



THE INSTITUTE FOR ADULT DEVELOPMENT

BUILDING BRIGHTER MINDS
FOR BRIGHTER OUTCOMES

LEADING DELIBERATELY

OPTIMISE YOUR THINKING WITH THE IAD

Organisational Cognitive Architecture

In rapidly transforming economies, leadership maturity determines national competitiveness.

High-growth organisations do not fail due to lack of strategy:

They fail due to limitations in leadership cognitive complexity.

We work with you to:

CHALLENGE

your thinking patterns that lead to limiting behaviours.

CHOOSE

how you want to improve, and to work on interventions to support a shift in your cognitive capacity.

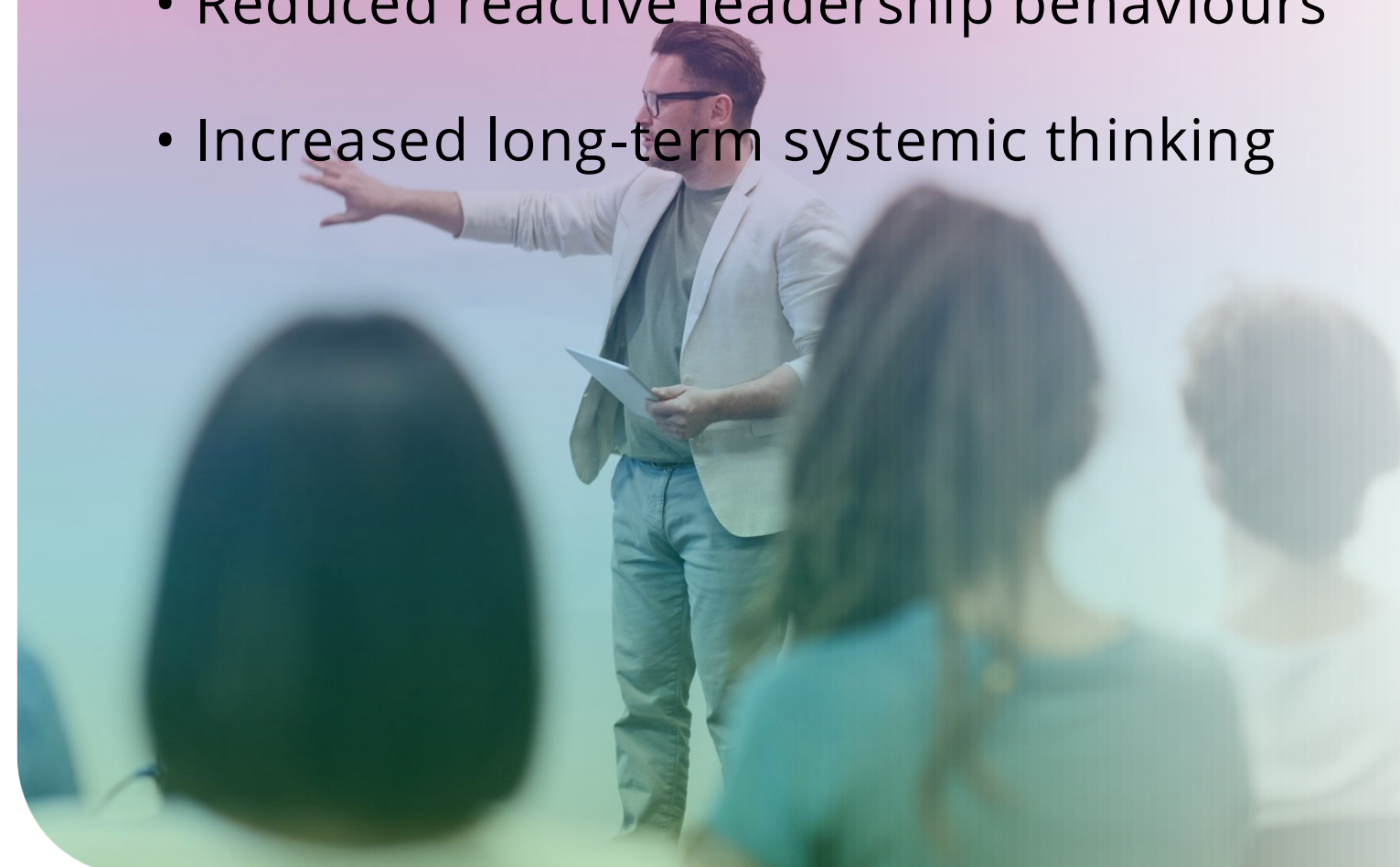
CHANGE

supporting stronger decision making through greater awareness of your choices and possible outcomes of your decisions.



Supporting individuals, teams and organisations towards greater performance by accelerating your:

- Reduced executive misalignment
- Faster strategic decision cycles
- Improved cross-level coherence
- Reduced reactive leadership behaviours
- Increased long-term systemic thinking



Why work with us?

- We work beyond MBTI, DISC, Enneagram, and other psychometrics with our bespoke in-depth profiling solutions.
- Our services provide a unique blend of **adult development psychology** and **leadership education** to achieve the strongest outcomes for you and your business.
- We apply **scientifically tested*** methods using Constructed Development Theory® (CDT).
- Through examination of HOW you think, we develop **better self-awareness** and **directed thought leadership**.
- **Adaptable, Flexible** and **Targeted** approach ensuring every client's needs are met.



**QUESTION
EVERYTHING**

*CDT:
Scientifically
tested on
14,000+
participants



THE OFFERING

Our courses are uniquely based on scientifically proven* research from adult development psychology which evaluates the level of complexity of our thinking using up to 50 cognitive measures and two scales.

We tailor our services based on the needs of each client, with Three Packages:

- 1

Leadership Foundation – the Three Leaders Programme, group-based profiling and vertical development.
- 2

Capability Expansion – The Three Leaders Programme Plus the Coaching Pathway.
- 3

Executive Architecture – the Full ecosystem including C-Suite FRAME programme. See the next page for more.

Within Our Workshops, we include:



Coaching Deliberately:
Develop your leaders and managers to support their teams with Next Level Coaching methods combining psychology, management and leadership.



Leading Deliberately:
Develop managers to become leaders who are innovative, supportive and can drive your business forward.



Communicate Deliberately:
Develop your teams by examining and working with the dynamics across each individual's thought patterns enabling you to better support each person and the team collectively to improve performance and foster a strong culture of success.



Dr Darren Stevens
founder of IAD
and author of CDT

Thinking & Awareness Quotients

Our proprietary assessment architecture, built upon validated Identity Compass methodology, provides a personalised, detailed report of your Thinking Style and your thinking level based on TQ and AQ scoring developed by Dr Darren Stevens, founder of IAD and author of CDT.

Score Summary

TQ: Builds upon Dr Kegan's Levels of Adult Development, providing a measure of thinking capability and complexity within his scale.

AQ: Assessing Awareness and Choice in the moment, and authored by psychologist, Dr Darren Stevens and his levels of Dynamic Intelligence within Constructed Development Theory® (CDT).

TQ	AQ	BEHAVIOURAL OUTCOME EXPLAINED
2	4	Necessary to follow instructions and procedures by manager. Limited Choice on Awareness of behaviours in the moment.
3	5-6	Continually seeking external validation. Family oriented business thinking. Socialised mind. Democratic leadership.
4	7-8	A more self-aware and self-authored approach to business. Long term strategic thinking. Transformational leadership.
5	9	Global perspective on business development. Capable of abstract thinking. Visionary leadership and disrupting business norms.

F.R.A.M.E. FOCUS

Organisations are subject to the ever-changing global environment which is more volatile, uncertain and complex.

Programme Format

Leadership Foundation:

- 3–6 months cohort-based programme
- Group profiling + facilitated development workshops
- Executive report + strategic alignment session

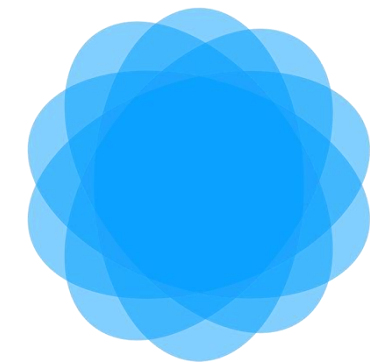
Capability Expansion:

- 6–9 month internal coaching capability build
- Coaching certification pathway
- Organisational behavioural impact mapping

Executive Architecture (FRAME):

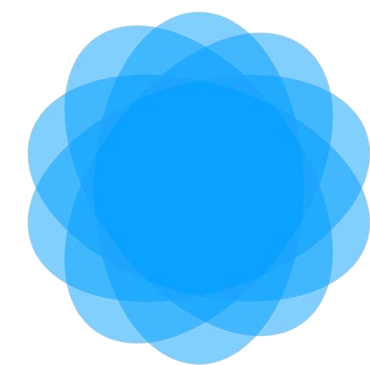
- 12-month strategic advisory engagement
- C-suite working sessions
- Decision architecture review
- Ongoing executive reflection architecture

Our C-Suite Workshops begin with:



F.R.A.M.E.

Fluid, **R**esponsive, **E**mergent, **M**ulti-Perspective and **A**mbiguous. Most leadership systems are trained for stability, not volatility. When environments accelerate, decision architecture must evolve. When complexity increases, conventional decision frameworks reach their limits. The Three Leaders Programme establishes the structural foundations required to work effectively with ambiguity.



Complexity is no longer something we react to or control. It is something we construct — moment by moment — through awareness. FRAME is not a model of the environment. It is a description of how reality is experienced when awareness matures.

Executive Partnership Model

- Limited number of organisational partners per year
- Direct access to Dr Darren Stevens
- Quarterly executive cognitive architecture reviews
- Decision stability mapping
- Long-term leadership maturity development

Executive Cognitive Strategy Architecture

FRAME is a decision-making stabilisation model for volatile growth environments.

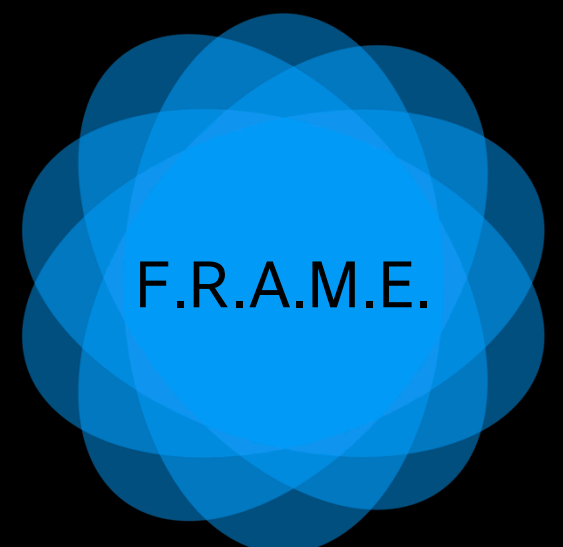
In high-growth, state-influenced economies, C-suite leaders struggle with:

- Rapid expansion pressures
- Reputation risk
- Political-economic interface
- Long-term systems impact

FRAME provides:

- Structural thinking
- Decision clarity
- Cognitive integration
- Risk anticipation

This is our premium entry programme, designed for executive teams operating at national or multi-sector scale.





FIND OUT WHAT
MAKES US DIFFERENT

AdultDevelopment.Institute

CONTACT US

Darren@AdultDevelopment.Institute

"We don't see things as they are, we see things as we are"

Rabbi Shemuel ben Nachmani

AT IAD GLOBAL WE CHANGE YOUR THINKING
WHICH DRIVES YOUR SUCCESS

