

— STAR COACH TRAINING AND  
LEADERSHIP DEVELOPMENT PROGRAMME —



**STAR**  
LEADERSHIP

— be real • be true • be you —

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“Your outer world mirrors your inner world. Changing your inner world changes your outer world.”

SAVANNAH STEINBERG

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This programme is a deep immersion into what true transformation is, and how you can really make sustainable shifts in all aspects of your life. The underlying paradigm that runs throughout is to empower individuals to ‘be conscious’, ‘be in control (of your thinking)’, and to ‘be in creation’.

It empowers individuals to embody unconditional positive regard for self and for others, unconditional acceptance of what is, and to consistently come from a place of genuineness. It is not that we need to let go or get rid of any aspect of ourselves but rather to embrace and allow for more.

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# A THEORY OF MOTIVATION

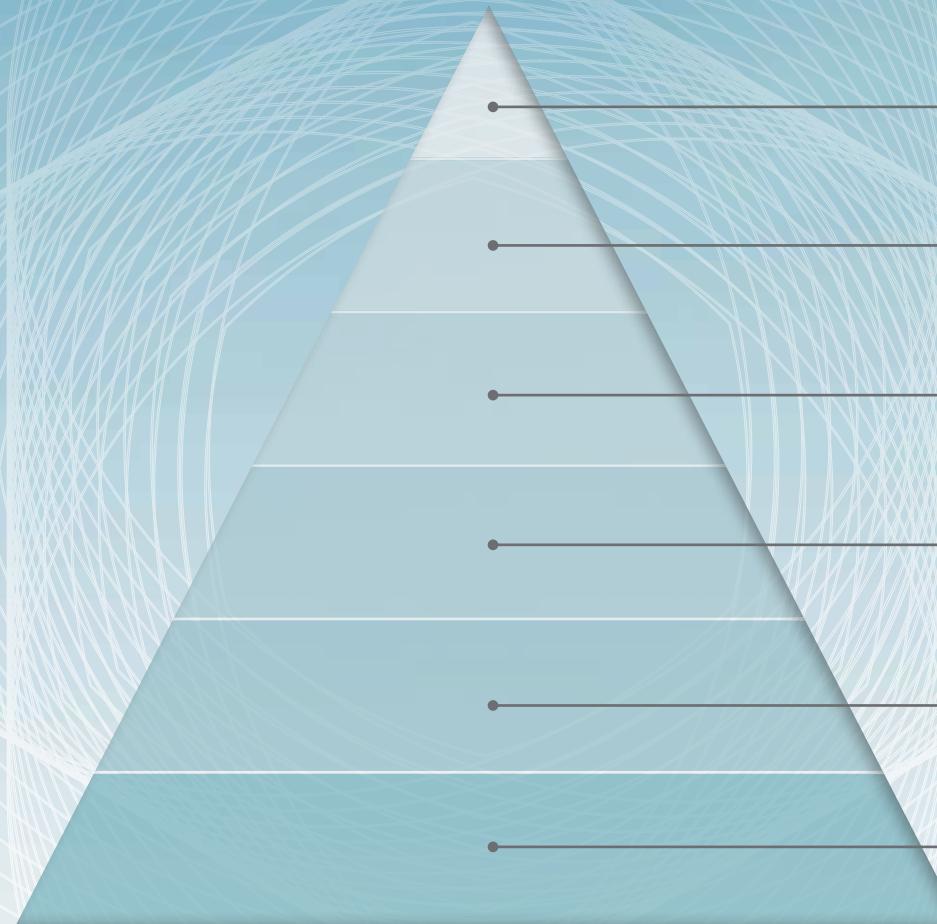
Maslow's hierarchy of needs is a theory in psychology proposed by the American psychologist Abraham Maslow in his 1943 paper "A Theory of Human Motivation"

Maslow proposed that motivation is the result of a person's attempt at fulfilling six basic needs: physiological, safety, social, esteem, self-actualization and self-transcendence.

For many years, self-actualisation dominated Maslow's famous Hierarchy of Needs, and yet before his death in 1970, he had been working on a higher need, which he called the need for Self-Transcendence.

According to Maslow, self-transcendence brings the individual what he termed "peak experiences" in which they transcend their own personal concerns and see from a higher perspective. These experiences often bring strong positive emotions like joy, peace, and a well-developed sense of awareness (Messerly, 2017). Someone who is highly self-transcendent may also experience "plateau experiences" in which they consistently maintain or enter a state of serenity and higher perspective (Messerly, 2017).

The Star Leadership methodology is called the Transcendent Leadership Compass (TLC). Our vision is to create a shift in the collective consciousness of the world, to one where we can all genuinely come from a place of honour, respect, love and acceptance in the way we relate to ourselves and each other.



**SELF-TRANSCENDENCE NEEDS**  
Seeks to further a cause beyond the self & to experience communion beyond the boundaries of self through peak experience

**SELF-ACTUALISATION NEEDS**  
Seeks fulfillment of personal potential

**ESTEEM NEEDS**  
Seeks esteem through recognition of achievement

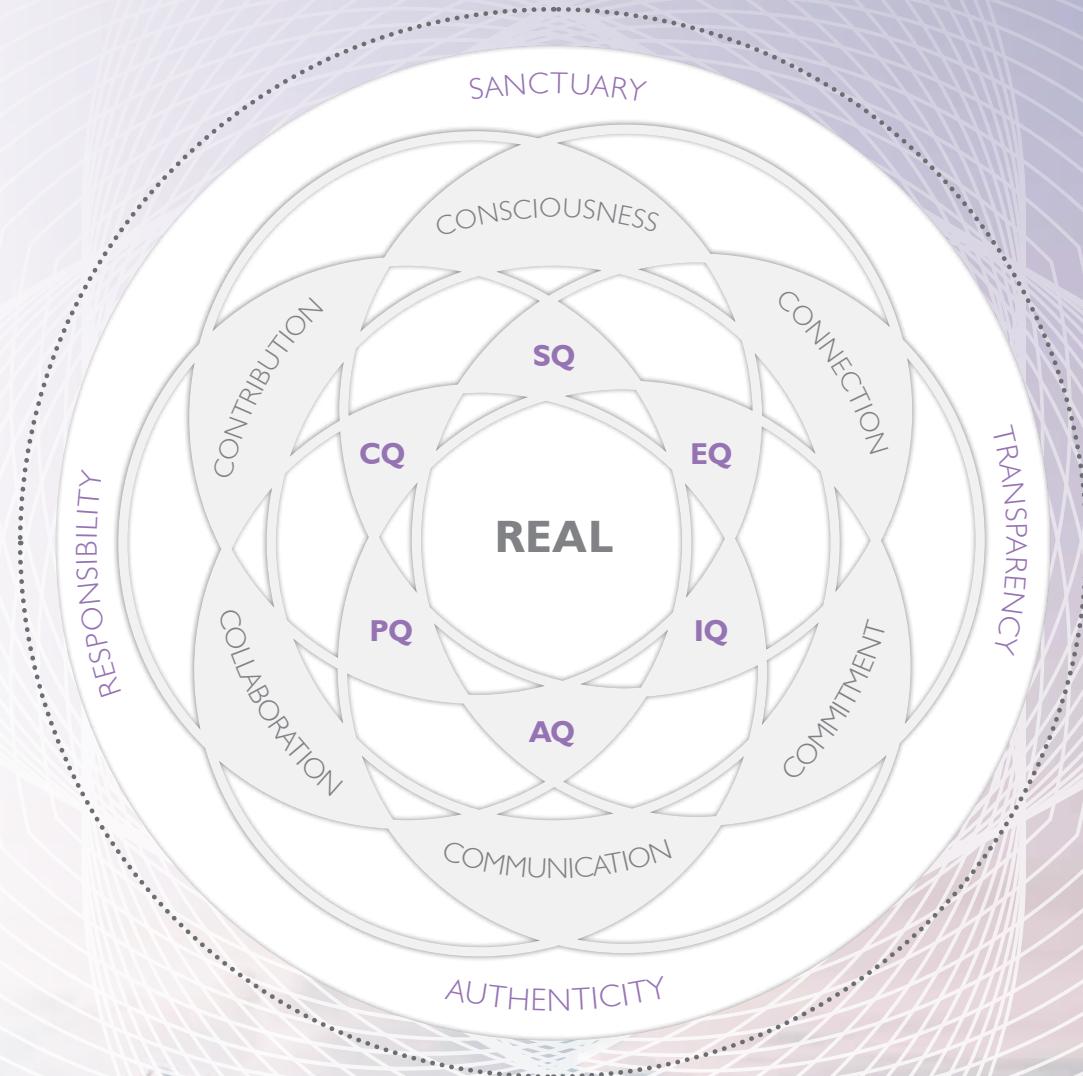
**BELONGING NEEDS**  
Seeks affiliation with a group

**SAFETY NEEDS**  
Seeks security through order & law

**SURVIVAL NEEDS**  
Seeks to obtain the basic necessities of life

## THE TRANSCENDENT LEADERSHIP COMPASS

## STAR METHODOLOGY



At the heart of the STAR Methodology TLC, it's about getting REAL. Breaking free from the self-monitoring cocoon so many people experience every day in order to fit in and belong, and connecting to a purpose that deeply inspires and aligns you. We do this by embarking on a process that helps raise one's level of spiritual (SQ), emotional (EQ), adversity (AQ), creativity (CQ), physical (PQ) and intellectual intelligence (IQ).

Transcendence is about rising above the self and relating to that which is greater than the self. It involves individuals conceiving themselves as an integral part of the universe as a whole. It is about moving beyond the ego, it is about seeing the world from a universal perspective.

'Transcendence' refers to the very highest and most inclusive or holistic levels of human consciousness, behaving and relating to oneself, to significant others, to human beings in general, to nature, and to the cosmos" (Maslow, 1971, p. 269)

At the heart of this model, the intention is to connect each one of us to who we really are such that we can create Responsible, Empathic, Authentic Leaders of Change (REAL).

## PURPOSE AND INTENDED OUTCOME

### WHAT IS THE PURPOSE OF THE PROGRAMME?

- To go through a deeply transformational process that gives you a life-changing experience.
- To have a first-hand experience in professional coaching and achieving your deepest desires.
- To break free from limiting ingrained patterns of behaviour that have sabotaged success in certain areas in your life from moving forward.
- To be immersed into a context that empowers you to 'love accept honour and respect yourself and all of who you are.'
- To receive the gold standard in coach training locally and internationally.

### WHAT IS THE INTENDED OUTCOME?

- For those who want a professional coaching qualification: the ACTP, Accredited Coach Training Provider stamp through ICF, and COMENSA Recognised SETA Aligned Training Provider.
- For those seeking personal development: many new layers of self-awareness to help shift your life as a whole, and all the relationships in it.

be real  
be true  
be you

the manifestation of this is  
BEING  
FREE & FULLY SELF EXPRESSED

INCLUDED IN THE  
STAR COACH TRAINING AND  
LEADERSHIP DEVELOPMENT  
PROGRAMME

A detailed overview of this programme can be found on [www.starleadership.co.za](http://www.starleadership.co.za) or contact us for more info at [info.starleadership.co.za](mailto:info.starleadership.co.za).



COACH TRAINING



INDIVIDUAL COACHING



INDIVIDUAL MENTORING



SELF-AWARENESS



INTERNATIONAL EXAM

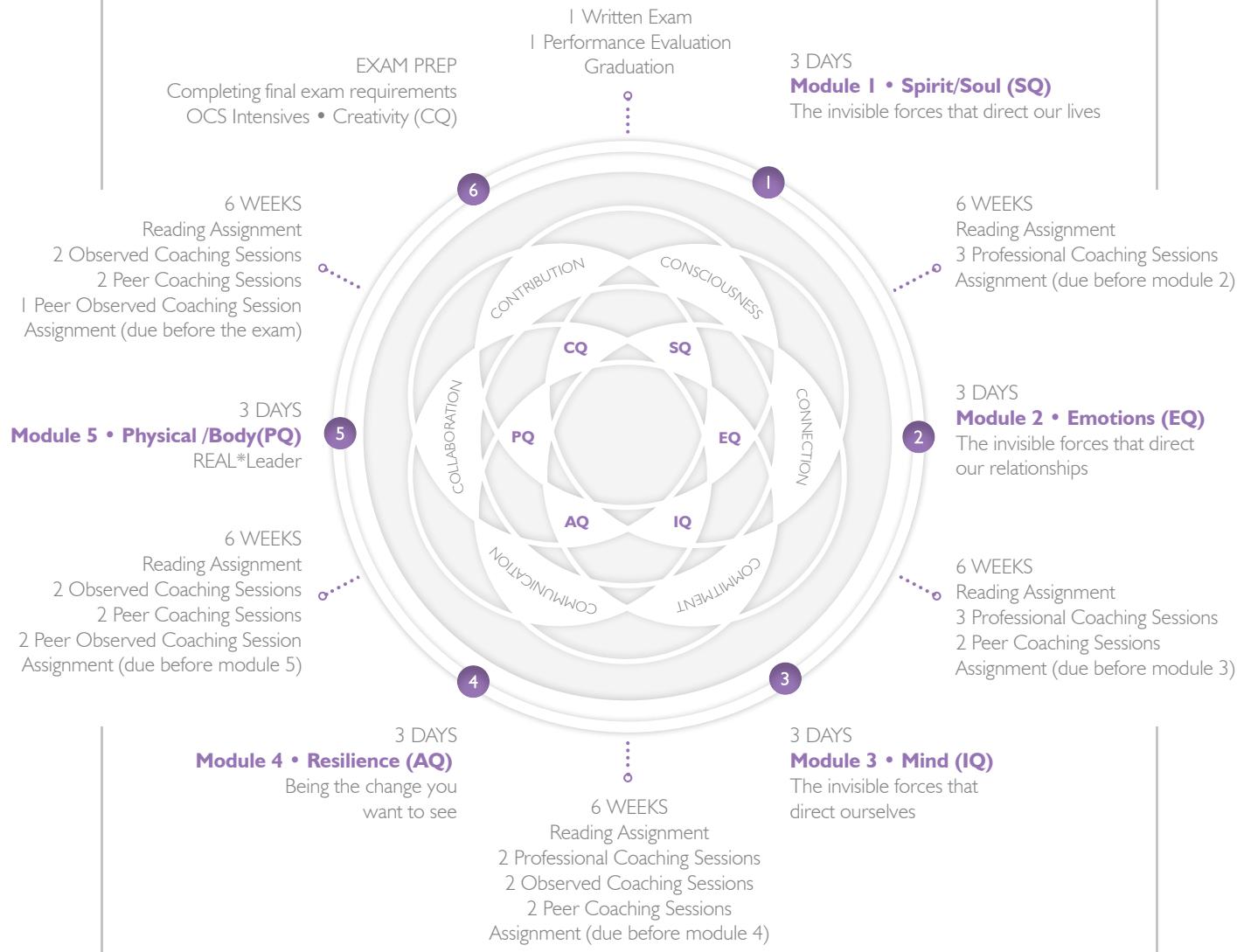
APPROVED & ACCREDITED  
TRAINING PROVIDER

The STAR Coach Training and Leadership Development Programme holds all the top accreditations for coach training internationally and locally. Included is the prestigious and highly regarded ACTP, Accredited Coach Training Provider with the ICF, the International Coaching Federation.

It is also a COMENSA Recognised SETA Aligned Training Provider and NQF Level 5 registered training provider through the SABPP, South African Board for People Practices.



# PROGRAMME OUTLINE



## MODULE 1 • SPIRIT/SOUL (SQ)

The invisible forces that direct our lives

The key to any change is awareness without this, no change is possible. This module explores the systemic influences that govern the choices we make in our daily lives. Research suggests that of the totality of what there is to be aware of, what rises to the level of our consciousness is closer to zero than to even one percent. Whilst many people believe they are fully in control of their lives, these statistics show otherwise. It is the 99% unconscious that drives and determines the choices we make every day. This module creates awareness of a myriad of aspects that form part of this, seeing people to make changes.

## MODULE 2 • EMOTIONS (EQ)

The invisible forces that direct our relationships

The key driver for being human is the need to belong. This drives a whole host of dysfunctional behaviours in relationships when this longing is unconscious. The purpose of this module is to introduce the basics in coaching such that participants leave with an ability to facilitate conversations with purpose that lead to constructive outcomes. Further to this, it explores the fundamental ingredients to make relationships work and enable collaborative and creative interactions.

## MODULE 3 • MIND (IQ)

The invisible forces that direct ourselves

For a person to have a powerful relationship with another requires for them to have a powerful relationship with Self. This module continues to build one's capacity for powerful and effective communication by deepening one's awareness of the factors that adversely affect this. Module 3 invests a lot of time into the practical application of coaching and developing as a powerful coach, which lies at the heart of being a transformational leader.

## MODULE 4 • RESILIENCE (AQ)

Being the change you want to see

A person's level of personal mastery determines their level of effectiveness in life. To lead others, we must first be able to lead ourselves. Module 4 continues to deepen the participant's professional coaching skills while simultaneously goes into the more complex aspects of a person's psyche. Top level coaching in organisations (and with individuals alike) requires a coach to be able to work with their client's ingrained patterns of behaviour. To achieve this, the coach needs to be able to work on his/her own. This module enables the participant to coach on a far greater systemic level with more sustainable results.

## MODULE 5 • PHYSICAL /BODY(PQ)

REAL\*Leader

\*Responsible, Empathic, Authentic, Leadership (REAL) is what is required to lead the next generation into the future. To be Fully Engaged, we must be Physically Energised, Emotionally Connected, Mentally Focused and Spiritually Aligned with a Purpose beyond our immediate self-interest.

## OCS INTENSIVES (OPTIONAL) • CREATIVITY (CQ)

To manifest the internal shifts we have been making requires a conversation for connection. It is through dialogue with another human being that we 'merge' the inner shifts into our outer reality, without which they remain un-lived and unspoken. It means starting to communicate in a very different way, from a place of ownership and creating the relationship we desire. The intention behind the Observed Coaching Sessions Intensives is to provide the playing field for real transformation to occur.

## OUTCOMES OF THE PROGRAMME

At the end of the programme, there is an exam. The requirements to enter are to have completed the following:

- Module assignments  
(reading and written assignments)
- 8 individual coaching sessions
- 8 peer coaching sessions (given)
- 8 peer coaching sessions (received)
- 6 observed coaching sessions  
(individual or group sessions)
- 3 peer observed coaching sessions
- 1 exam (which includes a written part  
and an oral)
- Consistent group support structure  
for in-between modules

- A shift from an external locus of control to an internal one
- A deep understanding of systems thinking and how to operate effectively in our human system
- A mindset shift from being a victim to be a person that takes responsibility and makes the choices to ensure results and impact
- An ability to create sanctuary: emotionally safe and conscious environments that create the right conditions for people to grow and thrive
- A Professional coaching qualification, with the ability to have coaching conversations in the contexts required
- Being able to facilitate collaborative and creative conversations
- A significant shift in authenticity and living in integrity to self and others
- Being a person that reduces drama and increases direct and adult interactions all round
- A fundamental shift in loving, accepting, honouring and respecting your Self

## UNDERLYING PARADIGMS

### BE CONSCIOUS

“No problem can be solved from the same level of consciousness that created it.”

**ALBERT EINSTEIN**

### BE IN CONTROL

“When you have control over your thoughts you will have control over your life.”

**UNKNOWN**

### BE IN CREATION

“Only those who can see the invisible, can do the impossible.”

**FRANK GAINES**

### NO JUDGEMENT

Remove right and wrong from your vocabulary, the work here is unconditional acceptance of what is. There is a time and place for everything. Only when we can be with things AS THEY ARE, do we have the power to shift them and create something new.

### JUST NOTICE

Allow yourself to come from a place of curiosity. Wow, isn't this interesting? What's making this happen? Is this still serving me?

### EVERYTHING IS OKAY!

In this exact moment, you are still breathing, you are not dying and your life is not at threat. In this way, everything is ok...you are safe to look and see.

## WHAT OUR CLIENTS HAVE TO SAY

This is the first time I have had exposure to what I am going to classify as “coaching in its purest and most authentic form”. The content around the Iceberg, the enneagram, the history sessions and especially the learning around personality, this and defence mechanisms has opened up completely differently for me – and allowed for a different and more client focuses and client empowering coaching methodology. i have had so much 2 learn. PS love the Power, Support and Intimacy of the small group.

STAR 8 PARTICIPANT

The change from within has completely transformed my life. It has gifted me, ME. But the MOST important thing it has gifted me is an inner peace I have spent my whole life searching for. Who knew that all I needed to do was to look inside!!!

STAR 9 PARTICIPANT

I now realise that my unconscious drive to control things was self-sabotaging. Letting go of the need to control that which I can't, has freed me from being my own prisoner. I am not only conscious of what I need to do to shine in my life but I am also being the change. I have put theory into living it in my life and therefore seeing real results.

SAMANTHA MCMURTRIE

The greatest value I have gained from this programme is to see things for what they are and not to impose my own ‘not correct’ view on others. It has also highlighted that I should enquire more as to gain the other person’s perspective. I now feel in control and recognise that what’s going right or wrong is as a result of my own actions and interpretations of the world.

PUMLA HAKO

The biggest value I can give myself is self-love and with that everything around me will fall in place. I am the change I want to see and with 100% commitment and 100% action, I will get there. As a result of going through this process I'm more empowered, see things as they are and I am less anxious about life. I feel more in control and I am excited about creating and living my best life.

TERESA DA COSTA

I have created impediments (unawares) to myself and success. I am now aware of forces that drive me to act in default mode, to sabotage me, make me invite exactly what I do not want. To be intentionally committed to my life and success. I have boundaries that keep in my values (e.g. Respect, Truthfulness, Genuineness) also that keep out what I do not warrant (e.g. Gossip, No respect for my time, Drainages, uninvited noises)

LELIMO, STAR 9



Empowering you to create conditions of emotional safety, transparency, authenticity and responsibility in all areas of your life.

## CONTACT US

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