



## FOUNDATIONS FOR LEADERSHIP: Initiating and Sustaining Profound Change

March 11-13 2009, Cambridge, Massachusetts, USA  
Facilitators Peter Senge and Robert Hanig

*We have no idea of our ability to create the world anew.* - Peter Senge

**Dates:** March 11-13, 2009

**Location:** Cambridge, MA, USA

**Facilitators:** Peter Senge and Robert Hanig

### Tuition Rates

Members	Non-members
\$2,800	\$3,500
Non-Profit	Non-Profit
\$1,900	\$2,400

Team rates are available.

Tuition rates include extensive printed resources. Please note tuition rates do not include transportation or room and board.

### Registration

For more information, or to register for this workshop, please contact SoL's Program Coordinator at +1.617.300.9535 or [programs@solonline.org](mailto:programs@solonline.org)

SoL courses are an ideal entryway into the SoL community, a premier network of skilled practitioners, consultants, and researchers who have made a commitment to lifelong learning, systems change, and a sustainable future.

### Society for Organizational Learning

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W: [www.solonline.org](http://www.solonline.org)  
E: [programs@solonline.org](mailto:programs@solonline.org)

Reconnect with your own capacity for generative leadership in this three-day program. Based on the leadership development process described in *The Fifth Discipline* by Peter Senge, and updated to include an overview of the "U" action-learning process featured in *Presence* (by Senge, Scharmer, et al) and in *Theory U* by Otto Scharmer, *Foundations for Leadership* is opportunity for immersion in these concepts, personal coaching and reflection, and enhancing your peer network.

The purpose of this session is to explore the sources of our leadership. Leadership is both deeply personal and inherently collective. At its essence it concerns the capacity of a human community to shape its destiny and, in particular, to bring forth new realities in line with people's deepest aspirations. Participants will come away with a renewed understanding of how they can facilitate change, both within their organizations and in their personal lives. This program goes deeply into the domains of personal mastery, collaborative inquiry, and the systems perspective applied to sustaining profound change. The session includes a few interactive lectures, many paired and small group exercises, a simulation game, large group dialogue and regular opportunities for personal reflection. It is appropriate both as a development experience for emerging leaders and a renewal opportunity for seasoned veterans. Small teams are welcome to attend to develop their collective leadership.

Participants spend significant time developing their personal vision as well as one they desire for their organization. Much of the learning arises through the interplay of personal and interpersonal work. The special contribution of this leadership course comes as people discover the profound connections between personal mastery and systems thinking, seeing that deep change in our social systems and in oneself are inseparable from each other.

Participants regularly report new insights on current conundrums, as well as leaving more energized than when they arrived, even after working intensely for three days. They speak of being better able to integrate their personal values into their everyday work life. Twenty-five years later, participants still can describe the value of this program in enhancing their effectiveness and well-being.

### Facilitators

Peter M. Senge is a senior lecturer at the MIT Sloan School of Management, and the founding chair of SoL, the Society for Organizational Learning, a global network of learning communities addressing profound institutional change. A renowned pioneer in and writer about management innovation, Peter is the author of the widely acclaimed *The Fifth Discipline: The Art and Practice of the Learning Organization*, and most recently *The Necessary Revolution: How Individuals & Organizations are Working Together to Create a Sustainable World*.

Robert Hanig currently maintains a private consulting practice. He was formerly a partner with Dialogos International, LLC., as well as a Vice President with Innovation Associates, Inc. and Arthur D. Little, and the Director of the Leadership Practice. At ADL, Robert directed both the companies' public training offerings and in-house programs for clients focused on large system change. Robert's client list includes Motorola, British Petroleum (BP), Intel, Nike, AT&T, UNOCAL, Shell Oil, SABIC, and the World Bank. He also works extensively with Peter Senge and was a member of the governing council of the SoL.



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## Registration

SoL courses are a benefit of SoL membership. We also reserve a limited number of seats for potential members and others interested in this work. This program is limited to 36 participants and our goal is to create a diverse group of learners.

Participants will be accepted on a rolling basis. The course team will review all inquiries and will select participants based on experience, goals, and the overall workshop composition. To support us in this process and to be as fair as possible, please be sure to indicate any special considerations we should note in our review process. If you are interested in attending, please send an email describing your interest to Frank Schneider at [programs@solonline.org](mailto:programs@solonline.org).

Some organizational members have tuition-free spaces available. These slots are allocated by the liaison officer for each member organization. If you need help contacting your liaison officer for more details, Frank Schneider will be happy to assist you.

## Payment required to confirm registration

Due to the high demand of this workshop, payment must be made in full to secure your seat. Following the receipt and processing of your registration, we will send you final confirmation containing full logistics information.

<b>Tuition Rates*</b>	
Member:	\$2,800 (non-profit rate \$1,900)
Non-Member:	\$3,500 (non-profit rate \$2,400) Join SoL and get the Member Rates
For team rates (3 or more people) as well as for scholarship information, contact Frank Schneider at +1(617) 300-9535 or <a href="mailto:programs@solonline.org">programs@solonline.org</a>	

\* Tuition rates include course materials, but do not include the cost of accommodations or meals.

## Confirmation

You will receive an email confirmation, including logistic information, immediately following the receipt and processing of your registration. A confirmation packet containing essential information about the program will be emailed to you 2-3 weeks prior to the program start date. This should be read carefully.



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### **Cancellations and Substitutions**

All cancellations must be received in writing. The amount paid minus a \$300.00 cancellation/processing fee will be refunded for all cancellations received in writing before February 1st, 2009. NO refunds will be granted for cancellations received after February 1st, 2009. You may arrange for a substitute participant at anytime before March 3rd, 2009 or apply your registration toward another program.

### **Location & Accommodations**

The program will be held at the Hyatt Regency, 575 Memorial Drive, Cambridge, MA.

All participants are responsible for their own hotel accommodations. For your convenience, rooms have been blocked at the Cambridge Hyatt Hotel at a special group rate of \$299 (USD) per night for single occupancy. Room rates include a charge of \$130.00 per person for program related food and beverage charges (breakfast, am/pm breaks and lunch) as well as an evening reception on Thursday, March 12, 2009. If you would like to reserve a room please call reservations at +1 (617) 492-1234 and state that you are with the Society for Organizational Learning. We recommend that all attendees check into the hotel on Tuesday, March 10 due to the early start Wednesday morning. All reservations must be made by February 20, 2009. We cannot guarantee room availability or the group rate after this date. Participants staying at other hotels or are located locally will pay an additional commuter fee of \$390.00 in total for program related food and beverage charges (see above.)

### **Transportation:**

The designated airport is Logan International Airport, which is approximately 6 miles from the hotel. You will find taxi stands and rental car services at each terminal building.

### **Start and End Times**

The program will begin on Wednesday, March 11, 2008 with breakfast and registration at 7:30 a.m. and will conclude on Friday, March 13th, 2009 at 5:00 p.m. Please plan your travel accordingly. It is a condition of registration that you plan to attend the entire program.

## Registration Form · Foundations for Leadership

Wednesday, March 11, 2009 – Friday, March 13, 2009

Cambridge Hyatt Regency Hotel, Cambridge, MA

Fax this form to: +1-617-812-1257 or e-mail to [Programs@solonline.org](mailto:Programs@solonline.org) - Phone: 617-300-9560



### Personal Information

Full Name: \_\_\_\_\_  
(as it will read in our database)

First Name for Name Tag: \_\_\_\_\_  
(if different from above)

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Area of Work: \_\_\_\_\_

Mailing Address: (Please Circle One) Work ♦ Home

\_\_\_\_\_  
(This address will appear on the participant list and in our database and it will be where any required mailing will be sent.)

City: \_\_\_\_\_

State/Province: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Country: \_\_\_\_\_

Phone: (Please Circle One) Work ♦ Home ♦ Cell

Email: \_\_\_\_\_

(This will be your login email for our database and where your confirmation email will be sent.)

### Please List any Dietary Restrictions and /or Special Needs:

\_\_\_\_\_

How did you hear about this course:

\_\_\_\_\_

EMERGENCY CONTACT NAME:

\_\_\_\_\_

PHONE: \_\_\_\_\_

### Program Fees

*Due to the high demand of this course, registrations without payment information will not be processed. Payment must be made at the time of registration.*

Please check one:

\_\_\_\_\_ Program fee for non SoL members: \$3500

(Become a SoL Member <http://www.solonline.org/aboutsol/connections/>)

\_\_\_\_\_ Program fee for SoL members: \$2800

\_\_\_\_\_ Non-profit program fee for non SoL members: \$2400

\_\_\_\_\_ Non-profit program fee for SoL members: \$1900

\_\_\_\_\_ SoL Organizational Members with a pre-paid program seat

(Contact your Liaison Officer or the SoL office for further information)

*Discounted rates may be available for teams of three or more participants from the same organization, and for students. Please contact [us](mailto:us) for more information.*

**Program fees do not include the cost of accommodations or meals.**

### Payment

1. MasterCard \_\_\_\_\_ Visa \_\_\_\_\_ AMEX \_\_\_\_\_

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

2. Check \_\_\_\_\_

To pay by check please mail your registration form along with your check made payable to: The Society of Organizational Learning, PO Box 381050, Cambridge, MA 02238 (To request an invoice, please call 617-300-9560.)

3. Wire Transfer: \_\_\_\_\_

Citizens Bank

1 Citizens Drive

Riverside, RI 02915

ABA# contact us

Swift Code: contact us

Account Number: contact us

**Please Note:** When sending a wire transfer, please indicate the account name (Society for Organizational Learning) and that payment is for the Foundations for Leadership program.

### Important Program Information - Please Read!

**Confirmation:** You will receive an email confirmation, including logistic information, upon the receipt and processing of your registration and payment. A second email containing hotel details, a tentative agenda, and pre-course reading and assignments, will be sent to you 2-3 weeks prior to the start of the program. This should be read carefully. **Cancellations & Substitutions:** All cancellations must be received in writing. The amount paid minus a \$300.00 processing fee will be refunded for all cancellations received in writing before February 01, 2009. NO refunds will be granted for cancellations received after February 01, 2009. You may arrange for a substitute participant anytime before March 3, 2009. **Location:** The program will be held at the Hyatt Regency Cambridge, 575 Memorial Drive, Cambridge, MA 02139-4896, Telephone: +1-617-492-1234, Fax: +1-617-441-6489. **Accommodations:** All participants are responsible to make their own hotel reservations. For your convenience, rooms have been blocked at the Hyatt Regency Cambridge at a special group rate of \$299 (USD) per night for single occupancy. Room rates include a charge of \$130.00 per person for program related food and beverage charges (breakfast, am/pm breaks and lunch) as well as an evening reception on Thursday, March 12, 2009. If you would like to reserve a room please call reservations at +1-671-492-1234 and state that you are with the *Society for Organizational Learning*. We recommend that all attendees check into the hotel on Tuesday, March 10 due to the early start Wednesday morning. All reservations must be made by February 20, 2009. We cannot guarantee room availability or the group rate after this date. Participants staying at other hotels or are located locally will pay an additional commuter fee of \$390.00 in total for program related food and beverage charges (see above.) **Transportation:** Boston's Logan International Airport is approximately 6 miles from the hotel. Taxi and rental car services are available at terminal buildings. **Start & End Times:** The program will begin on Wednesday, March 11, 2009 with breakfast and registration at 7:30 a.m. and will conclude on Friday, March 13, 2009 at 5:00 p.m. Please plan your travel accordingly.

If you have any questions, please contact [Frank Schneider](mailto:Frank.Schneider@solonline.org) at 617-300-9560.