

Executive Master Class Series

INTEGRAL LEADERSHIP

THE MASTER CODE FOR LEADERSHIP EMERGENCE



A New Era of Leadership Begins

Leadership is failing. Traditional models are crumbling under the weight of complexity, uncertainty, and disruption. In a world where volatility and fragmentation dominate, a new kind of leadership must emerge—one that is adaptive, holistic, and transformational. **Integral Leadership is the answer.** It represents an evolutionary leap beyond outdated leadership paradigms, providing a multi-dimensional approach to navigating today's fast-changing world. At its core is the **Leadership Master Code**, a groundbreaking framework that maps the progression of leadership development, equipping leaders with the consciousness, intelligence, and agility to lead with wisdom and impact.

An Integral Leader doesn't just react to change—they anticipate and shape the future. By cultivating higher levels of leadership maturity, they integrate multiple perspectives, and drive transformational change across organizations and industries. Are you ready to elevate your leadership and transform the world around you?

Why is Integral Leadership Important?

- ✓ **Transcend outdated paradigms** – Shift from First-Tier reactive leadership to Second-Tier visionary leadership, integrating complexity with ease.
- ✓ **Expand cognitive, emotional, and moral intelligence** – Develop the depth and agility needed to lead in an interconnected and rapidly evolving world.
- ✓ **Make wise and ethical decisions** – Move beyond short-term problem-solving to decisions that ensure systemic resilience and long-term sustainability.
- ✓ **Unite diverse perspectives** – Lead across differences, bridging worldviews to foster collaboration, trust, and high-impact teamwork.
- ✓ **Thrive in a complex, interconnected environment** – Master the ability to anticipate change, adapt dynamically, and drive strategic innovation.
- ✓ **Create lasting impact** – Lead not just for today, but for a regenerative and sustainable future, balancing profitability, social responsibility, and ethical leadership.

Programme Outcomes

The Master Class is designed to develop leaders who can navigate complexity, integrate multiple perspectives, and lead adaptively in a rapidly evolving world. The key outcomes include:

1. Context Awareness: Leading in a F.R.A.G.I.L.E. World

- Understand the F.R.A.G.I.L.E. world—a landscape marked by Fragmentation, Rapid change, Anxiety, Global interconnectedness, Inequities, Limited resources, and Environmental crises.
- Recognize the evolutionary trajectory of leadership and why traditional models are insufficient for modern challenges.
- Develop systemic thinking to interpret global shifts and organizational transformations.

2. Mastering the Leadership Master Code

- Learn to decode and apply the Leadership Master Code, a meta-framework integrating cognitive, emotional, moral, spiritual, and systemic dimensions of leadership.
- Discover Leadership Memes (L-Memes) as developmental operating systems that shape decision-making and leadership effectiveness.
- Gain self-awareness and intentional growth strategies to enhance leadership adaptability.

3. Adaptive Leadership Intelligence: Thriving in Complexity

- Develop Adaptive Leadership Intelligence (ALQ)—cognitive, emotional, social, cultural, moral, and spiritual intelligence.
- Enhance neuro-agility and plasticity through unlearn and relearn.
- Master situational leadership on steroids—aligning leadership strategies with diverse team dynamics and external conditions.

4. Leading Through Adaptive Diversity Intelligence

- Align internal growth with external leadership challenges.
- Cultivate deep cultural intelligence to engage with diverse worldviews, systems, and cultures.
- Balance individual, organizational, and global needs to create regenerative leadership
- Advance through developmental stages (post-formal developmental theories)
- Foster psychological safety, trust, and inclusion in multi-dimensional leadership settings.
- Align leadership practice with global goals on Environmental Sustainability and Governance.

5. Integral Leadership Development: The 4-UP vertical and horizontal developmental journey

- **Waking Up:** Expanding Leadership Consciousness. Become aware of how constructed mental models, personal life experiences and cultural frameworks inform leadership and team relations. Attain intercultural competence in navigating complex interconnections.
- **Growing Up:** Advancing Leadership Maturity by progressive moving through cognitive, emotional, values and moral developmental stages. Understand the implications of Neuro-agility and plasticity for leadership growth. Foster post-conventional leadership maturity, moving beyond personal ambition to lead with universal ethics, long-term sustainability, and human-centred values.
- **Cleaning Up:** Engage in shadow work; dealing with and letting go of biases, reactive patterns, unhelpful emotions, and emotional blind spots that limit leadership effectiveness.
- **Showing Up:** Embodying Transformational Leadership. Align the inner work of personal transformation with external leadership effectiveness. Lead with clarity, courage, and authenticity to unite diverse perspectives and foster inclusive, high-performing cultures.

Day 1: Orientation to Integral Leadership and the Master Code

Day 1 provides a **foundational deep dive** into the **Master Code of Leadership Emergence**, exploring how leadership evolves and how **psycho-social maturity** shapes decision-making and systemic impact. You will **map your own leadership trajectory**, gaining clarity on your growth path. The session then shifts to **Integral Leadership**, examining how top leaders integrate **adaptive intelligence, systems thinking, and ethical consciousness**. Key concepts like **Leadership Memes** and **Adaptive Leadership Intelligence** will equip you with the **meta-psycho-social skills** needed to thrive in today's complex world.

08h30-09h00	Registration – Tea and Coffee
09h00-10h30	<ul style="list-style-type: none"> • Programme orientation, outcomes and process • The Leadership Double Helix: contextual and functional nature • Adaptive Leadership Intelligence and Agility Coefficient
10h30-10h45	Tea/Coffee and Snacks
10h45-12h30	<ul style="list-style-type: none"> • Mapping the Master Code: The evolutionary trajectory of Leadership • Leadership Memes, Maturity and Psycho-Social Development • Unpacking the Master Code for Leadership Emergence <ul style="list-style-type: none"> ○ Level 1 + 2
12h30-13h15	Lunch
13h15-15h00	<ul style="list-style-type: none"> • Unpacking the Master Code for Leadership Emergence (Levels 3 + 4 + 5 + 6) • Levels 7 + 8: From VUCA to a FRAGILE (Leading in the hyper-complexity of our age)
15h00-15h15	Tea/Coffee and Biscuits
15h15-16h30	<ul style="list-style-type: none"> • Applying the Master Code in real-world leadership • Case studies

Day 2: Horizontal and Vertical Developmental Journey

Day 2 is where **transformation takes shape**. This is a day of **deep introspection, developmental awareness, and applied leadership evolution**. You will uncover the layers of your own **cognitive functioning, orders of mind, value systems, moral orientation, and emotional and social intelligence**, gaining the self-awareness necessary to transcend limitations and unlock higher levels of leadership maturity. Through **guided reflection and interactive exercises**, you will assess where you stand in your developmental journey and identify **practical strategies for growth**.

08h30-09h00	Registration – Tea and Coffee
09h00-10h30	<ul style="list-style-type: none"> • Inside-Out Leadership Developmental: Mapping Meta -psycho-social Maturity (multiple lines of intelligences, values, needs and consciousness) • Horizontal (growth within a particular L-Meme) and Vertical (ascending transformative growth) Developmental Journeys • Waking Up: Orientation and blind spots; Expanding Leadership Consciousness; Exploring identity; Waking up to personal and meta-programming; understand how mental models personal life experiences and cultural frameworks inform leadership/team relations.
10h30-10h45	Tea/Coffee and Snacks
10h45-12h30	<ul style="list-style-type: none"> • Growing Up and leadership maturity: Orientation; Neuro-agility/plasticity as condition for growing up; cognitive, consciousness, values, moral, emotional & social development.
12h30-13h15	Lunch
13h15-15h00	<ul style="list-style-type: none"> • Cleaning Up: Orientation; Personal shadow work; mitigating biases; cleaning up personal programming and entrenched stories; letting go of cultural and societal narrative that do not serve you anymore; reauthoring.. • Showing Up: Embodying Transformational Leadership. Align the inner work of personal transformation with external leadership effectiveness. Lead with clarity, courage, and authenticity to unite diverse perspectives and foster inclusive, high-performing cultures.
15h00-15h15	Tea/Coffee and Biscuits
15h15-16h30	<ul style="list-style-type: none"> • Integration: Exploring the what, so what and now what of Integral Leadership and the Master Code. How to integrate lessons in personal and team context • Programme Evaluation and closure

Who Should Attend?

This programme is designed for:

- CEOs and senior executives
- HR leaders and change-makers
- Forward-thinking professionals eager to integrate personal development with organisational transformation

If you are committed to leading with wisdom, agility, and impact in a world that is both VUCA and FRAGILE—and ready to engage in a transformative meta-psychosocial developmental process—this is the journey for you. The Integral Leadership programme isn't just another course—it's a transformational journey that redefines what it means to lead in the 21st century. Embrace a leadership paradigm that is adaptive, integrative, and purpose-driven.

Leadership is evolving—will you evolve with it?

Join the Integral Leadership Master Class and step into the future of leadership today.

Meet your Leadership experts:



Prof Nico Schutte




Professor Nico Eric Schutte is a distinguished expert in strategic leadership, industrial psychology, and organizational transformation, with over 30 years of experience. Currently a Full Professor at the University of the Western Cape, he has held senior leadership roles in higher education and spearheaded innovative talent strategies and institutional reform. With dual PhDs and global collaborations, he bridges psychology and strategy to drive adaptive leadership and organizational excellence.



Dr Marius Pretorius

Dr. Marius Pretorius, Managing Director of TDCI Training and Development, has over 35 years of expertise in Individual, Team, and Organizational Development. A registered Industrial Psychologist with a PhD in Consulting Psychology, he specializes in fostering psycho-social maturity, adaptive intelligence, and DEIB. Marius partners with leading organizations to design bespoke interventions, equipping leaders and teams to excel in today's complex and dynamic environments.

Programme Details  **Secure Your Spot Today!** Limited seats available.

 **Date:** 08-09 May 2025 |  **Venue:** Radisson Blu Gautrain, JHB |  **Investment:** R7 950-00

 [Register for the Master Class](#)

Contact us for more information: www.tdci.co.za / admin@tdci.co.za / 083 233 9936