

communicate



interact



connect



influence



impact



grow



Program Guide



NTL Institute

ntl.org

Since 1947

empower | impact | transform

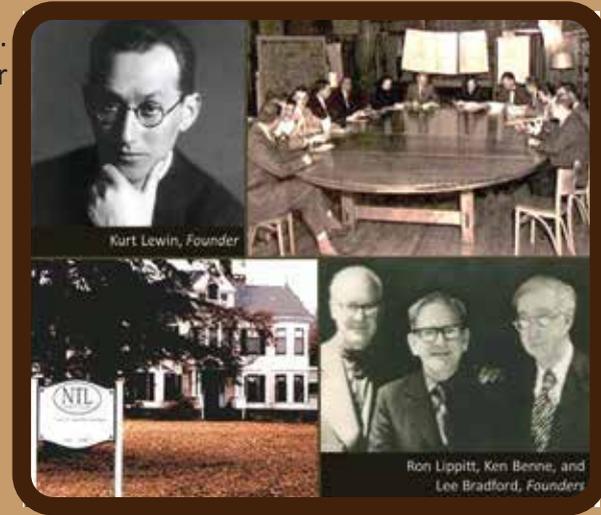
The Vision

NTL's history began with the vision of Kurt Lewin, founder of modern social psychology. In 1946, Lewin, then Director of MIT's Research Center for Group Dynamics, concluded from his experiences that increased awareness of self and others could be accomplished through facilitated group dialogue in Training Groups (T-Groups) that advocates open-minded appreciation and inclusion of differences. Lewin also concluded that T-Groups who learned by experience, rather than lecture and reading, provided high potential for diagnostic study, evaluation and, most important, for changing behaviors. In 1947, his work formed the NTL Institute for Applied Behavioral Science (NTL).

Today, NTL thrives as a global membership institute leading the advancement of Applied Behavioral Science excellence. Each year NTL facilitates a full program of mission based experiential events, workshops and labs for open enrollment and custom tailored individual, group and blended learning clients. NTL began the vision 66 years ago and will continue to lead by example.

It's the promise and commitment NTL has kept since 1947.

67 years of learning,
service & innovation



We live in a challenging time. A time where new approaches are required to achieve social and organization change and assist those in the public, private and non-profit sectors as they navigate our nation's – and the world's – economic storms.

For over 67 years the NTL Institute has lead a worldwide network of practitioners and researchers in programs of deep significance in personal growth and leadership, organization development, diversity, inclusion and social justice – all the things at such a premium today.

We continue this leadership position with our core programs, NTL's signature Human Interaction Laboratory and Interpersonal Skills for Leadership Success programs, and our Certificate Programs in Organization Development and Coaching– all of which earn rave reviews from top leaders, managers and practitioners alike.

NTL's expertise is realized in many forms. One such avenue is our Custom Solutions team. Whether you are a large or small organization seeking our on-site perspective or partnering for OD strategies we are here to help.

We believe it is important to be a leader in Grant work and have enjoyed the friendships we have made. It is so critical to give back these days.

We've also responded to our customers' ever changing needs with NEW PROGRAMS in the areas of Leadership Agility and Emotional Intelligence. Always focused on serving our customers – always on the cutting edge of our practice – we look forward to seeing you in a NTL Institute program!

David Osborne
Chairman of the Board



Go to ntl.org to register +1.301.565.3200 email us at info@ntl.org

NTL Program Guide

Start Date	Course Title	Tuition	Location	Course Dates
1/25/15	Human Interaction Lab	\$3,450	DC Metro	Jan 25-30
2/10/15	Creating a Solid Client/OD Consultant	\$2,950	DC Metro	Feb 10-13
2/22/15	Human Interaction Lab	\$3,450	DC Metro	Feb 22-27
2/23/15	Facilitating Strategic Planning	\$3,450	DC Metro	Feb 23-27
3/9/15	Diagnosing Organizations with Impact	\$3,450	DC Metro	March 9-13
3/22/15	Human Interaction Lab	\$3,450	Seattle	March 22-27
4/13/15	Facilitating and Managing Complex Systems Change	\$3,450	DC Metro	April 13-17
4/19/15	Interpersonal Skills for Leadership Success	\$3,450	DC Metro	April 19-24
4/20/15	Theory and Practice in Organization Development	\$3,450	DC Metro	April 20-24
4/29/15	High Impact Relationships	\$1,450	DC Metro	April 29-30
5/5/15	Intervention Strategies	\$2,950	Seattle	May 5-8
5/17/15	Human Interaction Lab	\$3,450	DC Metro	May 17-22
6/14/15	Human Interaction Lab	\$3,450	DC Metro	June 14-19
6/14/15	So You Want to Run a T-Group	\$2,200	DC Metro	June 14-20
7/29/15	High Impact Relationships	\$1,450	DC Metro	July 29-30
8/10/15	Group Process Consulting in Organizations	\$3,450	DC Metro	August 10-14
8/16/15	Human Interaction Lab	\$3,450	Seattle	August 16-21
9/13/15	Human Interaction Lab	\$3,450	DC Metro	Sept 13-18
9/16/15	Leadership Agility	\$1,950	DC Metro	Sept 16-18
9/28/15	Diagnosing Organizations with Impact	\$3,450	Seattle	Sept 28-Oct. 2
10/5/15	Theory and Practice in Organization Development	\$3,450	Seattle	Oct 5-9
10/18/15	Interpersonal Skills for Leadership Success	\$3,450	DC Metro	Oct 18-23
10/26/15	Self-Awareness and Being	\$2,950	DC Metro	Oct 26-29
11/3/15	Intervention Strategies	\$2,950	DC Metro	Nov 3-6
11/8/15	Human Interaction Lab	\$3,450	DC Metro	Nov 8-13
11/16/15	Leading Organizational Change	\$2,950	DC Metro	Nov 16-19
12/6/15	Human Interaction Lab	\$3,450	DC Metro	Dec 6-11



Course Favorites

Human Interaction Lab

The Human Interaction Laboratory is an immersion into inter-personal relations and group dynamics. The process of feedback helps participants understand how their own behavior appears to others and how it effects them. After the HI Lab participants will be able to communicate more effectively with co-workers, colleagues, clients and family members. The HI Lab of today is as impactful—even life-changing—as it was over 60 years ago.

Intervention Strategies

Intervention Strategies will help you conduct successful interventions by exploring the theories and techniques that are widely used at the intrapersonal, interpersonal, group, organization, system, and network levels today. This is an engaging, hands-on workshop. You will participate in skill-practice exercises that include the real-time development of appropriate interventions.

Theory & Practice in OD

Theory and Practice of Organization Development provides a solid foundation for practitioners, executives and consultants who want a comprehensive understanding of OD. The history, current practices, and basic principles of organization development are covered in the six days of this workshop. The group will also delve into the personal principles, ethical guidelines, and fundamental OD values that are key components of being a successful OD practitioner.

Diagnosing Organizations with Impact

The phase of the OD process concerned with diagnosis or assessment is the focus of the intensive workshop Diagnosing Organizations with Impact. Teams of participants within the workshop will thoroughly learn one of four models. The teams will present that model to the group, and apply that model in a diagnostic exercise with an actual client brought in by NTL. Additionally, each person in the group will receive group perspectives upon a back-home case study

Leading Organizational Change

Leading Organizational Change addresses two main topics: the dynamics of complex systems change and the nature of effective change leadership. This four day workshop provides an impactful synthesis of theory and its application to real-life cases that are important to the members in the group. Participants will leave with a strong sense of the change needed in her/his organization and what role he/she might effectively play in leading that change.

Facilitating Strategic Planning

This interactive workshop will provide you with an agile strategic planning model and practice in building your facilitation skills. You'll learn to support the achievement of defined strategic outcomes and build a collaborative sense of purpose within the organization. During the workshop, you will use a behavioral science approach to consult with an actual client and develop a strategic plan to fulfill the client's desired goals.



Visit ntl.org
for complete
course descriptions

Group Process Consulting

Group Process Consulting in Organizations introduces a wealth of conceptual material about group dynamics and gives each participant practice in process consulting and the facilitation of groups. This new awareness and skill can lead to high-performing groups—real teams—when applied in the organization back home.

Interpersonal Skills for Leadership Success

Leaders and change-agents who wish to be dynamic, respected, and effective. Participants will get to know themselves and their impact on others more profoundly. They will be able make meaningful changes in their behavior as fully empowered leaders. This will enable them to inspire and motivate others to do their best work and produce a multiplicity of desired results.

Advanced Learning: Certificate Program

A carefully integrated sequence of **Organization Development** course work based is based upon experiential learning and explores the action research model. It applies advanced methodologies at the organizational, group and individual levels--focusing sharply upon the essentials of OD. The OD Certificate Program provides participants with progressive course work in OD theory and its practical application. An accomplished mentor will serve as a personal coach/consultant throughout the flexible two-year schedule.

Theory & Practice in Organization Development (OD)

Group Process Consulting

Diagnosing Organizations with Impact

Leadership Agility

Facilitating Strategic Planning

Intervention Strategies

Facilitating & Managing Complex Systems Change

Leading Organizational Change



Organization Development
Certificate Program



Organization Development Certificate Program (ODCP)

- Six Course Program
- Flexible Schedule
- Experiential In-person
- Courses in Seattle and DC Metro
- Typically completed in two years
- Payment Options
- \$14,450 Tuition
- Call for details 301.565.3200 x 312
- Visit us at ntl.org

Go to ntl.org to register +1.301.565.3200 email us at info@ntl.org

Custom Solutions



To learn more and find out how NTL can assist your organization contact Brian at bsetness@ntl.org
+1.703.888.8157

Today's work environment is creating new demands for the successful organization of tomorrow. Globalization, virtual work forces, accelerated technological change, competitive pressures, evolving customer needs are all shaping new requirements for talent within our organizations. This is creating new challenges for organizations to respond with decisive leadership.

Our Client Challenges: How Do We...

- Develop and retain the pipeline of future leaders?
- Build collaboration across the organization around the globe?
- Create an adaptive organization that is customer responsive and market driven?
- Foster innovation, creativity and results orientation in our work teams?
- Work effectively across cultures in a global, virtual environment?
- Create an inclusive environment that optimizes the contribution of each individual?

NTL has worked with more than 160,000 professionals on every continent.

NTL's Custom Solutions

We partner with leading organizations to meet their talent development challenges in the areas of Leadership Development, Diversity & Inclusion, and Organization Effectiveness.

Customized Program Formats & Delivery

We collaborate with you to customize the program formats and delivery approach based on your situation and needs to maximize impact and results. Our program formats range from individual programs to sequenced modules and full certificate programs. We offer flexible delivery approaches, including on-site virtual and blended learning.



"Our leaders have built their knowledge, confidence and skill in leading during times of change as a result of our partnering with NTL for our leadership development programs."

—Global OD Director

Program Areas Include:

- Leadership Development
- Organization Effectiveness & Development
- Change Management
- Leading Organization Change
- Diversity & Inclusion
- Building High Performance Teams
- Coaching for Performance
- Consulting & Intervention Skills
- Frontline Supervisor Training
- Appreciative Inquiry

NTL Custom Solutions Clients | Alcatel Lucent | Precision Drilling
US Army | Fairfax County
City of Newport News | Microsoft

Grants

NTL Institute Receives Grant to Expand Reach of Coaching to Non-Profit Leaders of Color Program

Awarded by the American Express Foundation, the NTL grant enables eight non-profit leaders of color in the Mid-Atlantic Region to receive training and six months of coaching.

NTL is proud to develop a coaching initiative for non-profit leaders of color. It would not have been possible without the generous grant from the American Express Foundation. In collaboration with fellow non-profit, Mosaica, NTL developed a program inclusive of leadership training, one-on-one coaching and best practices supporting leaders of color at both an individual and organizational level. This marks a notable expansion in the program's reach from the DC Metro Area to leaders from across the Mid-Atlantic region.

The program commenced with a welcome and introduction dinner followed by a two-day High Impact Relationships workshop, which guided participants through the process of self-discovery as they worked with peer feedback to clarify goals and develop action plans. Scheduled to conclude over a six month period, the project strives to achieve the following:

- Leaders will increase their confidence and accountability to act on their own ideas and decisions and will begin to shape and strengthen an effective leadership style.
- Leaders will increase their awareness of diversity and systemic structures of privilege and oppression and ways this may be impacting their decisions.
- Leaders will be intentional in their choices and will be conscious of those external factors that may be influencing the understanding of their organizational goals.



About Mosaica: Mosaica's mission is to ensure that our diverse communities are served by a strong, coordinated, nonprofit sector. Mosaica provides tools to nonprofits to build their capacities and ultimately strengthen the diverse communities they serve and represent. Mosaica empowers nonprofits and philanthropic institutions by providing transformational and cutting-edge organizational development support in areas such as strategic planning, board development, fundraising, human resources, fiscal management, evaluation and organizational restructuring.

About the American Express Foundation: Community service has been a hallmark of the company throughout its 160-year history. The American Express Foundation seeks partners that provide current and future nonprofit leaders with practical opportunities to learn and build leadership skills. They are especially interested in working with organizations that cultivate innovative leadership opportunities for diverse communities within the nonprofit sector. Their focus is to train professionals with a demonstrated commitment to the nonprofit sector in programs specifically targeted to the arts, environment, higher education and social service arenas.

Coaching Certification

COACHING FOR TRANSFORMATION

Coach Training Certification Program
Distance Learning

January 12 - December 17, 2015
Co-Led by Belma González, PCC and Kim Fowler, PCC



COACHING FOR TRANSFORMATION (CFT) is the first and only accredited coach training program designed for coaching in the social justice/nonprofit sector, with a focus on cultural awareness in its many aspects including ethnicity, gender, sexual orientation, ableism, socio-economic status, power and privilege.

Accredited by the International Coach Federation, CFT is led by experienced coach trainers with extensive nonprofit experience who:

- Deliver an accredited coach training curriculum that addresses the assets and challenges faced by people of different cultures, including issues of power and privilege.
- Recruit participants committed to the values of social justice and to making coaching accessible to less served communities.
- Create, support and honor the training needs of a diverse learning community.
- Hold values of possibility and success for participants as they work their way toward graduation.

COACHING FOR TRANSFORMATION is a program of Leadership that Works (LTW), an organization with a rich and respected history in coaching and coach training. LTW is an innovator in the coaching field and was a lead partner with the Coaching and Philanthropy Project (CAP) created to assess and advance coaching as a strategy for building effective nonprofit organizations.

As strategic partners, NTL Institute for Applied Behavioral Science and LTW offer a shared vision to empower leaders to create a socially just world.

COURSE CURRICULUM

- Coaching Skills
- Culturally Aware Coaching
- Experiencing the Moment
- Embracing the Shadow
- The Business of Coaching
- Celebration and Completion
- Exploring Needs and Values
- Expanding the View
- Vision and Strategy
- Calling out the Client's Power
- Soul and Spirit



NTL Program Guide



PROGRAM DETAILS

This 140-hour certification training sets you on a track to become a certified professional coach. The 11-month program starts on January 12, 2015 and is delivered via semi-weekly teleclasses.

Calls are held on Mondays and Thursdays, at 2 pm or 8 pm (EST). You can choose the time that works best for you. The rigorous training is designed with flexibility for people with busy lives.

An in-depth, experiential curriculum gives you 5 pathways, 3 levels of listening and 24 coaching skills that fully prepare you to be a transformational coach.

- 10 hours of mentoring with rigorous feedback on your coaching skills.
Group and individual sessions.
- 16 hours of peer coaching
- Written and oral competencies assessment
- Textbooks and online resources including Coaching for Transformation: Pathways to Ignite Personal and Social Change
- A lively learning community supports deep and lasting friendships.
As a Coaching for Transformation graduate, you have access to free graduate calls and resources plus ongoing opportunities for continued development.

PROGRAM INVESTMENT The full cost of certification is \$7,495.00 when paid in full at registration. Cost includes tuition, mentoring and all materials. *Not included: Course requirement of working with a CFT certified coach for a minimum of 6 hours.* To make Coaching for Transformation as accessible as possible, a limited number of partial scholarships are available. Tuition can be paid in installments over the course of the program. When paid in installments the cost of the program is \$7,860.00.

FOR MORE INFORMATION Contact Belma González at 510.594.7660 or belma@leadership-thatworks.com; or Kim Fowler at 510.534.5160 or kimfowl@gmail.com. Visit <http://www.LTWorks.com/NTL> or call Kim Mercado at 570.744.1576 to register.

ATTEND A FREE INTRODUCTORY CALL
Visit <http://www.LTWorks.com/NTL>

WHAT GRADUATES ARE SAYING “We began a group of strangers, activists, organizers, problem solvers, artists, looking for something more... Our trainers took us to the edge, opened the door, challenged us, loved us, and we began a journey... Through this journey, incredible transformation occurred for all of us.” —2011 Coaching for Transformation Bay Area Cohort
(Watch their story here: <http://vimeo.com/38669037>)





NTL Mission

The mission of the NTL Institute for Applied Behavioral Science is the advancement of Applied Behavioral Science (ABS) in the service of social justice, oppression-free societies, and healthy individuals, groups and organizations in the world.

We do this through:

Fostering learning in the theory and practice of personal and professional development, group development, group dynamics, organizational change, community development, and social change.

Contributing to the scholarship of the ABS field through research, publishing, and knowledge building.

Partnering and learning with other organizations and groups worldwide.

For more information:

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