



The Center for Cognitive Coaching presents

**Robert Kegan, Ph. D.**

**PERSONAL LEARNING FOR PROFESSIONAL DEVELOPMENT:  
UNDERSTANDING AND OVERCOMING THE  
“IMMUNITY TO CHANGE”**

**Wednesday, January 26, 2011, 8:30 – 4:00**



Why is it so difficult for us to bring about changes in ourselves which we genuinely intend? There are a host of usual answers: “lack of self-discipline”; “the incentives weren’t right”; “you can’t teach an old dog new tricks”; “maybe I was not actually committed enough to the change in the first place!”. But in too many instances the usual answers are *not very good!*

In this fast-moving, experiential, and interactive workshop, Harvard professor Robert Kegan will invite each of us to make use of our own experience to explore the concept of an “immunity to change” -- and what we can do about it. Having spent a lifetime researching the process by which adults gradually develop greater capacities by making previously invisible dynamics observable and engage-able, Kegan and his colleague Lisa Lahey (*How the Way We Talk Can Change the Way We Work*, Jossey-Bass, 2001; *Immunity to Change*, Harvard Business School Press, 2009), have designed this “new lab for personal learning” in order to incubate similar kinds of development in a briefer period of time.

Participants should come expecting to have a good time while doing some hard and valuable introspective work. The process Kegan and Lahey have built emphasizes safety in the process of personal discovery. Participants are not required to make any of their work public, and are encouraged to set the pace that works best for them throughout the workshop.

**Marriott South, Denver, Colorado**

**7:30 – 8:30 Continental Breakfast**

**8:30 – 10:00 Keynote Address**

**10:00 – 4:00 Workshop: The Four-Column Exercise**

Register online at [www.cognitivecoaching.com](http://www.cognitivecoaching.com)

Space is limited due to room size.

**\$200 (\$150 if registered for the Symposium)**

**Registration includes continental breakfast, lunch and workshop materials.**

[Immunity to Change](http://www.amazon.com) is available on [www.amazon.com](http://www.amazon.com)