

Leadership Metaphor Explorer™

A versatile tool from CCL that can be applied in Leadership Development



Leadership Metaphor Explorer™ is a deck of postcard-size cards illustrated with a rich variety of drawings and captions designed to provoke insights and different perspectives about leadership. Developed by one of the Top Ranking Business Schools in the world, the Centre for Creative Leadership (CCL), the Leadership Metaphor Explorer is used as a tool for leadership development, including understanding leadership culture as it is now and how it might be re-created in the future. The metaphors illustrate the three stages of dependent, independent, and interdependent leadership cultures.

Leadership Metaphor Explorer can be used in a number of different ways with all kinds of people. It is mostly used in small groups, but can be used with any size group. It can be used for individual self-reflection, seeing someone else's perspective, looking at your own individual approach to leadership, on a one-to-one coaching basis, or in large conference sized groups.

This tool can be adapted to any type of audience and doesn't have to be used with a group of senior leaders e.g. they can be used in programmes, schools, and camps to help students and young people relate to one another and how everyone works differently.

Conducting a Leadership Metaphor Explorer session requires no special training or coaching skills yet produces a dynamic, interactive conversation. In sharing different metaphors among themselves, team and organizational members can stimulate wisdom and understanding about how leadership plays out in the organisation, in communities, and across geographical and cultural boundaries.

This pack contains a set of 83 Leadership Metaphor cards and 7 general instruction cards and a full, detailed facilitator's guide for in depth analysis while using the cards. The Leadership Metaphor Explorer Facilitator Guide is an 86 page manual providing more in-depth and detailed background to the activity and how to use it to its advantage.

Three main themes are covered within the 83 cards:

- The kind of leadership they presently have
- The kind of leadership they need in the future
- How to develop the required forms of leadership, as individuals and as a group, organisation, or society

Each card has a different metaphor picture, and while the image is cartoon-like and playful, the cards develop deep, serious dialogue while also being engaging. The cards can be used to define direction, alignment, and commitment within a leadership context. The cards are developed from research conducted by CCL, studying the forms of leadership needed in an increasingly complex and interdependent world.

"If you want more profound conversations, I recommend this tool."

Marcy Nelson-Garrison, Choice: The Magazine of Professional Coaching

To add LEADERSHIP METAPHOR EXPLORER to your resource library:

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