

**Leadership  
Institute** *of Seattle*  
SELF | GROUP | SYSTEMS

## **Leadership Institute of Seattle Certificate in Leadership and Organization Development**

The Leadership Institute of Seattle's Applied Behavioral Sciences based Certificate in Leadership and Organization Development is designed to give students the skills they need to meet their challenges. It is created for anyone who regularly works with groups and wants to increase their capacity to positively influence and lead. This includes managers at all levels, organization development practitioners, community organizers, and all manner of change leaders.

Imagine a future where you hear this:

“Wait, did that really happen? We worked through a difficult conflict, I feel honored, could visibly point to how I was heard, and we have a solution that I can see how it will work?”

“That IT implementation was the best I have ever seen!”

“Wow, we went from 220 grievances on the floor to less than 10 in a year. The primary difference is people now know how to work the small issues with each other so they do not become big issues.”

“We had a huge problem and instead of getting pissed and yelling, our boss gathered the people who work in the area where the problem is occurring. Then, together we developed a strategy to solve it and to solve similar issues in the future.”

“Since I can remember we have struggled with our sister plant that adds a finish to our products. In just a few months we now have a way to communicate with them. We have solved a 20 year problem and are maintaining the progress, plus we no longer just blame them!”

“Our meetings used to digress into fights, now we quickly work through the issues that emerge, including how we are working together right there in the meeting and leave with clarity of next steps to achieve our metrics.”

Do those statements sound like your workplace? If not, they could. They are real situations that happened because of LIOS trained employees. As Joseph Campbell said, “...The world is perfect. It's a mess. It has always been a mess. We're not going to change it. Our job is to straighten out our own lives.” LIOS is built upon the premise that if one straightens out their life, they are much better equipped to help others straighten out theirs.

Yet how does one do that? Most choose the path of traditional education. Unfortunately, that means they learn how to pay attention, take good notes, memorize, and then take a test to prove they got it. Little interaction with others nor demonstration of skills is needed to succeed in most classes. It is no wonder that most people struggle to work through difficult moments by being present, tuning in, taking accountability for their part of the issue, and choosing behaviors that produce effective outcomes.

LIOS offers *a different path*. The program is competency-based meaning students must demonstrate mastery of skills to pass. LIOS teaches models, skills, and tools in a group setting and grounds the learning in experience. We use the group experience to more easily and reliably transfer learning into practice. Students are learning by doing rather than just thinking. One of the fundamental methods we use to accomplish this is an industry adapted “T-group” that was developed by Ron Short and Robert P Crosby and used throughout their careers to achieve exceptional business results in a variety of settings.

The LIOS certificate program is specifically designed with a focus on business results, giving participants practical workplace tools and the skills to immediately apply them. Our program is built in the tradition of foundational Organization Development (OD) principles which prepares participants to lead their organizations to reach greater business functioning, obtain measurable goals, and develop people at the same time.

Participants will gain lifelong use of self skills, interventions and systemic frameworks to become truly unique and successful practitioners or leaders. Students learn powerful skills in:

- Use of Self
- Group Process
- Systems Thinking

By the end of the program, participants will:

- Accelerate use of self skills
- Acquire a set of OD interventions including:
  - Conflict resolution (between people or groups)
  - Group development (bosses with direct reports)
  - System-wide project planning
  - Culture change strategies (whole organization change)
- Complete a case study project focusing on a current change

Come join us on this amazing journey which blends theory with experiential learning to give the practitioner a leg up on jump starting their career. Our exclusive certificate will allow each professional to hit the ground with an advanced intellectual capability, a set of powerful interventions, and the use-of-self skills to immediately help organizations strive in today’s competitive marketplace. In short, each participant will build their unique presence, expand their systemic understanding of how organizations operate, and learn a core set of activities and principles that create successful results in all forms of organizations.

Our program is also unique in that we screen our professors to make sure they have real world practical knowledge in the practice of Organization Development. We strive to ensure that the LIOS Certificate Program is primarily an experiential hands-on learning environment rather than an academic cognitive program. Our practitioner driven program has a business results focus so that our graduates leave confident in their ability to help organizations drive for results while developing and being more humane with their employees.

The six module experiential learning based program is developed to accommodate organization’s schedule while ensuring learning is happening face-to-face in small group settings. Each participant will arrive with a mission critical project or initiative that they will use throughout the program to ground the learning, ensure transfer to their organization, and keep the focus on real world scenarios. Module one will include a pre-work assignment looking at one’s personal family history (family of origin) to begin the work of self development, help the student examine their patterns with others and understand their relation with and reaction to authority.

# Program Details

## Module Schedule, Theme and Deliverables

### Module 1 - Self-Differentiated Leadership (6 Days)

Introduction to The LIOS Certificate Program  
Leadership I - Lewin Leadership and Self-Differentiated Leadership  
Developing Yourself I - Tough Stuff™  
Family of Origin I

### Module 2 - Conflict Utilization and Systems Thinking (5 Days)

Developing Yourself II - Conflict  
Core Intervention I - Employee ~ Employee Conflict (Aka Third Party Conflict)  
Authority in Systems  
Introduction to Systems Thinking at Work (Sponsor/Agent/Target/Advocate)  
Project or Initiative Systemic Analysis I ( Case Study Start)  
Student Assessment I

### Module 3 - Helping Skills (5 Days)

Developing Yourself III - Helping Skills  
Systems Thinking - Triangulation  
Core Intervention II - Boss ~ Employee Conflict  
Family of Origin II

### Module 4 - Work Team Development (5 Days)

Group Process/Meeting Effectiveness  
Core Intervention III - Work Team Development (Aka Survey Feedback/Action Research)  
Project or Initiative Case Study Analysis II  
Student Assessment II

### Module 5 - Major Initiative Planning (5 Days)

Leadership II - Constructive Leadership  
Core Intervention IV - Major Project Planning Session (Aka TIPI)  
Family of Origin III  
Project or Initiative Case Study Analysis III  
Inclusion and Diversity

### Module 6 Integration/Assessment (5 Days)

Integration and Continued Learning  
Project or Initiative Final Case Study  
Final Assessment Process  
Graduation Ceremony

# Schedule

The Leadership Institute of Seattle's Certificate in Leadership and Organization Development consists of 248 credit hours. The program contains 6 modules spread over a total of 31 days at 8 hours per day. Each module is a week long immersion and occurs approximately every 6 weeks.

Certificate in Leadership and Organization Development – Cohort Based

See website for current dates.

Tuition & Fees: LIOS Certificate Program Tuition and Additional Costs Total cost of training including tuition, fees, deposits, and other charges necessary to complete:

Application fee \$50 – Due upon application into the program

Tuition - \$15,000

Workbooks - \$150

## LIOS Case Study

The LIOS Certificate Program's core components above were also the central elements of the Leadership Institute of Seattle's corporate leadership program in its zenith. LIOS helped Alcoa's Knoxville and Warrick plants go from being in serious financial trouble to achieving 1/3 of the world wide profit in Alcoa in just two years. Regarding the stunning success in Knoxville, Tennessee and Evansville, Indiana, the Division President wrote:

*“Several years ago our Rigid Packaging operations in Alcoa Tennessee and Warrick Indiana were incurring severe financial losses that threatened their viability. We were successful in achieving a turnaround valued at hundreds of millions of dollars. We made cost reductions and radically restructured the two organizations. The underlying fundamental and most significant change was a human intervention (Crosby's goal alignment, survey feedback and leadership development ala Skill Groups). Clarity of common goals, single point accountability and crisp performance metrics were the keys to our turnaround. When my colleagues queried why we were spending so much on Bob Crosby, I responded 'because he's worth it.' His full on contact engagement was a critical element to the team's success. 25 years later both plants are operating successfully including new products and new markets.”*

-George Bergeron (Past) President Rigid Packaging Division Alcoa  
CEO Alumax Metals and Reynolds Metals (Alcoa) Retired as  
Executive Vice President of Alcoa

## Schedule a Call

Want to see if LIOS is the right fit for you? Set up a call today to learn more about how LIOS supports your developmental goals.

**Contact us**

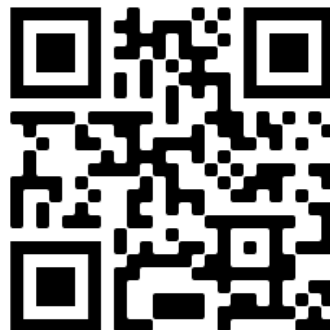


Or - <https://lios.org/contact-us>

## Apply

Have you seen enough to know that you are ready for this transformational experience?

**Apply at**



Or - <https://lios.org/apply-1>