

Research Projects

Pacific Integral

Generating Transformative Change Research Project

This is our fifth year of providing an Integral program that develops leaders prepared to generate transformative change in human systems. In this program ten to twenty participants learn together in an 18-month program, a variety of integrated approaches that fit within the Integral Frame. In order to adequately equip our participants we feel it is relevant for them to experience a transformative change inside of a human system as they are learning about how to lead such a change. Thus part of our engagement is to do research which documents the changes that the participants and the cohorts make as they travel through the program.

We began this research with our second and third cohorts, giving them the Leadership Map, Susanne Cook-Greuter's model of Loevinger's adult developmental scale. The initial testing was revealing as we all began to get an embodied and grounded feeling of what each level entailed and we had the opportunity to witness the changes within people and their cohort throughout the 18 months. Six months after their program ended they took the Leadership Map again and even with the reliability of inter-rater processes we arrived at this conclusion:

GTC 3 Test Retest on Leadership Development Framework

Subject	pretest	Pos-test	Level change+	
#1	Achiever (4)	Individualist (4/5)	1 level	
#2	Achiever (4)	Strategist (5)	2 Levels	
#3	Achiever (4)	Strategist (5)	2 Levels	
#4	Achiever (4)	Strategist (5)	2 Levels	
#5	Individualist (4/5)	Individualist + (4/5+)	1/2 level	
#6	Individualist (4/5)	Strategist (5)	1 level	
#7	Individualist (4/5)	Strategist (5)	1 level	
#8	Individualist (4/5)	Strategist +(5+)	1 1/2 level	
#9	Strategist (5)	Strategist + (5+)	1/2 level	
#10	Strategist (5)	Unitive (6)	2 levels	

This was our first test-retest. The retest for GTC 4 will be given in October 2008 and for GTC 5 in April 2009. We will have much better ideas of the trends of our results after several of these cohorts have been retested using an inter-rater process. In addition to the Leadership Map, we did pre and post interviews with the participants, and are in the process of compiling our results.

We have found an MBA control group, which we will be giving a pre and posttest Leadership Map to compare to the results of our GTC program. This will begin in the

Fall with GTC 6 and 7. The control group should help us determine if the kind of curriculum experience we offer brings about more developmental changes than the typical MBA Masters program. This is the next phase of our research.

Research on Developmental Levels

Pacific Integral intends to begin a new research project to further refine the last two levels of development researched by Susanne Cook-Greuter, with her support. We are in the process of developing a website where the participants will be able to take the Leadership Map online anonymously, allowing the scorer to score all of stem 1 together, stem 2 together (etc) supporting the reduction of scorer bias. The intention is to do a grounded research project that will support the refinement of Construct Aware and Unitive levels of development.

We also hope to get more information on the state stages in this research. We have found a first round of research subjects and intend to begin this research in the fall.