



## **Objectives of the session:**

- Enable participants to appreciate why the context within which they lead is more complex than ever before and to be comfortable with it, thus enhancing the capability of seizing new opportunities and embracing change when needed;
- Recognise how complexity works and how it can be used to good effect, thus reducing unnecessary stress and wasted effort;
- Understand what organisational principles need to be in place for results to flow within complexity, and to consider their own organisation in light of this;
- Identify the strategies that can be employed as an individual leader, and the unique and shared challenges that each individual faces so as to understand what they need to work on;
- Plan simple but powerful few actions which can have a disproportionate positive effect.

## **Approach:**

A mix of peer learning based on leading edge theoretical input, with discussion, simulations, presentations and peer group working.

The day will be divided into two:

### **1. Morning – Focus on Context and Organisation**

- a. Discussion of global context and why there is a bifurcation between the context within which the participants lead, and the out-of-date leadership assumptions which many cling onto.
- b. An overview of the key principles of complexity science and how they can be applied to the organisations being led by the participants.
- c. A simulation which in a very powerful way illustrates the surprising conclusion that the more complex things are the less traditional directive leadership is needed – how to let go and what principles need to be in place to safeguard the risk of letting go.

### **2. Afternoon – Focus in Individual and Action**

- a. Look at Complex Adaptive Leadership self-assessment questionnaire and identify common and unique challenges
- b. Understand the different individual strategies that can be employed and how best to employ them
- c. Specific action plan of some simple actions and some peer group coaching contracting to ensure implementation

## **Summary**

The deliverer has many years experience as practitioner, consultant, academic and author. He has leading edge and propriety knowledge regarding leadership and complexity, and wide international experience, working at many levels from multi-national Board Room to local factory floor.