



# Key Frameworks for working with the DDI

## Tools: ISA360 & IASC

Information for Accredited Practitioners



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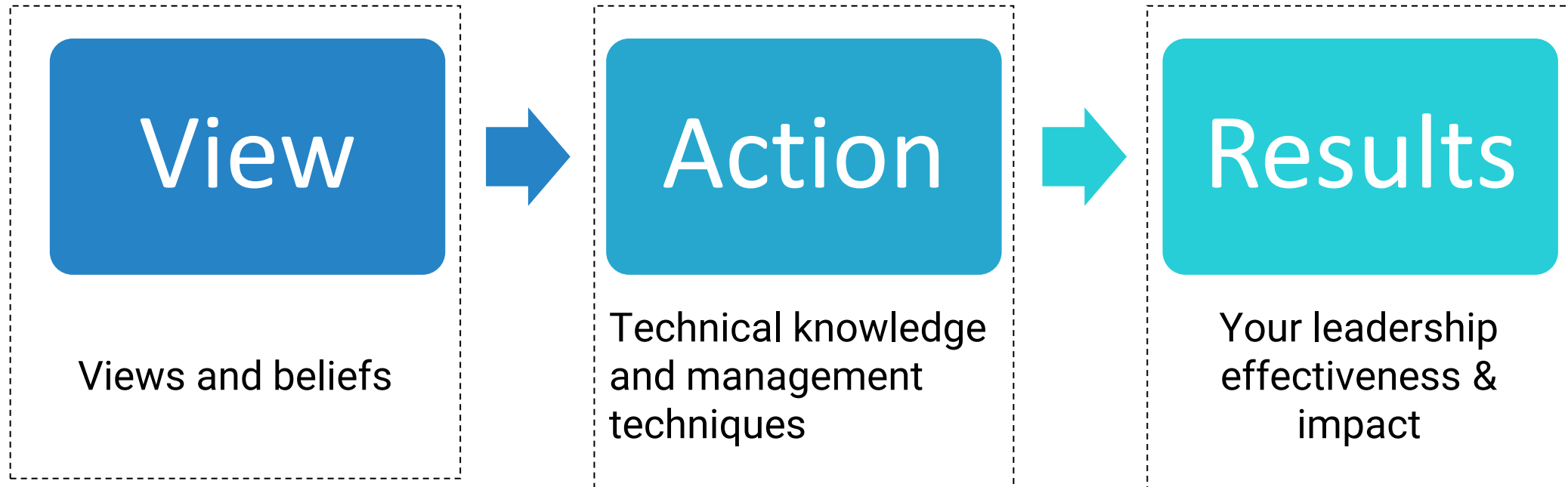
# Integral Model

Integral Model (Wilber) - Culture and leadership are levers for change.

	Personal Safety	Process Safety
	Invisible	Visible
Individual	Views and Beliefs	Behaviours & Actions
Group	Culture	Processes & Systems

 **Results**  
*Incl safety  
performance*

# View – Action - Result



We use this model in individual and group debriefs, and provide reflective space in the Self Development Guide to enable participants to use the model themselves.

**Performance = Potential - Interference**

Jeff Gallaway – Inner game of tennis

# Relationship Triangle

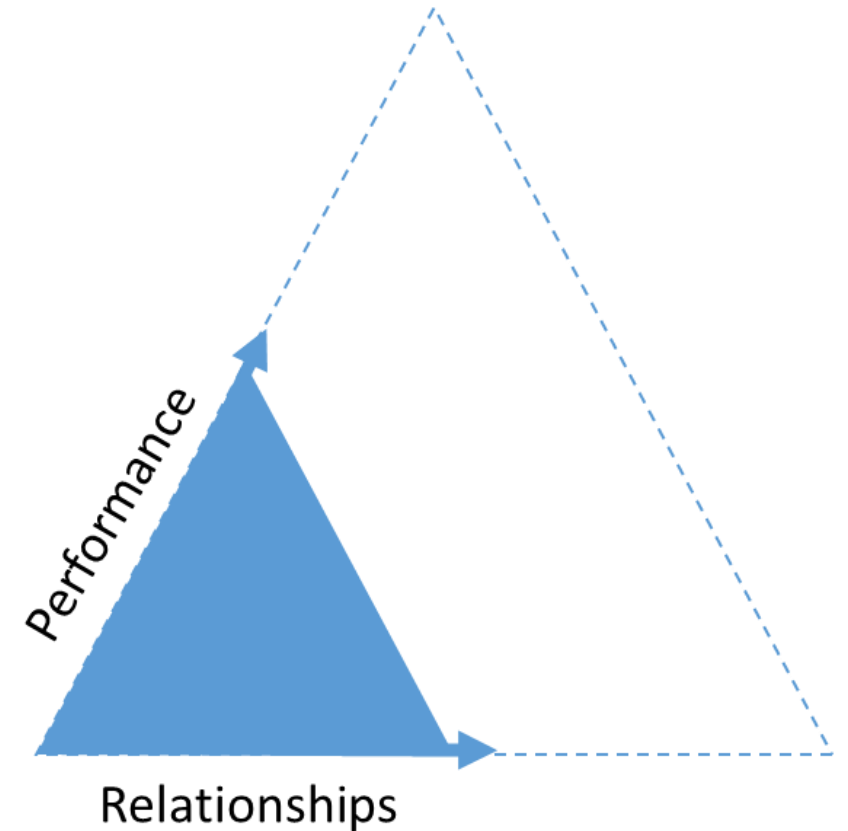
This basic principle of; *as the quality of relationships increase, so does the performance*; is the power behind the DDI assessments and coaching experience.

**The better we know someone, the better we work with them**

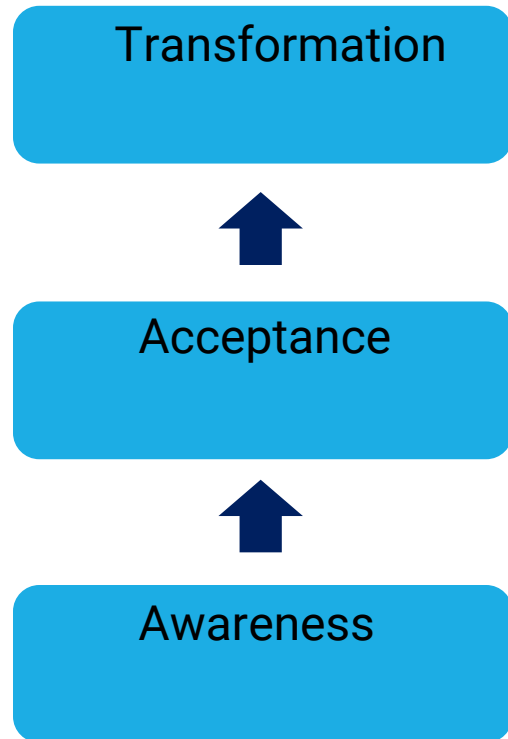
It explains why a sporting team made up of talented individuals who haven't played together before will always be beaten by a team that is less talented individually but have trained and played together for a long time.

It is also true in the workplace.

It is **also true about any person, object, concept and experience**; the better your relationship with it, the greater the performance.



# Transformation



A transformational approach provides the opportunity for leaders to understand and then change their view of their current leadership, providing endless possibilities for more effective styles.

This in turn leads to the promotion of long-lasting effective leadership behaviours; true transformation.

*By designing programs targeted at the 'view' (or mindset) rather than the 'behaviour,' partnering organisations experience more long-term, meaningful and sustainable results.*



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