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*“Architects of Strategic and Social Change”*

**“IMMERSION” DEFINITION** (Webster’s): To cover completely in water, to submerge to submerge and disappear, to involve profoundly,

**“CRUCIBLE” DEFINITION** (Webster’s): A severe trial, a vessel used for melting metals at a high temperature, the bottom of an ore furnace in which the molten steel collects

### **Characteristics might include:**

1. Intense emotional and pressurized experience
2. The whole person (body-mind-spirit)
3. Skills practice
4. Deep attitudinal reflection
5. Personal feedback
6. Examination of your core values and beliefs
7. A profound experience that rattles a person to their roots
8. To be removed from their job temporarily and placed in a crucible for an intense full-time 24 hour/day stressful experience.
9. A severe trial and test of a person’s values, beliefs, skills or attitude under pressure

### **Some Well Known Examples**

1. Defense Language School Immersion (Monterey CA)
2. Foreign Language Immersion for Children
3. Baptisms of the total submersion of the person in water
4. Navy Seal’s Training, including “Hell Week” without sleep
5. Service Academies first year experiences of new students (Plebes)
6. Military Boot Camps

Systems Thinking Approach<sup>SM</sup> to

Strategic Plans/Implementation • Change • Leadership • HR Management • Marketing • Redesign • Innovation • Customer Value

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## **Ideas for Involvement and Immersion:**

1. Strategic Planning participation
2. Lead a 3-Year Business Planning/Major Support Department effort
3. Create and follow a Strategic Life Planning Process
4. Job Switching (2 weeks to a month)
5. Job Rotation (6 months or more)
6. Vacation Relief (one-two weeks)
7. One week long Training course that includes offsite residential retreat and evening work sessions.
8. Three one-week sessions of the above over a one-year period, especially if it is with the same group of participants.
9. Succession Management (with the movement of people to horizontal and broadening jobs (field to headquarters, line to staff, etc)
10. Military Practical Factors (Self-initiative Developmental List of items to complete for promotion)
11. Leading or heavy involvement in full time task forces for a specific period of time
12. Teach others in a 2+ day program in something you need to learn
13. Develop yourself a program of “On the Job Daily Reinforcement” on Leadership Topics.
- 14. Certification Courses that require demonstration of Mastery (like what the Centre does!)**
15. Role Play with videotape playback over an extended period of time.
16. Boot Camp type experiences (Outward Bound, etc)
17. What else?