Executive Integral Leadership Program

Introduction to the *Pathfinder®*

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**The Guiding Questions**

- What Does It Take to Create Exceptional, Sustained Value?
- What Is the Role of the Leader in the Process?
How will you add value by participating in this program?

Values

A Value is any belief, principle or virtue held so deeply (consciously or unconsciously) that it guides our behaviors, decisions and actions.

-- Ron Nahser, Managing Partner
Corporantes, Inc.
Pathfinder®
Pragmatic Inquiry

- Well-Tested Process, Based on Pragmatism
- Uses Relevant, High-Leverage Business Issues
- Key Elements
  - Challenge Assumptions
  - Make Values Explicit
  - Learning What We Don’t Know
  - Re-framing
  - Incorporate Narrative and Non-Linear Inputs

Context for Pragmatic Inquiry

Source: Beyond Entrepreneurship, Jim Collins and William Lazier
Pathfinder®
Pragmatic Inquiry

- What is your question?
- Why is it important?
- What is your best answer to your question now?
- What values, beliefs, knowledge, assumptions, purpose, mission are guiding your baseline answer?
- What action are your/your organization now taking?
- What specific actions do you think you/your organization should take?