



NICK OBOLENSKY



Nick's speciality is improving organisational-wide leadership capability, innovation and enabling effective strategy and change. An inspirational and engaging executive educator, he specialises in widening and deepening leadership understanding and leading in VUCA (Volatile, Uncertain, Complex, Ambiguous) times, applying complexity science to leadership. His background is in leadership, strategy and change management. This role he achieves from a breadth and depth of experience of being a practitioner, consultant, academic, and author. He has worked in change management and leadership development in over 40 countries.

His **practitioner** experience includes: a cavalry officer in the British Army where he achieved the rank of Major in his late twenties; the Chief of Staff/Development Director of a FTSE 100 firm Gateway/Somerfield Foodmarkets Limited, where he led a major change programme responsible, reporting to the CEO, involving over 45,000 employees and in excess of a £1bn budget, holding line management responsibility for 12,000 staff as well as being Property Director responsible for £6bn+ of assets in today's money; the founder CEO of Tomorrow's Company Enterprises Limited, responsible for developing an innovative change strategies and taking a new philosophy into business ; CEO and Chairman of a successful music technology start-up; CEO and then Chairman of a new Green Energy start-up and interim MD of a homeless charity. He also contributes time to charity.

His **consultant/executive leadership development** experience includes: Ernst & Young's Strategy Consulting Group where he both managed strategy consulting projects around the world (including bank turnarounds in Hungary and Saudi Arabia, and privatisations in Poland) and led the Research Associate practice recruiting, managing and mentoring graduates;. He is the CEO of Complex Adaptive Leadership Ltd (CAL), which seeks to change the way leadership is viewed and practiced, enabling leadership across and up the organisation, rather than only down (www.ComplexAdaptiveLeadership.com). He has built a global network of talented associates. He is also an Associate Partner of the International Centre for Complex Project Management.

His **academic** experience includes: Fellow/Programme Director at London Business School's Centre for Management Development; Associate Professor of Leadership at Nyenrode in the Netherlands (Professor of the Year MBA 2002 and 2003); Visiting Professor of Leadership at INSEAD in France; and Founder Fellow of the University of Exeter's Centre for Leadership Studies in the UK. He is currently working as associate faculty with CEDEP in France and Thunderbird in the USA.

As an **author**, his various publications include: "*Practical Business Re-engineering – Tools and Techniques for Achieving Effective Change*" which has world acclaim being translated into several languages. "*Chaos leadership and Polyarchy – a counter for Leadership stress?*" was published by the Centre for Leadership Studies, University of Exeter. Other book contributions include: "*Management Consultancy – a guide to best practice*" where he wrote the chapters on "*Strategy Formulation Models*" and "*Implementation*" and the RSA's publication "*On work and leadership*". "*Complex Adaptive Leadership: Embracing Paradox and Uncertainty*", published by Gower Applied Research in 2010, received much international acclaim and is one of their bestsellers. The newly researched paperback Second Edition is due in late 2014. His latest and short e book, "*Leading Complex Projects*" is available on Kindle. published 2013 by the International Centre for Complex Project Management (ICCPM).

His **education/qualifications** include: MBA from IMD (Valedictorian 1988) in Switzerland and a Russian honours degree (2:1) from Durham, UK. He is a past Fellow of the RSA and also of the RGS (having led a number of adventurous/mountaineering expeditions around the world). Professional memberships include the IOD and Fellowship of the IMC, and he is a qualified Chartered Management Consultant (CMC).