

The *MultiDimensional Learning Systems*™ approach to Transformational Leadership

Principles of the MLS approach to Transformation

- Transformation is more **sustainable** when it addresses and shifts multiple dimensions of development within the leader and the system
- The Process is the Outcome – **align** the ‘how’ and the ‘what’ of the Transformation journey
- Multidimensionality is more **empowering** than just looking at 1-2 dimensions eg skills and mindset shifts
- Transformation of Leaders and their Teams can be **safe and non traumatic** (Caveat: you need the right guide and/or a system for this)
- When people see or experience more effective and resourceful ways they naturally move towards those pathways
- **Deep, profound and sustainable inner change** is a Solo Journey at key points but a **guide** to journey with, can be useful
- “You can only take people as far as you have gone yourself” ie A leader can only take people and their system to a transformational level they themselves have understood and experienced
- Aggressively pursuing certainty produces more uncertainty and instability
- Uncertainty, chaos and continuous shifts are **normal and natural processes** in life, change and transformation
- For the transformation of Leaders and Systems the **invisible, non-linear and subtle dimensions** are more powerful than visible, linear and obvious dimensions
- Transformation requires equal attention to and mastery of **parts and wholes**. ‘Wholeness’ scanning and factors are higher leverage eg guiding principles, flows, fields, identity, values
- The greatest influence and leverage for a leader is their **Beingness** and **Flexibility**