

POD: PROFESSIONAL OUTCOME-FOCUSED DIALOGUE ©

WHERE DO SENIOR LEADERS GO FOR SUPPORT, DEVELOPMENT AND CAREER ADVANCEMENT?

A POD group is established by invitation only, for matched professionals seeking to extend their capacities as leaders – supporting them in a trustworthy yet stretching environment, to navigate through and learn from complex organisational challenges.

Drawing on the insight, wisdom and intellect of experienced leaders and peers, you will be able to advance your own skills and career in ways unavailable through more conventional learning opportunities.

WHAT IS DIFFERENT ABOUT A POD?

The **purpose** of these groups is **to support the career progression, learning and success of each member.**

These uniquely configured dialogue groups consist of 4 leaders from diverse contexts who are committed to engaging in an emergent, **outcome-focused learning** experience. Through **searching dialogue** in real time, group members engage in rich, creative exploration leading to the identification of coherent **options for adaptive action**. Through this shared endeavour, individuals expand their awareness, understanding and abilities to advance current vital, complex challenges within their own working context and lives.

'I didn't anticipate noticing what the context of a group creates, which is not just the change that happens in the room. It is an opportunity not only to personally evolve; I get to witness others' evolution. I can't put my finger on it yet, but there is a level of learning that you get from embarking on a committed course, over a period of time within a membership that has another dimension. Again it relates to being part of the group and observing it at the same time. I will ponder this more.'

Each POD is convened by a highly-skilled leadership facilitator capable of holding the space as well as illuminating the multi-layered dynamics that inevitably emerge in the midst of group processes. Drawing upon models and methodologies from many disciplines, uniquely including the field of Human Systems Dynamics, the facilitator serves as guide to the group's shared process.

WHO CAN JOIN A POD?

Successful groups consist of a balance between similarities and differences: enough **similarity for coherence** and enough **difference for creative tension** to source previously undiscovered options for systemic action.

In recognition of this, and in support of transforming leadership in Scotland and beyond, PODs are established when the right mix of people, needs and opportunity align.

Useful differences are assured by inviting individuals from non-competing sectors, industries and/or functions to participate.

Similarities will include having members operating at a comparable senior level who are **willing to commit** to the POD's Purpose (*to support the career progression, learning and success of each member*), our dialogic process and 6 simple **agreements**. These agreements can be found in the POD FAQs sheet.

HOW DO I SIGN UP?

If you feel drawn to what you have read and are considering joining a POD, please contact Louie:

Mob: +44 7730 596 771

Email: louie.gardiner@potent6.co.uk

If this is not for you but you think it might be a fit for someone you know, please introduce them to Louie so she can follow up with a conversation.

If you are a small business based in Scotland you could get up to 50% of your fees refunded by Skills Development Scotland ~ click [here](#)

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HOW LONG DO I SIGN UP FOR?

Each commitment involves attending a series of 10 sessions over a 12 month period excluding August and December. The sessions will last 2.5 hours and will take place at a time to suit all members.

WHAT ARE THE AGREEMENTS ALL ABOUT?

The culture of any human system is established through the behaviours of its members. Our following 6 simple, behavioural agreements are designed to set the context for a strong, supportive learning environment in which we can fulfill our intended **Purpose: to support the career progression, learning and success of each member.** As a condition of membership, we ask each member to embrace these:

1. Arrive ready to start and end on time
2. Attend for the whole Series
3. Enquire and listen with open curiosity
4. Gather and give feedback
5. Contribute ideas, personal experiences and perspectives
6. Beyond the POD, share only about one's own journey, learning and insights

HOW MUCH DOES IT COST?

Your investment requires a commitment of both time and money. It is important you put aside the time to both participate fully in and reflect on what happens during these sessions. We ask you to invest £1,200 ex VAT payable in advance of each annual series.

WHAT IF I HAVE AN ISSUE WITH OTHERS IN THE POD?

Groups of people go through phases where there may be tensions, frictions and difficulties. If this happens in your POD we will use the experience as part of the shared learning exploration. PODs Agreements support this as will your facilitator who has the skills to support group members to navigate such challenges.

WHAT IF I HAVE AN ISSUE WITH THE FACILITATOR?

We abide by the EMCC Coach standards and ethics. Any concerns initially should be raised with the Facilitator – and preferably within the group context so that whatever it is can be explored and ideally resolved in the context in which it arises.

The PODs agreements will again support this exploration.

CAN I CHANGE POD?

Under special circumstances this may be possible. This would be explored as the need arises.

WHERE WILL THEY TAKE PLACE?

Venues may vary. Group members may wish to take it in turns to host a session. Alternatively a central location will be sourced which may incur a modest additional fee.

CAN WE HAVE CONTACT BETWEEN SESSIONS?

Group members may wish to be in touch in-between sessions, though we would want you to consider boundaries carefully and not engage off-stage in paired or trio conversations that are really core business of the group. Your facilitator would not engage in extra-curricular sessions.

CAN WE CONTINUE TOGETHER AFTER THE SERIES?

This will be entirely up to group members. Should you wish to continue with your facilitator, a new series would be re-contracted.

CAN I BRING ALONG A COLLEAGUE?

No. It is important that the group is made up of individuals from separate and non-competing sectors, industries and/or functions. If you know someone who is interested, please pass on their details to Louie Gardiner so that she can explore their needs and understanding of the POD process. Additional PODs will be set up as and when the right mix of individuals show up.

I HAVE A 1-2-1 COACH – IS THIS COMPATIBLE?

PODs add value to any learning intervention. All we ask is that you do not share the proceedings and business of the group in any way that breaks confidentiality of the other participants.

CAN I ASK THE FACILITATOR TO BE MY PERSONAL COACH AS WELL?

Generally we discourage this until the POD cycle has ended. This helps to keep boundaries clear for everyone involved. If you are still interested in individual coaching thereafter, a separate contract will be agreed.

Contact Louie to join a POD
louie.gardiner@potent6.co.uk

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