

# Vertical Facilitator

## Deep Dive

**Micheal Hamman and Lyssa Adkins, Course Leaders**

Vertical Facilitation is a body of skills, tools, and distinctions by which coaches, leaders, and facilitators can expand the depth of learning they bring to the work they do with teams and groups.

It addresses the question which many coaches and facilitators have--especially those who have been personally moved by deep transformative learning experiences they themselves have had--which is: *How can I bring about transformative (vertical) learning experiences for the teams and groups I work with, and the workshops I lead?*

In the “Warm-up” part of The Vertical Facilitator Learning Journey, you are exposed to the big ideas and some of the main distinctions and competencies of vertical facilitation.

**In the *Deep Dive*, you actually grow for yourself a depth of practice and capacity to embody the distinctions and competencies of *vertical facilitation*.**

**You will leave the Deep Dive with mastery in the art and practice of facilitating transformative change in the teams and groups you work with.**

### **WHAT YOU CAN EXPECT OUT OF YOUR PARTICIPATION**

- A deep insight into the nature of vertical learning and human development that empowers your understanding of the realm of transformative learning which is key to ultimate human performance.
- An ability to see beyond people’s ‘personalities’ into the deeper meaning-making that governs how they understand and operate within their world.

- An ability to ask questions, state observations, and offer feedback in ways that help people see beyond the beliefs and structures of thought that may be limiting their capacity for effective collaborative action.
- A capacity to project a space of genuine acceptance and compassion that empowers the kind of emotional risk-taking in group settings necessary for transformative learning to occur.
- A greater awareness of your own meaning-making constitution, and of the inner distortions they most often generate.
- An ability to witness, understand, and work constructively with group interactions and group dynamics.
- An ability to leverage conflict as a basis for catalyzing profound insights for individuals and groups.
- An ability to create workshop and facilitated event designs that are deliberately developmental.
- A greater confidence in your ability to catalyze moments of transformative insight in all manner of situations in which you are leaderfully engaged.

## **WHAT YOUR ORGANIZATION CAN EXPECT OUT OF YOUR PARTICIPATION**

Out of your participation in The Vertical Facilitator Deep Dive, you will help the individuals, teams and groups you work with grow their capacity for wise and effective action in the face of uncertain and complex situations and circumstances—a key advantage for any organization that must operate effectively in today’s inherently complex and unpredictable world.

Toward this end, you will help people, both individually and collectively:

- Grow their capacity for greater personal ownership, accountability and responsibility. This translates into greater reliability and alignment with organizational purpose and direction.
- Develop better thinking and sense-making approaches to the specific kinds of complex problems they face.
- Increase their capacity for self-awareness and self-management so that they are less reactive and more constructive in their interactions with others, and in their encounters with difficult and challenging situations.
- Increase individuals’ ability to think outside the box
- Grow their capacity to manage their emotional anxiety so that there is less fear and hesitance in their actions and decision-making processes.
- Better manage the interpersonal conflicts and interrelational dysfunctions that impede their capacity for wise and collective action and collaboration. Effective relating with others is increasingly seen as *the* major determinative for organizational high performance in today’s complex and ever-changing world.
- Grow their capacity for clearer and more effective communication and interaction, thus enabling and empowering greater collaboration and collective sensemaking.

## **The cost for the Deep-Dive is \$1,975USD.**

### **SIX PHASES OF THE DEEP DIVE EXPERIENCE**

The Deep Dive itself has five phases, as follows:

- I. Session 1. We begin with establishing a foundation for us as a cohort. We will also take a deep dive into adult development and the Action Logic framework, and will introduce the Leadership Development Profile, which each participant will work with during the course Intensive.
- II. Your Leadership Development Profile. Between Session #1 and the Intensive, you will schedule a time with Michael to receive and have a debriefing conversation for your Leadership Development Profile. You will have all the information you need during the Commencement, and certainly during your debrief. Meanwhile, you can read more about the Leadership Development Framework and the Profile here: <https://www.harthill.co.uk/leadership-development-framework>.
- III. Session 2. Continue deepening the experiential and conceptual distinctions of vertical learning and vertical facilitation. A deeper look at the adult developmental context.
- IV. Intensive. During the Intensive we engage in a combination of informational and highly experiential sessions in which you engage with, and practice, all aspects of vertical facilitation, including your most important tool: Your Self. The Intensive takes place over 3 consecutive days. You'll want to plan to not schedule much of anything else on those 3 days, since the Intensive will take a lot of your focus and time.  
  
During this session, you will formulate and begin a project in which you will design (and potentially deliver) a relatively simple course or intervention in which you get to put into practice all that you are learning in the course.  
  
Between the Intensive and the Completion session, you will continue to work on your project, drawing substantially on support from, and within, your program cohort.
- V. Practicums. In these sessions, you will share their draft project designs, getting feedback both from the course leaders and from fellow cohort members, and have an opportunity to practice key pieces involved in vertical facilitation.
- VI. Completion and Celebration. During this session we will share our deepest learnings, and celebrate both the triumphs and belly flops of our projects.

As a graduate of The Vertical Facilitator Deep Dive, you will become part of an active and well-structured community of practice. You will continue to receive emails, and you will have access to an ever-expanding library of learning materials, webinars, and advanced practice seminars.

## DETAILS OF THE COURSE

Here are the details of the course, including specific dates and times.

When	Event
<b>Wednesday May 1, 2024</b> <b>9:00-12noon US ET / 15:00 – 18:00 CET</b>	Session #1: The Deep Dive officially launches.
<b>Tuesday May 15, 2024</b> <b>9:00-12:00am US ET / 15:00-18:00 CET</b>	Session #2: A Deeper Dive into the practices and patterns of vertical facilitation.
<b>May 15-28, 2024</b>	Participants receive their LDP reports and schedule a time with Michael for a 1-on-1 60-minute debrief conversation. The purpose of these debriefs is to help you understand and begin the process of metabolizing the results of your particular LDP report.  Your LDP is key both to your own personal leadership (and facilitative) development, but also as a way to have a deeply personal understanding of the adult development context which is foundational to the vertical facilitation paradigm.
<b>May 28– 30, 2024</b> <b>9:00am-2:00pm US ET / 15:00 – 20:00 CET</b>	<u>Three-Day Intensive</u> . During each of the days, we will meet as a whole for approximately five hours. There will be plenty of breaks, and break-outs during those hours. Count on an additional hour for solo work and/or small group work during these three days.
<b>Wednesday June 19, 2024</b> <b>9:00am – 11am US ET / 15:00 – 17:00 CET</b>	<u>Practicum #1</u> . Dedicated to practice time, and to sharing and getting feedback on your projects.
<b>June 11, 2024</b> <b>9:00am – 11am US ET / 15:00 – 17:00 CET</b>	<u>Practicum #2</u> . Dedicated to practice time, and to sharing and getting feedback on your projects.
<b>Tuesday July 9, 2024</b> <b>9:00am – 11am US ET / 15:00 – 17:00 CET</b>	<u>Completion Session</u> . Share your final projects. Complete and celebrate what we've learned, who we've become, and where we've triumphed and where we've belly-flopped.

## YOUR COURSE LEADERS



**Michael Hamman** is dedicated to the possibility that the workplace be a site for personal, professional and social transformation. Trained in the 1980s in coaching and large group facilitation, Michael went on to train in systems thinking and methods, group dynamics and facilitation, professional and executive coaching, and in human and organization development. He is a decades-long student of the nature of human transformation, both in himself and in others.

His book, *Evolvagility: Growing an Agile Leadership Culture from the Inside Out* integrates this rich and varied background and experience, and provides a blueprint for what it means to be an *agile leader* in today's complex world.



**Lyssa Adkins** is an internationally-recognized thought leader in the Agile community. She is deeply trained and experienced in human systems coaching and facilitation and she is a frequent keynote speaker. Her content expertise is agile coaching, adult human development, and working with change and complexity.

She is the author of *Coaching Agile Teams* which is still a Top 10 book a dozen years after publication.

Her current focus is improving the performance of top leadership teams through insightful facilitation and organization systems coaching to help leaders take up the individual and collective transformation that is theirs to do.

**To register for the next cohort (starting on December 14),  
visit [The Vertical Facilitator Deep Dive Page](#).**