

seth ellio^{tt}

The logo for TPIL is rendered in large, semi-transparent, light blue letters. The 'T' is positioned on the left, overlapping a glowing orange and yellow sphere. The 'P' is in the center, and the 'L' is on the right, overlapping a glowing blue and purple sphere. The background features abstract, flowing light trails in orange, yellow, and blue. A vertical yellow bar is located on the right side of the page.

TPIL

***New Solutions for
Organizational
Culture and
Leadership***

**INTEGRAL
PROCESS
LEADERSHIP**

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OLD SOLUTIONS AREN'T WORKING ANYMORE.

“One organizational feature that has proved uncommonly resistant to evolutionary pressures is bureaucracy. Notwithstanding the many changes today’s organizations face in their competitive environment, it seems bureaucracy is binding — and organizations tend to stick to it, for better or worse.

So, what is happening here? Why are we all collectively retaining something when it renders us increasingly out of touch with our environment? Put differently: Why is it so hard to do away with bureaucracy?”

- Todd Jick, Columbia Business School

Symptom Snapshot...

- A talent exodus continues due to lagging wellness and career growth factors.
- A \$9.2 trillion price tag on low engagement.
- \$190 billion in stress-related workplace health care costs.
- Increasing manager stress and burnout.
- Ineffective meetings, processes, and procedures.
- Mismanaged change.
- Basic skill deficits in younger workers.
- Toxic cultures.
- A “world class” leadership development industry in a world where global leadership and culture metrics remain relatively unchanged.



“Most institutions, by the purely technical and professional manner in which they come to be administered, end by becoming obstacles to the very purposes which their founders had in view.”

- William Blake

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IPL CHARTS A NEW COURSE TO HEALTHY SYSTEMS.

“It takes something more than intelligence to act intelligently.”

- Fyodor Dostoyevsky

Research shows that people tend to have an empathic, right brain framework underpinning their thinking or an analytic, left brain one.

Guess which one permeates the DNA of almost all organizational leadership?

For centuries, an unconscious, left-hemisphere imbalance has created a systemic bias for what can be counted and controlled. While these are key ingredients of a successful strategy, too much counting and too much controlling hurts culture. When culture suffers, performance suffers.

Integral Process Leadership (IPL) is a first-of-its-kind system to transform organizational culture by structurally improving a collective, neuropsychological balance that elevates high performance and human flourishing.

“The right hemisphere underwrites breadth and flexibility of attention, where the left hemisphere brings to bear focused attention.”

- McGilchrist

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IPL PROVIDES A NEW ROADMAP TO HIGH PERFORMANCE AND HUMAN FLOURISHING.

Integral Process Leadership leverages fresh approaches to organizational effectiveness and culture, including:

- * Recommitment to consistent “Win-Win” ethics without diminishing performance.
- * Strengths-based talent management.
- * Team-centric models for operational alignment and information cascading.
- * Emphasis on expertise versus hyper-specialization.
- * Assigning operational “Stat Keepers” and “Archivists” to maintain a data-informed, legally strong posture without compromising service delivery.
- * Meaningful transparency without compromising appropriate confidentiality and operational security.
- * Checks and balances to psychological threats that impede performance.
- * Decision-making frameworks that bring together broad contextual analysis with focussed, precision analysis.

“We define organic order as the kind of order that is achieved when there is a perfect balance between the needs of the parts, and the needs of the whole.”

- Christopher Alexander, architect

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IPL IMPROVES ORGANIZATIONAL EFFECTIVENESS AND CULTURE.

The speed and depth at which information must be processed and decisions made reinforces the need for fresh approaches to leadership, management, and HR.

1

Reduces Waste

IPL strengthens the “brake pedal” of right hemisphere approaches to work in tandem with the “gas pedal of the left hemisphere.

2

Increases Efficiency

IPL shifts the paradigm on the number of people and nature of the processes involved in operations.

3

Builds Trust

IPL boosts the social-emotional agility of organizational leaders to ensure alignment between espoused values and the ones people experienced.

“The balance of power has shifted where it cannot afford to go – further and further towards the part-world created by the left hemisphere.”

— Iain McGilchrist, The Master and His Emissary

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**To book a 30-minute introduction to Integral Process Leadership
or for more information about training and consultation:**

Contact:

seth@selliotconsulting.com

***This training can be adapted for government, education, health care,
non-profit, military, and law enforcement settings.***

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WHAT'S WITH THE WIZARD?

"Magic is the way the left hemisphere sees powers over which it has no control."

- Psychiatrist and author Iain McGilchrist

The wizard logo honors the imaginative roots of the IPL system described in the book *The Merlin Advantage: Re-Discovering the Power of Collaborative Leadership*. Throughout human history, shamans, priests, and wizards worked alongside chiefs, kings, CEO's, and presidents to navigate complexity, chaos, and risk. But, because no one really knew what these "lanes" were about, there were lots of problems - and there still are. This is where IPL comes in. With new insights from neuroscience, psychology, personality theory, and leadership best practices, IPL rebalances- or even re-enchants - modern systems of work and governance.

Wizard imagery can feel unserious to people who operate with a left brain preference (which is most people in business or organizational leadership today). In reality, though, the symbolism of the *The Merlin Advantage* and Integral Process Leadership is grounded in neuropsychological truths behind centuries, if not millennia, of organizational behavior. These insights are often portrayed in literary and movie character juxtapositions like Merlin and King Arthur or Gandalf and Aragorn. While these portrayals can feel like fantasy, they are actually reflections of very surprising and powerful realities.

Perhaps most intriguing, these wizards are not extinct or irrelevant. They don't dress like Gandalf, usually don't have long white beards, and are not always men. But, they are out there and they are the secret sauce behind high performance and human flourishing.

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