

## **Growth Edge reflection by Nicolai Tillisch**

The developmental approach continues to change me both as a leadership coach and a human being. The underpinning idea is simple, like the basic model of adult development theory. The implications and possibilities are wide-ranging.

The power of coaching has fascinated me since my introduction to the craft in the mid-1990s. It would be unfair to disparage traditional coaching in comparison to developmental coaching. Yet I deeply appreciate opportunities to help my clients beyond formulating and pursuing their aspirations. Together, we further explore how they may make sense of their aspirations and themselves.

My belief is that this work will help leaders take more and wider perspectives on what is possible and increase their effect. Such effects are not restricted to the livelihoods of the people involved in and benefitting from the organizations that these leaders lead. Human civilization is dependent on outstanding leaders to address the continuing environmental crisis and other issues facing us.

The developmental approach has been a significant part of my practice since 2013. I work with individual executives, management teams, and boards, and with some clients I design and orchestrate programs and interventions across the organization. I am a "colleague" of Cultivating Leadership and hold a regional license for The Leadership Circle. Other related activities include being a co-founder of Deliberate Development, a software startup, and working on a book that will help ambitious people become more conscious of their ambitions and the choices that they make.

My home is in Dubai, and I travel quite a lot. I'm passionate about my profession and I love my wife and children.