Leadership: What’s Missing From Our Thinking?

Implications of Adult Development Stages

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Presented by Susan Collins, Rich Douglas, and Chris Wahl
Theory of Stage Development

- 5-6 Stages
- "Meaning making", not behavior
- Ego development
- No one "right" stage
- A journey
- Conventional v. Post-Conventional
Stages of Adult Development

- Diplomat - 11%
- Expert - 37%
- Achiever - 30%
- Pluralist - 11%
- Strategist - 5%
- Magician - 2%
Distinctions Related to Stage

- Theme 1: Time Horizon
- Theme 2: Sense of Self
Distinctions Related to Stage

- Theme 3: Choice

- Theme 4: Feedback
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