



Generative Capital Leadership Program™ 2023-2024

Know Who You Are, Access Your Team's Intelligence, Scale with Confidence

2023-24

Generative Capital Leadership



In Person

Session 1 | September 12-13, 2023
Wellesley, MA, USA

Virtual :

Session 2 | December 5, 2023
9AM-4PM ET

In Person

Session 3 | March 8, 2024 |
New England, USA

Virtual :

Session 4 | June 18, 2024 | 9AM-4PM ET

Annual Fee: \$10,000

For More information, contact:

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About the Program

The Generative Capital Leadership Program (GCL) is a highly experiential and powerful learning experience based on decades of development with leaders from around the world.

We focus on clarifying core identity and the core energy needed to scale, remain resilient, and access the full power of your team.

Led by deeply experienced leaders with a wide range of practical knowledge across a variety of industries and global markets, the GCL is focused on the following outcomes :

- **Build the confidence and strategic clarity** needed to grow and realize your potential as leaders and as an organization
- **Identify and unlock hidden value** through potent ways of working together as entrepreneurial teams
- **Build and sustain momentum** as obstacles arise and successes emerge



Build Essential Capabilities

Strategic scaling requires leadership at every level, attuned to a rapidly changing landscape. At the root of this is core identity – yours and your organization's. Clarity and a new sense of wholeness here lets power flow into every aspect of your activities.

Key Capabilities You Will Learn:

- **CLARIFY YOUR LEADERSHIP VOICE** Build the clarity to understand who you are, what your leadership signature is, and the unique ways you can contribute and collaborate with others.
- **BUILD AWARENESS** Build self-awareness and the practical tools that continuously enhance this. You will be introduced to professional-grade reflection and learning methodologies, drawn from a wide range of creative sources, that accelerate learning, build confidence, and clarify direction.
- **STRENGTHEN ENSEMBLES** Learn to build the "containers" to draw out the very best from your team— individually and together. Come to appreciate the unique (and often hidden) talents in your team and build powerful ensembles that punch well above their weight.
- **TRANSFORM UNPRODUCTIVE DYNAMICS** Learn to transform obstacles into opportunities, whether in yourself, your organization, or your markets. Having vision always shines the light on the obstacles that limit achievement. To make every kick a boost, and transform every obstacle into "rocket fuel", leaders must know how to rethink and reframe obstacles, define the criteria for success, and know what it will take to add value.
- **DEPLOY LEARNING PRACTICES** Learning is made real through practice and the establishment of new habits and a new identity that support them. Learn a set of frameworks, attitudes, and tools that build momentum in experience and then learn to cascade these insights and capacity throughout your organization.

Program Format

- **Sequence:** The GCL consists of four sessions: 2 in person, and 2 virtual. (Sessions 1 and 3 will be in-person; 2 and 4 will be virtual experiences)
- **Group Coaching:** Between each session, there will be specially tailored, small group coaching meetings.
- **Practice:** You will be asked to apply the insights you have learned in the sessions to build the muscles to be ready for the following session's input.
- **Supporting Material:** Each participant receives material to support their learning, including access to a wide set of proven tools, methods, and practices.

Session 1

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In person

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Session 4

June 18, 2024
Virtual



Here is what our participants are saying:

**Dan Forman,
Copper Labs**

“The GCL team has access to the cheat codes that can unlock better dialogue among leadership teams and an understanding of the journey toward the self-mastery required to consistently do their best work.”

**BJ Johnson,
ClearFlame**

“It is a place for very candid conversations about where we’re strong and where we’re weak and how we ultimately have to come together to function as a team.”

**Jason Massey,
Ndustrial**

“If you want to truly do a deep dive into root causes and work on foundational characteristics to transform and accelerate yourself, your team, your company, and your market...this is where you get to put in the real work to get real results.”

Faculty

William Isaacs

William Isaacs is the Founder and President of Dialogos, a transformational consulting and strategic leadership development firm based in Concord, MA, and the founder of Generative Capital, a strategic and human capital advisor for Venture Capital and Private Equity firms. He taught for nearly three decades as a Senior Lecturer at MIT's Sloan School of Management, where he co-founded the Organizational Learning Center at MIT with Peter Senge.



He wrote *Dialogue and the Art of Thinking Together*, now translated into many languages, and featured in Fast Company as a guide to “the secret of good informal conversation.” It has been acclaimed by a variety of reviewers as the definitive guide to profound change through speaking and listening. It is also frequently cited and used as a central guide to the practice of dialogue in settings around the world. For the past 25 years, Dr. Isaacs has advised CEOs, Prime Ministers, and senior leaders in corporations, development organizations, and governments on how to produce transformative results in their teams and systems.

His focus is on raising the quality of dialogue, reducing polarization and cross-boundary conflict, and producing large-scale transformative change—in contexts ranging from union-management conflicts, safety breakdowns in high hazard industries, strategic and culture change in global multinationals, enterprise software implementation, and national and regional strategy development. He focuses on improving collective leadership.

Isaacs has taught dialogue, the principles of identity—based leadership, and generative change to thousands of corporate executives, development professionals, and national and international policy leaders. His work is featured in the curriculum of many programs and courses on dialogue around the world. Dr. Isaacs received an A.B. in policy studies from Dartmouth College, an M.Sc. from the London School of Economics, and an M.Phil. and D. Phil from Oxford University. He lives with his family in the Boston area.

Leslie “Skip” Griffin, Jr.

As a Director at dialogos, Skip Griffin has worked as an executive coach, faculty for Leadership for Collective Intelligence, designer/presenter of Art of Thinking Together Courses and consultant. Skip specializes in transformational coaching for senior leaders, helping them to understand such issues as the ways multiple parts of their life (mental, spiritual, physical, emotional, etc.) affect job performance and satisfaction; ways to develop effective strategies for issue resolution; how to think of and build teams and real systems change.

He has worked successfully with senior executives in diverse business, government, healthcare, and educational organizations, helping them achieve both personal fulfillment and outstanding business results.

For 15 years, Skip was the director of community relations and public affairs at the Boston Globe newspaper, where he engaged senior executives and other management in an ongoing reflection and redesign process to understand the ways to use high-quality public outreach as a way of increasing brand loyalty and market share.

Skip served as Associate Dean of Student Affairs and Director of the African-American Institute at Northeastern University in Boston. Working with the President and faculty, he was able to engage key stakeholders in the co-creation of a learning process that resulted in the design and building of a network of referral sources and menu of programs that produced significant improvement in minority student performance and retention.

From 1976-1980 he served as a member of the Federal Receivership team at South Boston High School helping to implement court-ordered busing and integration. He helped to design and implement innovative approaches to reducing violence, building an inclusive community and improving learning. Skip holds a B.A. in Government from Harvard College and a Masters of Education in Organizational and Social Policy from the Harvard Graduate School of Education.



Rick Maguire

Rick is a Director of dialogos | Generative Capital and has thirty-five years' experience leading and developing high-performance teams as a nuclear submarine officer, corporate executive, and strategic business advisor and coach. His coaching clients include leadership in companies that have successfully grown from early-stage venture investment to strategic acquisition and public offering.



In his role as practice leader, strategic growth advisor and leadership coach at Generative Capital, Rick helps executives and entrepreneurs strategically scale their leadership to realize their aspirations for positive impact in the world.

He is best known for his ability to turn theory into practice in challenging, dynamic environments that brings out the potential of leaders and teams to achieve audacious goals and experience greater fulfillment in their work and personal lives.

Rick's operating experience includes incubating and launching new businesses, products, information services, manufacturing, and delivery systems as a Microsoft executive and senior contributor at Hewlett Packard, and Varian Associates. He has led numerous innovative R&D initiatives including manufacturing technology that scaled production of advanced night vision devices, DARPA sponsored independent R&D for submarine communications, R&D process improvements at HP, and accelerating customer growth in Microsoft's move into enterprise computing.

He holds a Masters in Engineering Management from Stanford, a BSME from Lehigh University and is a graduate of the Wharton Executive Leadership Program. Rick holds coaching certifications from The Hudson Institute, Scaling Up, and Leadership Circle, and serves as the Board Chair of the LeadsMinds Africa Foundation.

Rick lives with his family, wife and the younger three of his seven children on Bainbridge Island, WA and enjoys gardening, cooking, time in his woodshop and getting outside in the Pacific Northwest on a bike, kayak or on foot.

Ann Ralston

Ann Ralston has been coaching leaders and teams for over 20 years, helping build thriving, purpose-driven organizations that surpass their perceived limitations. Her secret? Guiding executives and teams to craft winning cultures founded on core values, accountability, and innovation. She provides the catalyst for her clients to develop effective and adaptive business strategies that deliver results beyond expectations.

Ann has worked with clients across a range of industries, including energy and cleantech, healthcare, engineering, software, technical services, social enterprise, associations and NGOs, higher education, and global food and beverage brands, among others. She has led her clients to success, scaling them to new heights and building capabilities to embrace growth and change.

Since 1998, Ann has designed and facilitated engagements for leaders in the public, private, and social sectors. She previously served as an internal organizational development (OD) and leadership consultant for senior management in the OhioHealth System. Ann holds a Master's in Exercise Science and a host of OD certificates and is a business innovation coach and advisor for multinational companies at OpenExO.com.

Besides running RCI, Ann is dedicated to supporting and creating opportunities for youth. Having co-founded Central Ohio Robotics Initiative (CORI), she also serves on the board of the PAST Foundation, a leading education innovation hub.

Ann is a proud mom to her two accomplished young men and soon-to-be-three beautiful grandchildren. When not championing her clients, she enjoys stand-up paddleboarding on Lake Michigan with her husband, Gary Ralston, and family dog Milo.





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Further Information

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