



Off-Sites for Insight



Alignment through Authentic Engagement

Purpose

To provide a forum to align leaders through deep and meaningful connections and insights.



Premise

When we live and work in a reactive and polarized environment, we participate in a perpetual dynamic of struggle, exhausting ourselves, squandering our inner resources, inhibiting our team's creative and productive potential.

Process

Our process places leaders in a dynamic context that inspires and installs clarity of intention, consciousness, and mindful functioning by addressing leadership responsibilities with integrity and empathetic balance. Leaders are placed in challenging situations, facing real issues, in real time, while empowering individual and group presence with intelligence and heart.

PURPOSE AND VALUE

Current Status - Levers That Drive Failure

- Territorialism that results in silos across business units and functions
- Conflict avoidance within the organization that drives unhealthy outcomes
- Fear of expressing our voice
- Competition when collaboration would better serve us
- Regression into past wounds, problematic patterns and story-lines that lead to failure
- Avoiding and masking productive conflict with the rational that the status quo is better than risk

Potential Outcomes – Levers That Drive Success

- Unify the Leadership Teams
- Improve cross-sector communication
- Reduce insecurity and fears
- Achieve constructive candor as a norm
- Support clear and effective complementary roles for senior leadership
- Clarify the organizational norms that bring about success
- Develop a culture of mutual understanding
- Identify and reduce problematic patterns
- Recognize the current capacity to stretch resources, systems and processes and



manage them effectively

- Cultivate individual and team respect for co-determined leadership

Format

- Live in-person
- Location- Anywhere needed.
- Proposed schedule: ½ to 1 full day.
- Tailor made to meet your company needs: standalone workshop, integrated into a retreat setting.

Agent of Change

Timothy Dukes, Ph.D. Expertise to transform leadership in this unique and highly effective process.

Dr. Timothy Dukes is a veteran psychotherapist, leadership advisor and father. His expertise, in creating and holding a transformational process, instills Presence in Leadership for the individual, partnership, family, team and organization. Tim consults in a variety of institutional settings, working with established business leaders, political visionaries, and emerging innovators. His unique program for individual and organizational development—distilled from thirty years of clinical work, academic research, and contemplative practice—resolves contradiction and opposition through a clarity-based evolutionary practice. His book, *The Present Parent Handbook*, speaks to his work with families.

Image courtesy of: [@jiangxulei1990](#)

The Tim Dukes Method provides an opportunity for self-reflective individuals to cultivate the capacity to receive into consciousness hidden aspects of the self, claiming your unique gifts – ensuring that today’s brilliance successfully transitions into tomorrow’s wisdom. The Tim Dukes Method is designed and implemented by Dr. Timothy Dukes for determined creatives to ensure long-term viability — as a continuing investment in the well-being of yourself, family, organizations, culture, society, and the Earth itself.