

Information Packet

**2020 – 2021
Advanced Leadership
Online Course**

Tools for Stronger Leadership and
Deeper Impact, at Work and in the Family

Advanced Leadership Course

The **Advanced Leadership Course** helps leaders dramatically expand their ability to connect, coach, collaborate and manage relationship challenges at work and home. We offer an online, 10-month learning experience featuring comprehensive feedback, engaging presentations, lively discussions, deeper thinking and practical accountability applications.

Our advanced-level relationship management strategies bring together three disciplines:

1. ***Practical leadership experience*** – John and Nick Engels, experienced leadership thought leaders and a father-son team, co-facilitate the course.
2. ***The science of natural systems*** – leadership lessons from evolutionary biology (elephants, wolves and chimpanzees) and neuroscience (how relationships affect thinking) give our approach an uncommonly solid grounding in the disciplined sciences.
3. ***Fifty years of breakthrough clinical research*** – the pioneering research of family psychiatrist Murray Bowen has enabled us to introduce competitive-edge knowledge to our clients, about calmness, clarity, connection and courage, key elements of emotional maturity in leadership.

The **Advanced Leadership Course** features:

- Regular access to experienced, reputable leadership coaches
- Small online class size (maximum of 18) with international participation
- A rigorous learning format emphasizing “application to self”
- Relationship, maturity and anxiety research presented in brief, lively segments
- Interactive, practical advanced skills training
- Coaching demonstrations using “live issues”
- Challenging, specific feedback
- Practical accountability agreements
- Applications to both work and personal relationships
- Two, 2.5-hour, Friday sessions per month for 10 months (20 sessions total)
- Strict confidentiality and casual dress

2020 – 2021 Course Schedule

Session Date		Session Topic
1	September 11, 2020	Discernment, Balance and a Leadership Mindset
2	September 25	Managing Burdens, Anxiety and Reactivity
3	October 9	Family History and Leadership
4	October 23	Receiving Feedback; Regulating Defensiveness
5	November 6	Leadership Maturity and Self-Responsibility
6	November 20	Inner Clarity and the “I” Position
7	December 4	Connection Skills: Self-Disclosure
8	December 18	Connection Skills: Genuine and Impactful Questions
9	January 8, 2021	Connectivity, Separateness and Respect
10	January 22	Feedback Summaries and Follow-Up
11	February 5	Over-Functioning and Under-Functioning
12	February 19	Beliefs and Biases; Humility and Arrogance
13	March 5	Coachability and Coaching Preparedness
14	March 19	Coaching Skills
15	April 2	Coaching Triangles in Leadership
16	April 16	Situational Coaching Strategies
17	April 30	Managing Family Triangles
18	May 14	Emotional Courage in Leadership
19	May 28	Self-Care in Leadership
20	June 11	Course Integration and Accountability Plan

This course will assist you in building work and family cultures that:

- Increase decision-making clarity
- Suspend blame
- Understand “what’s really going on here?”
- Help each and all see their own part in any system problem
- Build maturity and responsibility in leaders and others
- Manage discomfort without avoiding
- Tamp down the impact of anxiety, pressure and stress
- Practice giving and receiving meaningful feedback
- Cultivate stronger interpersonal connections
- Coach with skill and confidence
- Increase stamina in leadership
- Understand and notice relationship triangles
- Assess relationship, task and thinking priorities
- Maintain perspective in leadership
- Actively promote emotional and physical fitness

Qualifications

The **Advanced Leadership Course** features competitive enrollment. Successful candidates are highly-motivated learners, interested in soliciting and understanding challenging feedback, and open to hearing and applying innovative, science-based practices that transcend convention.

Participants represent a wide variety of industries, fields, positions and cultures, including:

- Established global leaders
- C-level executives
- Next-generation leaders of family businesses
- Entrepreneurial heads of growing enterprises
- Family business advisors
- Deans, provosts, and administrators in higher education
- Partners in law, accounting and engineering firms
- Health care and financial institution administrators
- Owners and board members
- Heads of not-for-profit organizations
- Government and political leaders
- School headmasters, superintendents, and principals
- Initiators of innovative social movements
- Managers of people at any level

Four qualifications must be met for acceptance into the **Advanced Leadership Course**.

Candidates must:

1. Be responsible for people-management at top or middle level;
2. Possess high motivation to learn about self, and to examine one's leadership style, including openness to new ideas, constructive feedback and consideration of one's part in relationship challenges;
3. Actively commit to participation in all sessions and to practical application assignments following each session;
4. Be endorsed by John or Nick Engels, following a one-on-one qualifying meeting.

Details

Format

The **Advanced Leadership Course** meets online every other Friday, 10:30 am – 1:00 pm EST, beginning in September and ending in June. We seek a diverse mix of participants, each of whom possesses a strong motivation to develop exceptional skill in managing people, and in handling relationship challenges at work and in the family.

The **Advanced Leadership Course** has been offered for business-owning families and internal leadership teams within the United States and abroad. Now in its 23rd year, the course can be adapted for varied audiences and geographical areas.

Course Registration & Fees

Individual leaders interested in exploring the **Advanced Leadership Course** should set up a telephone or ZOOM consultation with John or Nick Engels by emailing or phoning:

Rachel Burnham
Email: Rachel@LeadershipCoachingInc.com
Phone: 585-482-2205

Family offices, leadership teams, industry associations, or other groups interested in exploring a customized version/location for the **Advanced Leadership Course** can contact Rachel Burnham.

Please note: A qualifying meeting is required before registration can be accepted for the **Advanced Leadership Course**.

The course fee of \$7,500 per person applies to all for-profit enterprises. Limited, reduced fees and scholarships are available for leaders of non-profit organizations.



John Engels

President, Leadership Coaching, Inc.

John Engels is a leadership anthropologist who teaches, coaches, speaks and writes internationally on relationship management and emotional maturity.

In 1996, he founded **Leadership Coaching, Inc.**, a consortium of business-owning executive coaches who share a specialized background in family systems theory, and the groundbreaking work of Murray Bowen, M.D. on emotional maturity and differentiation of self.

Informed by the biological studies of leadership in non-human species, John's team offers a deep dive into self-awareness, self-responsibility, relationship connectivity and coaching expertise.

John's formal education includes degrees in journalism (St. Bonaventure University), and theology (Graduate Theological Union at Berkeley, CA.) and 24 years of study and research in Bowen Family Systems Theory at the Georgetown Family Center in Washington, DC (now the Bowen Center for the Study of the Family).

His informal education consists of evocative discoveries within his cross-generational family, and 40 years of interactions with indigenous and spiritual leaders, cross-cultural village elders, Attica Prison inmates, animal biologists, law enforcement chiefs, military combat leaders, education and government administrators, and thousands of business clients.

As a writer and speaker, John strives to weave self-exposing reflections, real-life leadership challenges and penetrating questions into stories that jump-start new thinking. Calling attention to the humor, pain and complexity of leadership, John has delivered presentations, podcasts and programs for the Family Business Alliance, Young Presidents Organization, Vistage, United States Military Academy at West Point, Caritas Bangladesh, the American University of Beirut, Taziki Psychiatric Hospital in Okinawa, the Chartered Institute of Management Accountants, the Society of Animal Welfare Administrators, the Gandhi Institute, Cornell University and hundreds of other organizations.

John is an invited Scholar for Cornell University's Smith Family Business Initiative, an Advisor for the Bowen Center for the Study of the Family, and a faculty member for the Racial Equity and Justice Initiative in his hometown of Rochester, New York.



Nicholas Engels

President, Engels Leadership LLC

Nick Engels is founder and president of **Engels Leadership LLC**, headquartered in Rochester, New York. Nick coaches and teaches top-level and next-generation leaders in family businesses, professional firms and not-for-profit organizations.

His long-term partnership with Leadership Coaching, Inc. includes co-teaching the Advanced Leadership Course, the Emerging Leaders Course, leading a multitude of consulting engagements nationwide, and participating in annual leadership retreats. Nick's specialized leadership background includes more than 10 years in the

Family and Behavioral Health fields, where he has sharpened his expertise as a facilitator in clinical settings.

Nick earned a bachelor's degree from Quinnipiac University, a master's degree from the University at Buffalo, and completed his postgraduate work at The Bowen Center for the Study of the Family at Georgetown in Washington, DC.

Nick developed his foundational leadership values while enrolled in the National Outdoor Leadership School, where he spent three months navigating extreme conditions in remote regions of northwest Australia. Those values were reinforced through intensive cultural experiences in Bangladesh villages, the Peruvian Andes, and a Palestinian refugee camp in Lebanon.

Besides coaching and family time, Nick volunteers as a discussion group facilitator with inmates inside Wyoming Correctional Facility. He writes, meditates, and stays physically fit by rock climbing, biking and weight training.