



Leadership Development Intensive (LDI)

SPECIAL EXECUTIVE EDITION facilitated by

John J Scherer – author of the program & Agata Cielarska

16-19th September, 2025

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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.



Take on the Five Questions
and do the inner work of 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 expectations, my hopes and fears, my predictions?

3. What **RUNS** me?

What is my ‘default’ way of handling 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 capabilities 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?





The course & the outcome

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-take-notes' 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 counter-productive 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 development



Tuning into the deepest personal **source of power and strength**



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



Steps of the LDI Process

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 participants 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, Course Tuition and Technology

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





Your Facilitators



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.



REFERENCES



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
UNILEVER Poland and Baltics

'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

'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

'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

'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

'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

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

Marcin Gadzinski
Managing Director
Gazeta.pl

'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-ian Bóbr
Dyrektor Biura Realizacji Inicjatyw Rozwojowych
SANTANDER



REFERENCES



'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 Zajac
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



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