
Frankfurt Airport	1	4-star	b'mine Frankfurt Airport	https://www.bmine.de/en/hotel-frankfurt



Provisional hotel reservations have been made for the group based on a maximum of 20 participants in single rooms. Further participants can be added depending on availability. Please keep CEPA informed about your anticipated group size.

Meals



To understand a culture is to taste its food, therefore meals are an important part to the experience abroad. A set menu will be chosen for the entire group. Dietary restrictions that need to be communicated prior to departure to CEPA will be considered, and an alternative offered on-site. Tap water is included with all group meals. The costs for additional beverages are the responsibility of each participant.

City	Breakfast	Lunch	Dinner	Other
Heidelberg	✓	—	1	
Strasbourg	✓	5	2	coffee breaks & receptions
Frankfurt Airport	✓	—	1	

10-day Intensive in France

Day 1 | Friday, October 6/7th

Arrival in Frankfurt. Participants are responsible for their own airfare and may arrive earlier at their own expense. As long as you meet at the Frankfurt airport at noon, local time on October 7th.

Day 2 | Saturday, October 7th

Heidelberg

- Private bus from the airport to Heidelberg, Germany
- Guided walking tour of Heidelberg and historical Heidelberg Castle
- Welcome dinner

Day 2 | Sunday, October 8th

Heidelberg-Baden-Baden-Strasbourg

Travel

- Group Breakfast
- Guided tour of Baden-Baden Casino
- Group Lunch
- Travel to Chateau de Pourtales, your home for the next 6 days.

Introduction Workshop

- Movement and Breathwork to connect as a group and co-regulate the group nervous system.
- Group Discussion to identify top leadership challenges and bring awareness to their roots.
- Introducing the concept of a nervous system protection pattern.
- Group Meditation to shift one's own protection pattern that contributes to the challenge.
- Creating space inside oneself for Innovation.
- Group discussion to debrief.

Group dinner at nearby restaurant

Day 4 | Monday, October 9th

Strasbourg

Morning Leadership Embodiment Practice & Breathwork

- Focus: building leadership capacity to stay poised amidst the unknown, change, & differing views
- Slowing the nervous system down to separate thought from emotion from sensation.
- Introduction to the Scholar's Breath, to help the mind and nervous system relax.
- Introducing movement and breath tools to shift from sympathetic to parasympathetic and to shift anxiety quickly.

Morning Session

- Leading with "I don't know". Being willing to look at one's own shadows / overcompensations.
- Group workshop to bring awareness to nervous system protection patterns that limit Leadership
- Inner DEI: creating space and Acceptance for all the diverse voices (neural networks) inside
- Exploring urgency, busyness, defensiveness, anxiety – and how to self-regulate.
- Build awareness of fears, beliefs, and attachments that limit efficiency and create overwhelm.
- Brainstorming: What would happen if I prioritized full team expression over hitting deadlines?

Afternoon Session:

- Maintaining simplicity during periods of fast growth.
- Building trust in the wisdom and genius of the Organism and Self.
- Exploring innovation as the intersection of diverse viewpoints and perspectives.
- Group exercise: identifying what's in the way of creating space for that innovation to emerge.
- Group practice: freeing energy in the system of the organism.

Tarte Flambee dinner at local restaurant

Day 5 | Tuesday, October 10th

Travel to the Black Forest

Travel

- Focus: building trust in the body's wisdom
- Connecting to the roots of your ancestry.
- Connecting to the root network of a group.
- Movement practice to harness energy more powerfully.
- Building sensitivity to the wisdom of the present moment and the unspoken.

Visit to "Black Forest Innovation" to discuss and explore innovative sustainable leadership practices.

Guest lecture by a Professor at the Hochschule Offenburg on "Innovation, Creativity, and Problem Solving Visit from a European Perspective"

Networking reception with business leaders

Day 6 | Wednesday, October 11th

Strasbourg

Morning Leadership Embodiment Practice & Breathwork

- Focus: increasing perception, moving slow to create flow, operating from clear and not fear
- Introducing Warrior's breath
- Movement practice to clear stagnant patterns and create space for insight
- Journaling practice

Morning Session

- Relationships (personal and professional) as your greatest Leadership training
- Partner and group exercises.
- Typical pitfalls to watch out for as you create space for innovation to emerge
- Creating safe space for creativity, rooted in awareness around varying race & gender experiences
- Impact vs. Intention. The person's experience is all that matters.
- The Anatomy of Innovation: how to set your team apart in the Age of AI

Visit to the European Parliament or meeting with the US Consul General

Wine and cheese reception with the owners of the Chateau: Harald and Uli Leibracht. Harald served as a member of the German Parliament working as a Coordinator of Transatlantic Relations for the German Government and has an in-depth knowledge of current events within the EU.

Day 7 | Thursday, October 12th

Strasbourg

Morning Leadership Embodiment Practice & Breathwork

- Focus: connecting to the larger flow of the Organism
- Holding post: energy cultivation and focus practice
- Building capacity to be in the unknown.

Morning Session

- Workshop to identify challenges and use the Phoenix System to co-create solutions
- Practice allowing innovation and creativity to emerge at the intersection of diverse viewpoints
- Slowing down to allow body wisdom to emerge into thoughts and ideas
- Noticing individual & collective protection patterns as they arise and their roots. Shift as a group.
- Building capacity to be in the unknown as a group.

Alsace Wine Route and Castle Visit

Day 8 | Friday, October 13th

Strasbourg

Morning Leadership Embodiment Practice & Breathwork

- Focus: reducing overwhelm and anxiety. Letting go of attachments
- Movement and Journaling around attachments / beliefs around requirements for success

Morning Session

- Identifying genius, talent, and profit that is being left on the table.
- Bringing awareness to where resistance, the unspoken, and wasted energy exists in a group.
- Identifying blocks to flow and practice speaking the unspoken.
- Group practice to allow innovation to emerge, brainstorm new ideas, and shift as a group.

Afternoon Session

- Anchoring a new definition of Team and Organism Success
- Value and Leverage Discussion – how to bring them into balance.
- Building capacity to be in the unknown – what will that look like in the day-to-day operations
- Identifying what attachments (to outcomes, team members, strategies, etc.) need to be released
- Identifying conversations that need to be had and brainstorming them together.
- Brainstorming how a new space will be created

Free evening to explore Strasbourg on your own.

Day 9 | Saturday, October 15th

Morning Leadership Embodiment Practice & Breathwork

- Flow practice
- The Inner Smile

Morning Session

- Closing integration and setting intentions for return to teams and organizations
- Exploring and refining how a new space will be created.
- Celebrations

Transportation to Frankfurt

Farewell dinner on the way to Frankfurt

Day 10 | Sunday, October 15th

Breakfast at the Hotel

Depart from Strasbourg to Frankfurt and back to your home (Airfare not included).

Participants are responsible for their own airfare and may leave later, or continue traveling on to another destination, at their own expense.

Week Five: Integration Week Off

Meet Online

Week Six: October 28th

- Reflection on the 10-days
- Reflection on the integration of the Phoenix System within you and your relationships
- Reflections on the integration of the Phoenix System within your team and organizations
- Identifying challenges and pitfalls and co-creating solutions
- Deepening into the 3 A's

Meet Online

Week Seven: November 4th

- Deepening awareness of how systemic patterns suppress your and your team's genius (job descriptions, patriarchal norms, expectations on behavior and expression, hierarchy, etc.) and how to co-create something new.
- Group discussion and workshop to unravel protection patterns within and to come up with ways to support your team to do the same.

Meet Online

Week Eight: November 11th

The Shifting Leadership Landscape - What Gets in the Way of Your Team's Natural Functioning

- Practices and tools to build your team's capacity to stay in uncomfortable conversations and tensions that arise at the intersection of their diverse genius and viewpoints.
- Practices and tools to support your team in bringing awareness to and voicing their own protection patterns, creating space for innovation to emerge.
- Creating a culture of curiosity and an environment of Acceptance across difference.

Meet Online

Week Nine: November 18th

The Shifting Leadership Landscape - What Gets in the Way of Your Team's Natural Functioning

- Final reflections and celebrations
- Sharing your wins and next steps



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UNLOCK THE DIVERSE GENIUS OF YOUR TEAM