

“...WHO you are is HOW you lead...™”

super-Vision for leaders and people professionals

...transforming self to transform work...



Our Invitation to Leaders and People Professionals Everywhere



Dear Leader,

We invite you to work with us if you want to express yourself fully as a leader; if you want to lead successfully from the source of your powerful presence with clarity, courage, wisdom and compassion; and if you want to bring alive the vision you have for yourself, your team, and your organization for the good of all.

At CSA we believe that “WHO you are is HOW you lead”™. We can go on a journey together to explore WHO you are when you lead and the bigger landscape within which you lead.

super-Vision™ enables leaders and their teams to helicopter above events to see the patterns, make meaning and define new directions for elegant action from the chaos of the present. This is a **super-Vision™** which frees leaders to come to know themselves, to know others and their world, to shine in their uniqueness, and to inspire others to shine in theirs. It frees people up to connect to their wisdom, humanity, passions and imaginations to create the relationships where courageous conversations are possible which dare to create the future whilst building the commitment to get the job done. **super-Vision™** enables leaders and people professionals and their teams to see a bigger picture – a **super-Vision™** - for life and work which enables them to come home to themselves and their best thinking.

Led by our Director Elaine Patterson, we have carefully created a unique approach to **super-Vision™** for leaders and people professionals to combine personal fulfillment with business success. We have built an international team of skilled practitioners with a suite of offers designed to help people throughout the leadership and people professions learn to how to “confidently be all of “who they are” and “are becoming”™ in service of what is needed.

We are looking forward to working with you,
Edna Murdoch and Miriam Orriss,
Co-Founders of the CSA

Our Approach

At CSA we create the reflective space and trusted relationships where leaders are freed to have the courageous conversations they need to inquire deeply into their personal and work challenges. They report the relief of having both the space and the rare opportunity to pause and to make sense of what is happening from which new perspectives, new meaning and new directions naturally emerge. Leaders report that they emerge re-engaged, re-energized and re-focused learning to shine in their own uniqueness to allow others to shine in theirs to free energy, potential and possibility across the team, business or community.



We focus on drawing out insights and wisdom rather than pouring in new techniques (although we are always happy to share our references and writings). We have developed a map called the “*Living Fields of Leadership*”™ to offer different lenses for this journey together – a journey which helps leaders and people professionals develop the new abilities, skills and capacities which makes possible profound learning and lasting transformation.

All of our programmes are based on a unique blending of the contemplative traditions with the latest thinking and research on leadership and human development including mindfulness, psychological mindedness, relational dynamics, dialogue practices, energy, neuroscience, systems thinking, consciousness, learning, and change. We draw from music, poetry, arts and the natural world to enable leaders to re-engage with the wisdom of their hearts, minds, bodies and souls to challenge mindsets and shift thinking for elegant action.



Who We Are



CSA was co-founded by Fiona Adamson, Edna Murdoch and Miriam Orriss in 2001 because of the need for supervision options for executive coaches. CSA's highly acclaimed supervision programmes have since spread across the world.

Led by Elaine Patterson, CSA is now extending the reach and riches of *super-Vision*™ to leaders and people professionals everywhere.

This is in response to today's leadership

challenges where according to PWC's Trends in Human Capital only 30% of CEO's are confident that they have the talent to grow their organization for the future (2012) or where only 32% of new executives survive their first 18 months (HBR Study, 2003).



Our Invitation to You



Our brochure provides an overview of our suite of invitations for you to work with us designed to anticipate a range of different preferences, priorities, needs and contexts. More detailed information is given in our Information Sheets which can be downloaded from our website www.CSA-Leadership.com

Available Now...

- *"WHO you are is HOW you lead"*™ 1:1 *super-Vision* Programmes
- *CSA TeamWorkS: "WHO and HOW we ALL are together IS how we perform as a team"*™
- *CSA Leadership Cafes: "A BIGGER Picture"*™
- *Salons, Seminars, Consultancy, World Café's and Keynote Speaking*

And coming soon

- *Leader's Retreat: "Transforming Self to Transform Work"*™
- *"The Leader as super-Visor"*™ Development Programme

Contacting Us

We are always delighted to speak to people about our work.

If you would like to talk to us please do get in touch with either Elaine Patterson our Director for Leadership and People Professionals on + 44 (0) 7990 612646 or any of our international Programme Leaders who are as follows:

- For UK and Europe: Elaine Patterson on + 44 (0) 7990 612646
- For Asia, Africa and the Pacific: Leanne Lowish on +44 (0) 7985 058756
- For USA, Canada and South America: Sam Magill on + 1 425-787-0846 or Lynne de Lay on +1 413-458-5110
- For France: Gilles Roy on +33 4 90 16 04 16
- Or email us at enquires@coachingsupervisionacademy.com

For an international directory of CSA's qualified and accredited super-Visors who specialize in this field please visit our website at www.CSA-Leadership.com.

“WHO you are is HOW you lead”™ 1:1 super-Vision Programmes



“Work in the place where self meets the world .. and are changed by each other”

David Whyte

Our flagship 1:1 **super-Vision**™ programmes offer leaders and people professionals the opportunity to journey with a qualified **super-Visor** inquiring into who they are being when they lead within their particular context and challenges to find the seeds for learning, transformation and change because as the poet David Whyte writes “work is the place where self meets the world”.

Through the spaciousness of the reflective conversation, we explore the big questions of “WHO you are” as the foundation of “who YOU ARE becoming” in order to shape meaning, identity and purpose and contribution in an uncertain world. These conversations enable the leader or practitioner to build the new relational capacities, self-knowledge, and confidence to lead intelligently from the source of own wisdom, presence, courage and humanity for elegant action. These conversations attend to the growth of the person who is also the leader to shine in their own uniqueness so that others are freed to shine in theirs. **super-Vision**™ enables leaders and people professionals to uniquely blend personal fulfillment with professional development and business success in order to do more, be more and to contribute more. Practical impacts are seen through for example enhanced relationships, better decision making, more insightful direction setting, building improved stakeholder engagement, improving communication, working with difference, and improving outcome and deliverables.

For further information please download our Information Sheet at www.CSA-Leadership.com

To find a super-Visor search international directory of CSA qualified and accredited super-Visors on our website at www.CSA-Leadership.com

CSA TeamWorks:

“WHO and HOW we ALL are together IS how we perform as a team”™



“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has”.

Margaret Mead

TeamWorks™ super-Vision is a flexible package of workshops and 1:1 super-Vision to convert the ‘I’ and ‘Me’ in teams to ‘We’ and ‘Us’. **TeamWorks™** focus is to align the intentions of the team to its actual impact, performance and contribution within the organization’s overall reason for existing in the marketplace or community, which it serves.

New ways of relating, connecting, talking and thinking together are developed in order to helicopter above the constant churn of the present and access the collective wisdom, creativity and imagination of team members. This way the team can focus on what really matters and what makes the difference. **TeamWorks™** ensures that both the people in the team **and** the team itself reaches for it’s potential whilst delivering on **both** the day-to-day operations and the creation of its future.

Please contact Elaine Patterson on +44 (0) 7990 612646 or Leanne Lowish on +44 (0) 7985 058756 to express your interest or for further information or download our Information Sheet at www.CSA-Leadership.com

*CSA Leadership Cafes: “A **BIGGER** Picture”™*



“Problems cannot be solved from the same consciousness which created them. We must learn to see the world anew.”

Albert Einstein

Five leaders or practitioners come together to co-create a Leadership Café, which is hosted by a qualified **super-Visor** and meets four times a year for a year either face to face or by skype. The Café’s give their participants the opportunity to work with peers or colleagues in a small learning community either within sectors or across different organizations, countries or cultures to explore WHO they are when they lead. Leaders learn to model **super-Vision™** relationships and courageous conversations to co-create their learning environment where they can explore core questions, critical incidents and key experiences which sit at the heart of their doing and being. Participants share inquiry, reflection, learning and insights and access the community’s wisdom for practical application back in the workplace.

For further information please contact our network of international Directors or download our Information Sheet at www.CSA-Leadership.com

Salons, Seminars, Consultancy, World Café's and Keynote Speaking



“People’s minds once stretched by a new idea never regains its original dimensions”

Oliver Wendall Holmes

Invitations are accepted by our Faculty from organizations, communities and professional bodies across the world to run sessions to experience CSA’s **super-Vision™** or to help address core business or organizational development issues

For further information please contact our network of international Directors or to find a super-Visor please visit our international Directory of CSA qualified and accredited super-Visors at www.CSA-Leadership.com

And Coming Soon...

Leader's Retreat: "Transforming Self to Transform Work"™



"Leadership is first being and then doing. Everything a leader (or practitioner) does reflect what he or she is"

Warren Bennis

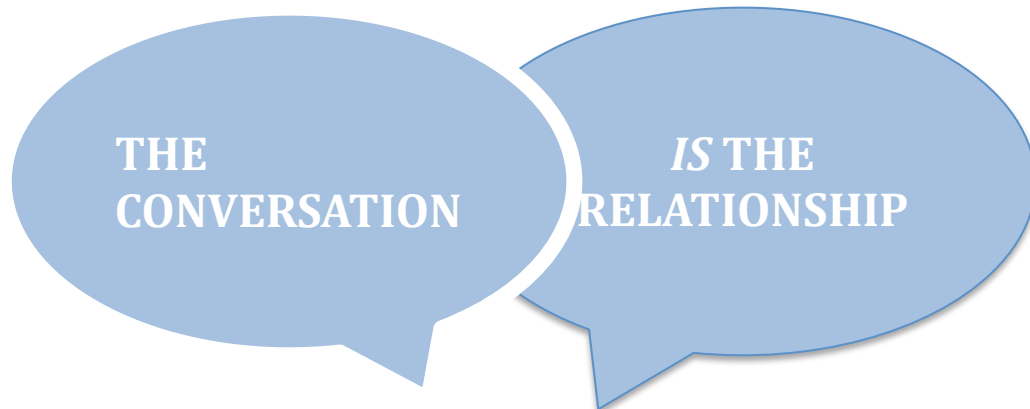
Open to leaders everywhere, this is a year-long programme starting in Autumn 2015 which has been modeled on the CSA's highly successful Diploma course. Its purpose is to resource leaders to lead from who they are and who they are becoming within a small richly reflective learning community for personal, professional and business growth and transformation.

The essence of being a leader and the act of leading exists first in relationship to self, and then with others and with the world. As Gardner said in 2006 "Our state of being is the only real source of our ability to influence the world". This means that in order to relate and connect to others a leader or practitioner must **first** relate and connect to themselves. Learning to lead is therefore a radical act of learning to lead self.

The programme is launched with a 1-week deeply reflective and transformational week retreat in a selection of beautiful locations with follow up 1:1 super-Vision, hosted Leadership Café's, peer super-Vision triads and webinars embed practice and ground the work in the real world

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“The Leader as super-Visor™” Development Programme
...where the conversation is the relationship....



“Leaders create conditions that are either enlivening or deadening. In a sense, leaders— like architects or designers — create emotional space, thinking space, and working space”.

Judy Brown

A short groundbreaking 6-month Development programme designed to immerse leaders and practitioners in CSA’s approach to **super-Vision** and people development, for direct application in the workplace. A mix of 2 x 2 day and a final 1-day experiential workshops supported by 1:1 **super-Vision**, peer super-Vision in triads and webinars equip and resource leaders and practitioners to host courageous conversations to support new ways of people talking, thinking and relating in the workplace for improved engagement, focus, delivery and performance.

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What Our Clients Say

"I believe that CSA, as an organization, has gathered around the best and the brightest to build an amazing, multitalented and multi-facted team of extraordinary professionals!"

CSA Graduate, USA

"The programme joined me exactly where I was in my life and work. It was truly excellent helping me to clarify my own added value, what I bring, what others bring, and what we can create together".

Leader in Local Government

"I learnt that there are many different ways to add value and to contribute.... and I am taking away the many different ways there are to how to have great conversations to help to move my teams and our services forward"

Leader from a large multinational company

"I have learnt to give myself the time to reflect - and to go at a pace which feels right - and to give others permission to do the same. It takes a lot of courage to work this way - but it is well worth the investment"

HR Professional leading major transformation programme"

