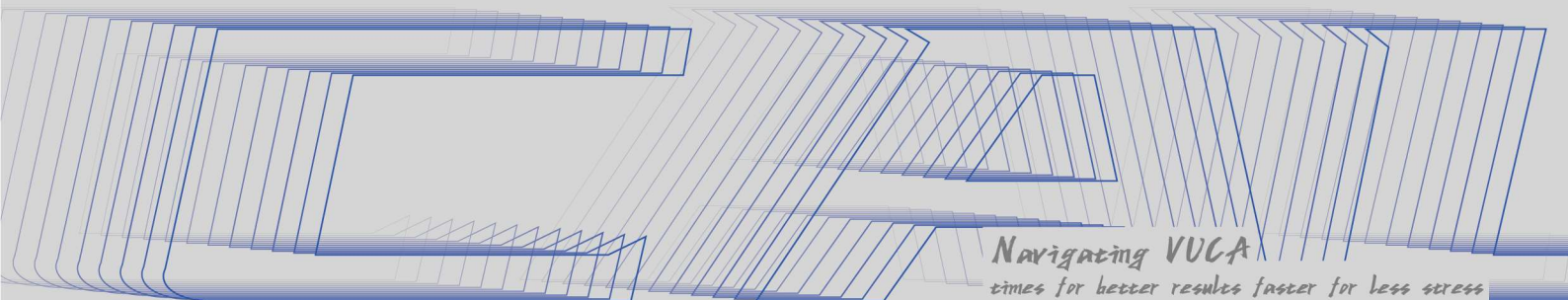




The CALAgility System™



Navigating VUCA times for better results faster for less stress



Ground-breaking Organisational Leadership and Talent Development





About CAL

Our team from around the world includes a range of diverse and talented professionals with a depth of experience and over a dozen languages to enable delivery around the world.

Our Founder, Nick Obolensky, has a experience in leadership from being a practitioner, academic, coach, consultant, and author. This includes being the youngest Major in the British Army, a FTSE Director with line responsibility for 12,000 staff and change responsibility for 45,000, a certified Management Consultant and senior strategy consultant with EY, a professor at blue chip business schools such as LBS and INSEAD, and an international entrepreneur.



Core needs

The CALAgility System employs the Complex Adaptive Leadership (CAL) approach. It best suits clients operating in a Volatile, Uncertain, Complex and Ambiguous (VUCA) environment facing the need for change and increased agility.

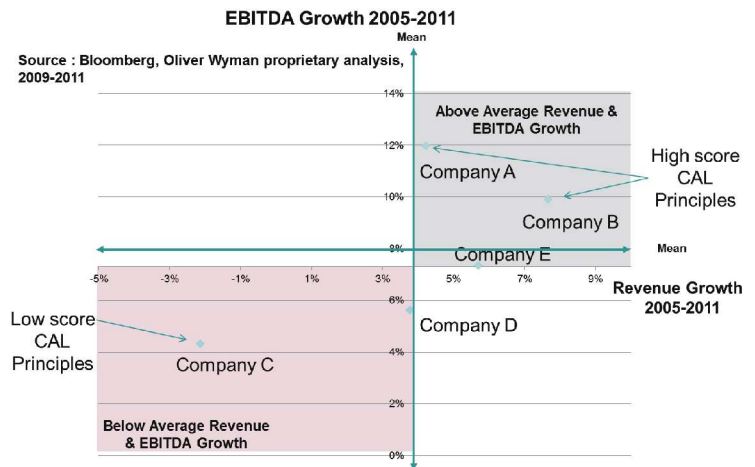
The key needs the approach addresses are:

- ★ Widening leadership view and extend leaders' horizons
- ★ Managing in fast moving changing context and enabling continuous improvement
- ★ More results need to be gained faster for less effort
- ★ The level of engagement and empowerment needs to be increased, with responsibility and clear accountability taken at all levels.
- ★ Innovation and productivity needs to be enabled at all levels within a more agile "self-managed" organisation
- ★ HR under increasing pressure to show real financial ROI for leadership development programmes

The benefits

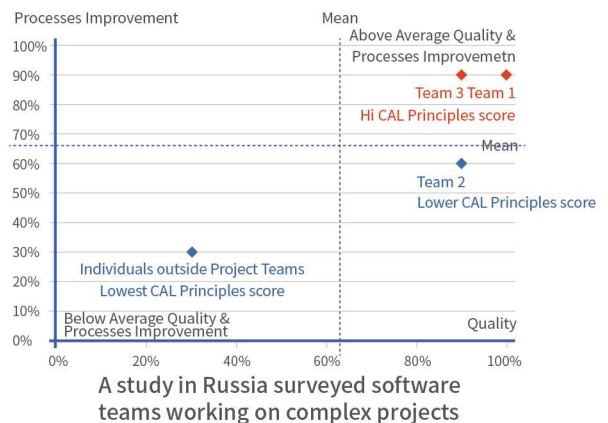
The CAL approach is truly innovative and unique. It generates benefits at three distinct but inter-dependent levels for organisations. These benefits are evidence based:

Strategic/corporate level. CAL offers a complementary approach to strategy development which is more suited to VUCA times. Strategy needs to be dynamic and constantly evolving rather than determined by the few to be implemented in a top-down way by the many. Independent research in the USA has shown that companies who have a high score against the CAL principles gain better financial performance:



Organisational/team level. Organisations and teams which are self-organising, innovating and taking the initiative, perform better in VUCA environments than those who are based on more traditional

ways. Independent research in Russia shows that teams scoring high on CAL principles achieve higher innovation and perform better on numerous criteria than those teams who score lower.



Individual level. Leaders who have followed the CAL programme report a wide range of benefits. International research following hundreds of executives from around the world has shown that applying the CAL principles by leaders can get better results, faster, for less effort and stress.

明略科技

"Minglue Technology Co., Ltd. was recently selected as companies by the Mass Intelligence and Technology to us by Minga Enterprises. Twenty-seven executives were interviewed and found more follow-up actions will be taken. The team was highly praised by the lead of Organization, Senior Vice President."

Participants' quotes:

- "I'm stepping back more, taking a more strategic view"
- "Accountability in my team has increased performance, and improved team productivity"
- "Used to go to a lot of meetings, but now not doing so and saving around half day a week doing more important strategic things"
- "Surprised at how much time saved and how team members are stepping up more and being more inspired"
- "Getting less emails now by giving people more responsibility and accountability and the results are much better"
- "Decision making is faster, smoother and with better relationships"
- "Being an HR manager I go 3-4 times a day to have random conversations by coffee machine which helps make better connections, and gain wider understanding about business"
- "CAL is needed for self-organisation"

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CAL is unique

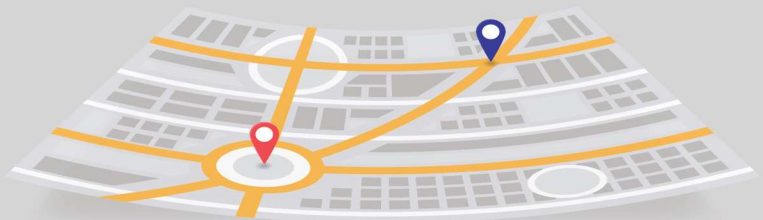
- ★ Easily customised and adapted to suit client specific issues to get measurable results
- ★ Changes mind-set and behaviour in a way which can be used immediately to good effect
- ★ Fully integrated and addresses strategic, organisational and individual behaviour challenges
- ★ Is based on “hard” science and mathematics rather than philosophy or psychology
- ★ Proposes leadership should go upwards, sideways and outwards and not just downwards
- ★ Culturally neutral and can operate across national, industrial and hierarchical boundaries

The approach

Our approach is like a GPS that can help leaders accurately locate their position and help them find the best route to their ideal destination.

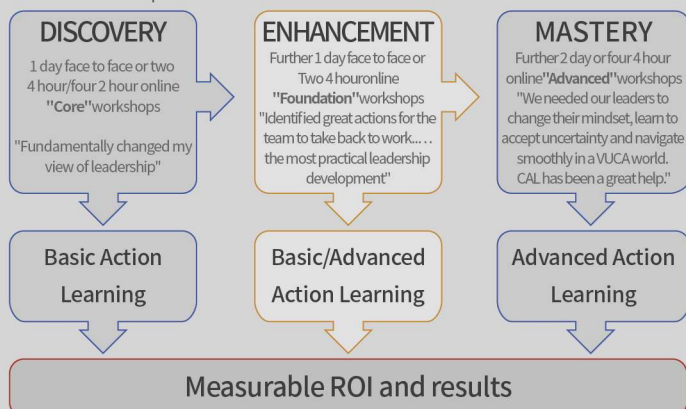
We live and work in a Volatile, Uncertain, Complex & Ambiguous (VUCA) world. The CAL approach provides 5 key maps to navigate the complexity, use skills to escape from where we are today and get to where we want to be. And even to discover new places, where organisations never imagined they could go.

CAL extends the view of leadership and changes leaders' mindset with a new and powerful approach



Typical programmes

We deliver highly customised interventions at various levels, depending on client needs. We offer online, face-to-face and blended solutions. The following are the broad examples:



Participants can gain an internationally recognised Continuous Professional Development (CPD) certificate. In addition, formally certified Train The Trainer (TTT) solutions are available for internal managers and trainers.

Example references of Complex Adaptive Leadership development work undertaken.



Delivered capstone module for Top 300 Executive Development programme:

"CAL is a key partner of our Top 300 Executives global development programme, running the last capstone module. CAL's module has received great feedback from our Executives, provides pragmatic tools to be used to deal with an increasingly VUCA world, and provides a highly engaging and inspiring approach to leadership more suited to modern times"
Pedro Gonzalo, Programme Director, Corporate University, Société Générale



Delivered a programme for top leadership team of IBM GBS APAC region:

"One of the most engaging, provocative and enjoyable leadership development courses I have done in my career in IBM spanning three decades"
Fiona McMaster, Vice President, Public Sector Leader - Asia Pacific



Ran a series of workshops around the world for UBS Asia regional Managing Directors

"I had the pleasure to work with CAL around Complex Adaptive Leadership. The journey getting there was fantastic throughout!"
Ronald Tay, Executive Director of Talent and Leadership, UBS



Ran a programme for European CEO's on complex adaptive leadership and their teams, focussing on change and engagement of employees

"Having attended many such courses over quite some number of years, I would consider CAL to be at the very top for engagement & content"
Gerry Burke, CEO Ireland, Astra Zeneca



Ran workshops in Beijing and Shanghai for Chinese managers

"I have seen many leadership models in my time. I recently saw the CAL (Complex Adaptive Leadership) approach delivered here in Beijing and I believe it is the best western model that suits the Chinese culture and psyche". Minna Yu, Region Lead, Talent Leadership and Organization, NSN China



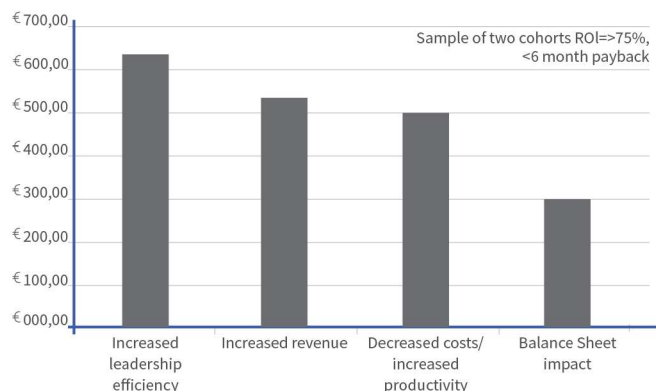
Ran Master Class for Senior Leaders:

"The key duty of each leader is to improve and modify leading strategy and behaviours, to get better employee satisfaction and engagement, better cooperation, quicker development with better results for less effort and stress. This method is the best ever."
Delia Giangregorio COO GBmax Ltd

Examples of qualitative results

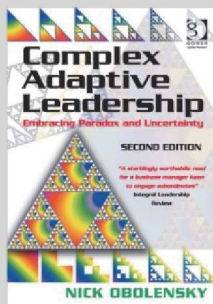
- ".. deliverables that used to take ~ 4 weeks now take 2-3 weeks"
- "I now get 50% less e mails!"
- "Am more focused on important not urgent things!"
- "Team members feel more valued, trusted and are much more engaged"
- "We are facing the digital transformation in our industry so the leadership needs CAL to make the same transformation."
- ". better able to adapt to change"
- "My management team becomes more self-steering"
- "Work-family balance better"
- "Firmer with customers and better communications with them"
- "Increased motivation"
- "My approach in leading colleagues is markedly improved..(and they) are more relaxed and more motivated."

Reported benefit through individual application of CAL



Our research

Best selling and world acclaimed



"... a startlingly worthwhile read for a business manager keen to develop a practical understanding of different strategies with which to engage subordinates..." Integral Leadership Review Jan 2012

"... a marvellous resource that connects adaptive leadership with complexity science." Leadership and Organizational Development Journal Vol 32 Issue 3

"..an excellent conceptual framework that permits a comprehensive analysis of every aspect of leadership"

First Trust Bank Business Review December 2010

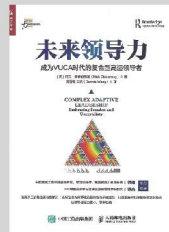
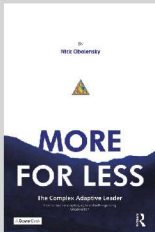
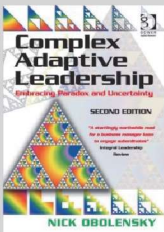


Examples of where we have delivered and to who



Industry sectors

| | | | | | |
|----------------|--------------------|------------------------|----------|------------|----------------|
| Oil and gas | Aerospace/aviation | Education | Internet | Financing | National Audit |
| Pulp and Paper | Defence | Legal services | Telecoms | Consulting | YPO/WPO |
| Hospitality | Public sector | Pharmaceutical | Health | Insurance | Retail |
| Manufacturing | Green energy | Information Technology | Banking | Tobacco | Energy |



WeChat public account

Official website

IP Owner
COMPLEX ADAPTIVE LEADERSHIP Ltd.
UK Company Number: 7792230

Sister company in China:
Agile Plus Management Consultants Co.,Ltd.
12000002201608240014

Examples videos produced by clients are at:
<http://www.complexadaptiveleadership.com/clientsandservices/>

For more information and/or a meeting to discuss further how this ground breaking approach can help your organisation and enhance leadership development please contact: Info@ComplexAdaptiveLeadership.com