

Integral Leadership Maturity Framework (ILMF) Level 1

Growing Inner Transformative Capacity for Outer Impact

THE LEADERSHIP CHALLENGE OF OUR TIME

Technical expertise is no longer enough in a volatile, complex and interdependent world.

WHY LEADERSHIP MATURITY MATTERS NOW?

The real question is not “Is this leader competent?” But rather, “Can the leader thrive in the complexity of their role now and in the future?”

WHO IS THIS TRAINING FOR?

The Level 1 programme is accessible to TCC alumni and qualified coaches as well as managers, leaders and HR professionals.

WHAT IS ILMF?

The Integral Leadership Maturity Framework (ILMF) develops leaders from the inside out. It brings multiple lenses into the focus of vertical development, transforming worldviews for how leaders engage with the world. Unlike traditional programmes that build skills, ILMF builds capacity in thinking, interpreting complexity, exercise authority and relating to others.

*Expertise is no longer enough.
Leadership maturity is the advantage.*

WHY THIS MATTERS NOW - TWO FORCES ARE RESHAPING LEADERSHIP

1. Increasing complexity

Linear thinking and technical expertise are no longer sufficient. Leaders must hold multiple perspectives, work with paradox and lead systemically into an unknown future with greater ease. Reading the context becomes more and more important, as does knowing your team members so they can be situated with the right tasks and roles to grow and deliver on strategy.

2. The AI Shift

AI has redefined knowledge and expertise. Leaders must:

- Ask better questions | Think more deeply | Utilise AI in generative ways
- Let go of needing immediate answers
- Lead beyond what AI can replicate through wisdom, discernment and integration. It requires a fundamental shift in how leaders think, not just what they know.

Sucessful leaders today...

- » Navigate complexity, ambiguity and competing demands
- » Think across systems, cultures and time horizons
- » Make ethical, long-term decisions in uncertain environments
- » Collaborate across diverse individuals, teams, and communities

**In parallel, AI is transforming expertise.
Information is no longer the differentiator.
Insight, awareness, intuition, seeing
patterns, questioning, living with paradox
and expanded meaning-making are.**



The Science Behind ILMF

ILMF is grounded in decades of adult development research, including Dr Susanne Cook-Greuter and Jane Loevinger. Using the LMaI (Leadership Maturity Assessment – AI-supported), the framework reveals a leader's action logic — how they:

- Make sense of complexity / Navigate ambiguity and conflict / Relate to power, feedback and respond / Integrate ethics and long-term thinking / Hold multiple perspectives
- It is facilitated by Dr Paddy Pampallis, a global integral and developmental psychologist and leadership coach who has worked directly with Susanne CookGreuter for over 16 years.



Dr Paddy Pampallis



Dr Susanne Cook-Greuter

Its distinction: It measures how a leader thinks, not just what they do.



Leadership Maturity Stages (Overview)

Leaders evolve through 9 increasingly complex ways of thinking; we will touch the Self-centric and impulsive stage 1, and Group-centric stage 2, but focus on the following

- **Skill-centric /Expert (Stage 3):** Technical, rule-based, specialist focus
- **Self-Determining /Achiever (Stage 4):** Strategic, goal-oriented, performance-driven
- **Self-Questioning/ Redefining (Stage 4/5):** Questions assumptions, recognises systemic dynamics
- **Strategic self/Innovator (Stage 5):** Integrative, adaptive, capable of transformational leadership

Each stage expands perspective and capacity enabling leaders to operate more effectively in complexity to include and transcend. It integrates:

- Inner and outer worlds (self, others, systems)
- Awareness, behaviour, and impact
- Individual and collective leadership

This creates leaders who are **not only capable, but conscious, adaptive, responsive and responsible.**

ORGANISATIONAL IMPACT

When leadership maturity is intentionally developed, organisations benefit from greater agility in complexity, stronger, more ethical decision-making, reduced reactive and blame-based dynamics, improved succession alignment, and retention of high-potential leaders.

ILMF makes visible, and develops, the critical link between leadership capacity and organisational performance.

BENEFITS OF ATTENDING THIS PROGRAMME

ILMF Level 1 provides a powerful foundation for leadership growth:

New Leadership Awareness

- Explore your current leadership stage and its impact on decision-making, relationships, and strategic thinking
- Discover your stress patterns
- Recognise default behaviours under pressure
- Balance results with people development
- Increase systemic awareness

Practical Growth Activities

- Develop awareness on how to move from certainty → inquiry and release over-identification with role
- Applied Learning / Role play / Videos

Engage through: Real-world leadership scenarios, reflective practice, dialogue and perspective-taking.



Registration & Event Details

Programme Dates for ILMF 1

Thurs, 20 August 2026 | 08.30 – 14.00

Fri, 21 August 2026 | 08:30 – 14:30

Thurs, 27 August 2026 | 08:30 – 14:00

Fri, 28 August 2026 | 08:30 – 14:30

All times South Africa (GMT +2)

Delivery Format

- Online | Live facilitated sessions via Zoom
- Q & A by Susanne Cook Greuter and our partners of LMai® profiling and research.

Join our ILMF community of practice.

Investment

- ZAR 11,900 – UK, USA, EU & Australia
- ZAR 9,700 – Africa, Middle East & Asia

Investment includes:

- LMF Level 1 programme
- LMai Leadership Maturity Profile
- Individual professional debrief session



Limited Seats Available

Participation is intentionally capped to ensure depth of dialogue, reflective integration, and personalised developmental insight.

Secure Your Spot Today!
CLICK HERE TO REGISTER.

Or via school@thecoachingcentre.co.za.