



SPIRAL DYNAMICS

A key to understanding and managing the current diversities in South African business.

9-11 May 2016

This is a transformational model. In three days you will gain insights, techniques and applications to deal with the overt and covert stresses of diversity.

This three-day course is designed for the uninitiated, as well as people who have had a brief exposure to Gravesian Theory. (Developed by Professor Clare W Graves and propagated by Beck and Cowan). It meshes the new science of memetics with Gravesian Value Systems to form "value memes" or "vMememes" which craft a model of transformational change.

About The Programme

By exploring and describing the core intelligences and deep thinking systems that flow beneath what we believe and do, the model offers a profoundly incisive, dynamic perspective on complex matters such as:

- **HOW** people think about things (as opposed to "what" they think)
- **WHY** people make decisions in different ways
- **WHY** people respond to different motivators
- **WHY** and **HOW** values arise and spread
- The nature of CHANGE and how to UNDERSTAND DIVERSITY.

Humanity is facing up to some hard truths. We have some powerful choices to make. Many will be political, some religious, and others educational. All will be predicted on the Spiral, whether we recognize it at the time or not. A little knowledge is a dangerous thing, but ignorance is worse. If you are now awakening to Spiral Dynamics, you will hold a tool to a versatile model for understanding how and why change does or does not and perhaps should not occur.

Merge it into your wisdom and other insights. Then use it wisely and well.

Course outcomes include:

- An understanding of why people hold different views of the same situation or subject.
- You will gain sufficient knowledge to begin to apply the concepts in your own department or company.
- Show you the depth, variety and characteristics of the various human niches.

- Enable you to choose an appropriate intervention or approach depending on who or what you are dealing with, and their niche system.
- Improve your understanding of your own niche system and that of others, both at work and at home.

About Your Presenter

Loraine Laubscher

- Managing Director of SA Value Circles (Pty) Ltd; Managing Director Spiral Dynamics CC
- Associate of National Value Center – Texas; Principal of National Value Center South Africa
- First Recipient: Clare Graves Integral Award (Dallas, 2000)

Loraine is one of the most experienced users of Spiral Dynamics globally. She is renowned for her ability to apply Spiral Dynamics practically and with lasting results. Her easy and accessible communication style enables her to share sound and practical problem-solving-thinking- and conflict resolution skills with employees at all levels in the organisation. Her research interests include effective work place forums, diversity management, personnel and organisational change. As a consultant, Loraine has a background in thinking skills and problem solving training, marketing information research, sales training with specialisation in exhibition selling, tele-prospecting, sales management of both wholesale and retail organisations, as well as the management of changing people's outlook and identifying organisation structures that will work. She has delivered papers at conferences in the United States of America, South Africa and Brazil on Value Circles as an Accelerated Learning Method

FEES PER DELEGATE: R6 600.00 (ex. VAT) per learner for the 3 day course.

Fees are payable on confirmation of registration or within 5 days of the program date.

INCLUSIONS:

- Learning Material
- Parking
- Refreshments
- Light Lunch
- Certificate of attendance

REGISTRATION PROCEDURE:

Given the popularity of our learning programs and the controlled number of learners per session, registration is essential. Registration can be made via email atadmin@mandalaconsulting.co.za.

Once the learners are scheduled for the course the learner and the sponsor will receive a confirmation email together with your invoice. If a learner cannot be placed you will receive a decline email with alternative dates for the course.

TERMS & CONDITIONS:

1. Registrations are dealt with on a first come first served basis.
2. Once the course is filled with the required number of learners a confirmation email will be generated confirming the learners booking.

3. You will be invoiced on confirmation of your booking. The invoice is payable five days prior to the course date.
4. If a learner cannot be placed you will receive a decline email with alternative dates for the course.
5. If a learner cannot attend a course the learner may be substituted by another learner from your organisation.
6. If a learner cancels within 5 days of the course, and are not rescheduled a 20% cancellation fee will be charged.
7. If a learner cancels within 2 days of the course, and are not rescheduled a 100% cancellation fee will be charged.



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