





# **Leadership Development Intensive (LDI)**

SPECIAL EXECUTIVE EDITION facilitated by

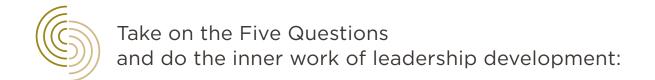
John J Scherer - author of the program & Agata Cielarska

16-19th September, 2025



You don't need to **change** yourself. You need to **come home** to yourself. That changes everything.

With this simple sentence, John Scherer revolutionized leadership development.



#### 1. What CONFRONTS me?

What challenging and difficult situations - 'tigers' - do I need to face?

#### 2. What am I BRINGING?

What is my history with similar situations, what are my expecta-tions, my hopes and fears, my predictions?

#### 3. What RUNS me?

What is my 'default' way of han-dling things like this? How am I on 'automatic' without realizing it, and how does that impact my effectiveness? How am I limiting my options?

#### 4. What CALLS me?

What 'inside' strengths and capa-bilities call out to be expressed more fully in my life and work? What kind of 'outside' situations call for my attention?

### 5. What will UNLEASH me?

What will empower me to step into my full potential? I've had insights before. What will make this experience different?





LDI is NOT Leadership Training, it is Leadership **DEVELOPMENT**. From the Old French, **desveloper**, which means 'to discover', to 'unwrap', to 'find'. LDI helps you discover, unwrap, find your inner source of purpose, power and peace. Find out how your default reactions to difficult and challenging situations ('tigers') have been driving-and limiting-you.

Take a big step toward changing from an 'automatic' to an 'authentic' way of living-and dealing with confrontations of any kind. You are a leader **and** a human being.

Discover the **person** inside the position. Become the leader you are capable of being. The effects are transformational and lasting.

# — Work/life issues impact not just the mind, but the body and the spirit as well.

The LDI is not just a 'sit-down-and-takenotes' kind of experience. You will learn
important models and theories, like The
Waterline, Three Worlds, TOV, Persona/
Shadow, Mindfulness, Well-Being, and many
more. These powerful tools equip you to
transform your workplace into a powerful
vehicle (or 'Dojo') for personal development.
LDI builds on your strengths and helps you

discover and use capabilities you may have not known you possessed, or ones you have been reluctant to use. Sessions are designed to challenge your current way of thinking, to relax and strengthen your body, to expand the ways you manage yourself, thus maximizing your performance—and the performance of those around you.

# 8 outcomes you can expect



**Unhooking** from counterproductive reactions and patterns



**Producing extraordinary results** in the face of obstacles and resistance



**Being able to resolve** un-resolvable conflicts



**Becoming a communicator** who hears – and is heard – deeply



**Knowing the difference** between problems to be solved and polarities to be managed



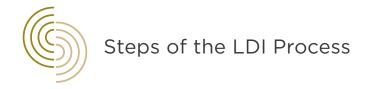
Turning work into a **powerful vehicle** for life-long personal and leadership developmen



Tuning into the deepest personal source of power and strength



Working with a greater sense of **purpose**, **power and peace** 



## **PART 1: Preparation**

**PRE-WORK** - a 30-minute online EQ self-assessment to help set your development goals for the course.

**PRE-CALL** - a 60-minute online conversation with one of the Facilitators, serving as an introduction to the program, its content and logistics.

# **PART 2: Group workshops**



**OFF-SITE RETREAT** – 3,5-day facilitated individual and group development session with many experiential activities. Days start at 7:30 with gentle stretching, aikido, and mindfulness training, followed by morning and afternoon learning sessions. Each day (apart from the last) finishes at around 7-8 pm.

The event is usually held at a small, boutique hotel or retreat center. If possible, it is recommended that participants remain on-site for the whole experience – this allows them to get the most out of the experience and fully engage, staying away from everyday life, family and work issues as well as have space to reflect and recover after each intensive day.

# **PART 3: Implementation**

**EMAILS** - The 21Days Email program - each day participants receive short audio/video messages to support them in their implementation of the LDI back at work and home.

**GROUP SESSIONS** - two 90-minute group calls to assist participnats in 'facing tigers' and applying the LDI learnings and implementation.

LIVE GROUP SUPPORT - on-line support group created (Whats App/Messenger) for participants to continue to work together and support one another in their development journeys.

**1-1 COACHING** – optional 1-1 coaching sessions are recommended and charged extra.

## Daily Schedule\*

- **DAY 1** Tuesday, September 16th, 14:00-19:30
- **DAY 2** Wednesday, September 17th, 7:30-19:30
- **DAY 3** Thursday, September 18th, 7:30-19:30
- **DAY 4** Friday, September 19th, 7:30-15:00
- \* meal, coffee and stretching breaks scheduled throughout the day

### **Course Tuition**

Tuition for the LDI is **11.900 PLN net** per person (plus any applicable VAT) **Average group size is 6-10 participants** 

Language: ENGLISH

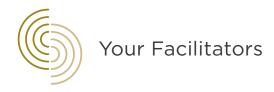
### **MEALS**

We will have breakfast and lunch together starting Thursday and it is part of the tuition.

## Register

to register, please contact us at: agata@humanleaders.pl







## John J. Scherer

Former Gestalt-trained therapist, John is a pioneer in the emerging field that shares the name of his 1993 book, Work and the Human Spirit, and now the Five Questions that Change Everything. In 2008 the Covey Organization named John one of America's Top 100 Thought Leaders in Personal/Leadership Development, and in 2015 the international Organization Development Network honored him with its Lifetime Achievement Award.

A prodigious writer, he is author of hundreds of articles, books and on-line print and video resources in leadership, change, conflict, and unleashing the human spirit at work.

Since John's return back home to the US in 2023 he does not participate in open LDIs that often. This one is a very special treat!

## **Agata Cielarska**

Agata is an entrepreneur who's taken on roles of a business trainer, a team development facilitator and a consultant in the area of organizational health. She's successfully worked with both global businesses and local organizations for the past 20 years including State Street, UBS, Motorola, Heineken, ABB, Akamai, Google, Sabre Holdings, AGORA, Amica, PLAY, Netia, AON, BBH, Schibsted and others.

She's a certified business trainer, she holds a diploma in Business Management and she completed an MBA program at National Louis University. She founded, developed and passed on a number of businesses in the educational industry, all successful in their independent operation to this date, employing over 250 people. In her work with people Agata's mission is to inspire self-discovery and unleashing leadership potential. Her professional interests revolve around group dynamics, team development, organizational health and change processes. She's also a parent of two, a business partner, a runner and a traveler who's hitch-hiked half of the globe with a constantly unsatisfied thirst to discover new cultures and lifestyles.





This is some quotes and testimonials from participants in just the last few years. These words best describe the LDI experience though we are often told that describing it is not an easy job...

'(...) I can guarantee, that you'll be happy with it. It will stay with you after LDI. It will help you in further life and business navigation.'

Wojciech Tomczak

Communications Director

UNII EVER Poland and Baltics

'Inspiring, deep, intensive, transformational. I strongly recommend and I will definitely be coming back.'

Jola Gantkowska

Director Of Operations/Global Head of Administration

Alexander Mann Solutions

'After the LDI you will never go back to what you tried being - you will fully be yourself. (...)

For me it was a really well invested time I strongly recommend the LDI.'

Sławomir Kumka MBA, Managing Director IBM Software Laboratory, Poland

'LDI is not a training – it's a journey to the most beautiful destination, you can imagine: to yourself. And believe me – it is a ride! Is it worth it? 110% yes! And when you go to LDI you will learn, why 110% is so important in this

**sentence.'**Kinga Chrapisińska

ARROW Business Operations Manager
BSC Gdańsk

'Awesome 3 days. Worth more than 2 years of coaching. Seriously.'

Marcin Gadzinski Managing Director Gazeta.pl 'If shallow is the new deep, LDI is for sure not the case. LDI gives you a real insight into who you are, what you want and a real-time feedback about YOU in a very safe environment.'

> Agata Witczak Site&HR Head Thomson Reuters (now REFINITIV) Poland

'LDI is not a standard leadership course – its rather a fascinating journey into discovering yourself as a leader, team player, and most importantly, as a human being.

To take it you need to have a couple of strong challenges in your professional life, determination to solve them and curiosity to rediscover yourself in this process.

And definitely you need to have guts to step in and immerse into this experience J

Strongly recommended - both for individuals and for teams wanting to get stronger, more effective and more insightful.'

Iwona Doktorowicz-Dudek Vice-President Marketing, Board Member Kompania Piwowarska

'Very deep experience, made me aware many things, very important things.

Not an easy one but definitely worth it! Full respect to very professional facilitators.'

Marcin Marchlik

Director Of Retail Sales
La Lorraine Bakery Group NV

'I have gone through the LDI journey as a trip into myself. After these 4 intensive days I have realized it is not about dramatically "changing" yourself, but rather looking at who you are and understanding how this can be transformed into full potential. An inspiring trip worth the investment.'

Anna Rul-lan Bóbr

Dyrektor Biura Realizacji Inicjatyw Rozwojowych
SANTANDER





'We are scared of many truths about ourselves. LDI helps to confront with them and draw a lot of benefits to become a better person. Through this program you learn how to go back to yourself instead of pretending to be someone else. It's one of unique and refreshing experiences in amazing path of life both personal and professional'

Gabriel Gillis Industrial Director Verallia Deutschland AG

'Go there and be ready tht things will change. It's not just a leadership training, it's definitely a deep, game-changing experience.

Stop, look around, take a breath. Get closer, look inside, feel and come back home to yourself'

Filip Walkowicz

Site Leader & Global Site Governance
Lead & Senior Director
AKAMAI Technologies

'Definitely YES, for every mature leader who has fallen into the routine of everyday life and tunnel thinking.'

> Wojciech Zając Enterprise Software R&D Site Leader Poland Hitachi Energy

'(...) The memory of this program will stay with me for a long time.'

Ewelina Masztalik Finance Director, Head of SSC Motorola Solutions 'An incredibly transformative program. This is not a training, it is not a workshop, it is an experience that stays with you and which has a real impact on how you live the next days.'

Agata Laskowska

Customer Account Director, Workday DACH at Kainos

'The LDI program is a very powerful, transformative tool (...). It helped me discover the mechanisms that influenced my way of acting and blocked my potential.'

Magdalena Kubit
President of the Management Board

Magda Plant-Based sp. z o. o., Poland

'From the first day, I realized that I was not in another training. That I could actually change something now and not wait for the next Monday, the next month or the next year.'

Marta Plonka

O2C Delivery Manager

ABB Business Services Sp. Z o.o., Poland

'Leadership Development Intensive was one of my most exciting and eye-opening events, with a big importance for my career and private life.'

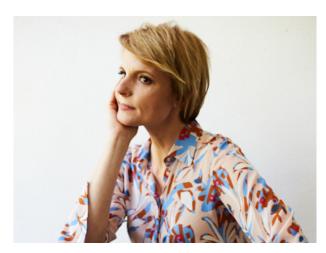
Dr. Lubomir Zubrycki

Head of Customer Connect for Europe & Africa

Hitachi Energy











### **HUMAN LEADERS Training, Facilitation, Consulting**

Organizational Effectiveness, Courageous Leadership, High-Performing Teams

agata@humanleaders.pl