

PLSeminars Capability Statement

Are you ready to take charge of the transitions you face?

Would you like to feel more competent and creative in unfamiliar situations?

Is it time to transform into actual practice what you know about working with people of different cultures, generations, and perspectives?

Yes? You'll find that Personal Leadership Seminars can help.

Whether you represent an organization or are on your own, the PLSeminars team has the experience and expertise you may be looking for. Working with them, you will see that it is possible for everyone to respond with insight, collaboration, and creative competence to situations of difference and change.

What can you achieve by working with PLSeminars?

It depends on what you want to achieve.

You can *learn to take leadership of your own cultural experience*—of your own beliefs, values, communication styles, and worldview—so that you make decisions and take action based not on habit but on the emerging dynamics of each unique situation.

You can *strengthen your ability to use difference as a tangible, creative resource* by responding to it with an open mind and personal authenticity.

You can more *skillfully meet conflict with curiosity*, and move towards appreciation and mutual meaning-making.

You can *expand your capacity to engage changing circumstances* with confidence and with a stance both of clear purpose and openness to outcome.

And you can learn all this *not only as theory, but as practice*; you can come away immediately able to apply what you've learned.

How does PLSeminars help you do this?

The central purpose of PLSeminars is to help individuals and teams develop both individual and institutional competence by accessing their full intelligence.

To do this, PLSeminars uses a methodology called Personal Leadership.

The founders of the methodology have refined it over the past 15 years, working with a diverse clientele from around the globe in both the public and private sectors. They have used Personal Leadership to coach individuals and executive teams. They have applied it to a broad range of organizational cultures, including institutions of international and higher education, government agencies and non-governmental organizations, and private corporations both large and small. They regularly serve multi-cultural, multi-lingual, and multi-ethnic client populations. They typically design their seminars and other client services within the broader context of organizational change, teambuilding, and global leadership development.

PLSeminars facilitators are nationals of Denmark, England, Germany, Iceland, India, Japan, Korea, and Switzerland, and are of diverse U.S. ethnic backgrounds. They use their rich expertise in designing effective learning experiences to respond to their clients' context and requirements, and to develop specifically relevant instructional approaches.

- They consider participant backgrounds, learning styles, technological capabilities, professional history, and personal and professional objectives, as well as current knowledge, attitudes, practices, and beliefs.
- They use needs assessments and desk reviews of relevant materials.
- They may pair the Personal Leadership methodology with other approaches and tools such as Appreciative Inquiry (www.appreciativeinquiry.case.edu) or the Intercultural Development Inventory (www.intercultural.org/idi.php).

Whatever your particular situation, using PLSeminars and the methodology of Personal Leadership will help you stay connected to creativity and wisdom, especially when you interact with unfamiliar people, when you find yourself in unfamiliar situations, and when you are in the midst of transition.

What is the Personal Leadership methodology?

The methodology of Personal Leadership is based on two principles: mindfulness and creativity. From them flow six practices:

1. Attending to judgment
2. Attending to emotion
3. Attending to physical sensation
4. Cultivating stillness
5. Engaging ambiguity
6. Aligning with vision

You will learn to cultivate the two principles and to apply these six practices with the help of a powerful process technology called the Critical Moment Dialogue.

Working with Personal Leadership, you will clearly articulate the way you want to approach any experience of change and difference, and you will have the tools to succeed. Practitioners around the world recognize that Personal Leadership offers a uniquely comprehensive system for helping to translate theories of interpersonal, intercultural, and communication competence into actual practice.



Personal Leadership is straight-forward and easy to understand, yet offers a richness and depth that makes it increasingly powerful the more it is practiced. You will find that it is useful and relevant to you both immediately and in the long-term.

Where has PLSeminars worked to date?

Since its formal incorporation in 2006, PLSeminars has delivered projects in the United States, Western and Eastern Europe, and Asia. Trained to listen to multiple voices in a range of multi-cultural contexts, PLSeminars facilitators have provided clients like you with events that are both structured and participatory, and that enable every voice to be heard and included.

Here are a few of PLSeminars' recent activities, to give you some sense of the scope of their work.

- Coaching and mentoring for expatriate leaders, executives, and spouses sponsored by global corporations worldwide, and for private individuals seeking to live more purposeful lives.
- Global leadership, teambuilding, and intercultural/diversity competence for global corporations.
- Team-building for professionals working in diverse organizations within the field of international cooperation (humanitarian relief and international development).
- Global leadership development for women.
- Institutional intercultural competence for a university community, using multi-year initiatives and involving members of the cabinet, faculty, academic departments, international student and leadership programs, and programs to serve first-generation university students.
- Staff training and support for study abroad programs working with young leaders from around the world.
- Comprehensive program design and consultation for a highly mobile international school community, working in collaboration with parents, counselors, administrators and teachers from 60 different countries to support members in their geographic and cultural transitions.
- Institutional change management for a multi-national and multi-lingual organization, involving the collaborative articulation of core values by 250 stakeholders, and the skill development to leverage their communal and individual commitment for effectively addressing diversity.
- Rejuvenation and skill development for seasoned intercultural professionals, and entry level orientations for people new to the field focused on translating theory into practice.
- Training and mentoring for people in personal and professional transition.

Additionally, the methodology of Personal Leadership has been integrated as the core curriculum in undergraduate and graduate classrooms in Asia, Europe and the United States.



Who are some of PLSeminars more recent clients?

Public and Not-For-Profit Organizations

- CEDPA (the Center for Development Population Activities)
- *cinfo* (Centre d'information, de conseil et de formation)
- Hope Fellowship Programs of the National Albanian American Council
- The Smithsonian Institution
- The Intercultural Communication Institute (including its Master of Arts in Intercultural Relations and its Summer Institute for Intercultural Communication)
- The World Bank

Academic Institutions

- Clackamas Community College
- Jakarta International School
- Lincoln University/Singidunum University of Belgrade

Academic Institutions (cont.)

- Oregon State University Extension
- Randolph College
- The Scholar Ship
- Whitworth University

Global Corporations

- Samsung Corporation
- Solvay Pharmaceuticals, Inc. (US and Europe), and Solvay Advance Polymers

Private Contract Individuals

- leaders of multi-national, multi-lingual and multi-cultural teams
- executives on international assignment
- expatriate spouses on international assignment
- intercultural professionals
- professionals in the midst of personal and/or career transition

How can you learn more, about PLSeminars and the Personal Leadership methodology?

You can find information about the PLSeminars organization at www.plseminar.com, where you will also find a listing of upcoming public events.

You can learn more about the Personal Leadership methodology by reading *Making A World of Difference. Personal Leadership: A Methodology of Two Principles and Six Practices* by Barbara Schaetti, Sheila Ramsey, and Gordon Watanabe; available via www.plseminars.com/book.html.

How can you participate in work with PLSeminars?

Consider joining participants from all over the world at one of these Personal Leadership events:

- Foundation Seminars held regularly in the United States and Japan, and more occasionally in Europe. These seminars offer a comprehensive multi-day introduction to the Personal Leadership methodology.
- Foundation Tele-Class Series held periodically for those for whom geographic distance or other life circumstance makes attending a seminar impossible. The ten-week series uses a combination of conferencing, data collaboration, and online hosting technologies.
- Training-of-Facilitators Seminars held annually in the United States. Facilitators engage in a minimum two-year protocol before being recognized as senior facilitators with PLSeminars.

To discuss customized client services, or to request a proposal targeted to your particular needs and interests, please contact Barbara F. Schaetti, Ph.D., Managing Partner for PLSeminars, at bfschaetti@plseminars.com. PLSeminars is headquartered in Seattle, Washington, USA, and has a branch office in Tokyo, Japan.

