

Leading in a Changing, *Complex World*

A Three-Series Leadership Journey

For leaders navigating complexity, uncertainty, and the imperative to lead differently — individually, organizationally, and across sectors.

Virtual Talk

60 min

Virtual Keynote

60–90 min

Virtual Masterclass

90 min × 6

In-Person Workshop

3.5 hrs × 3

SETTING THE SCENE

The World Has Changed. Have We?

We are deep into the third decade of the 21st century — and the pace of change is not slowing. Covid-19 reshaped how we work and live. AI is transforming entire industries within months, not years. Migration, climate, and geopolitical shifts are creating pressures that no organization can ignore. We are, by any meaningful measure, living and leading in a VUCA world — one that is Volatile, Uncertain, Complex, and Ambiguous.

And yet most of our organizations were built for a different era. Many of our systems were designed for stability and predictability. Our leaders, in many cases, were trained for a world that rewarded the expert who had the answers — the decisive, self-sufficient captain who knew the terrain and called the shots.

THE CORE CHALLENGE

Traditional leadership has been framed by a leader who is the expert, decisive, unemotional. It is the stereotypical captain of the ship — someone who understands the variables, knows what lies ahead, and makes the calls. But in a VUCA world, we do not always know the variables. And the cost of leading as if we do is now visible everywhere.

The solutions to succeeding in this changing, complex world will not come from a published playbook or binder. They will come from collective and collaborative leadership — from leaders who can read ambiguity without being paralyzed by it, from organizations that have shifted their culture not just their strategy, and ultimately from leaders who can build genuine cross-sector partnerships to tackle challenges no single organization can solve alone.

That is what this three-series journey is designed to do.

THE PROGRAM

A Journey in Three Acts

This is not a single workshop or a one-day event. Leading in a Changing, Complex World is a three-series, 18-session journey that moves leaders and their organizations from individual mindset shift to embedded culture — and ultimately to ecosystemic, cross-sector partnership. Each series stands on its own. Together, they represent a full-spectrum approach to leadership development for our times.

<p>■ SERIES 1 · THE INDIVIDUAL</p> <p>Leading Differently in a Different World</p> <p><i>Captain → Navigator → Explorer</i></p>	<p>■ SERIES 2 · THE ORGANIZATION</p> <p>From Individual Leadership to Collective Culture</p> <p><i>Individual → Collective Culture</i></p>	<p>■ SERIES 3 · MULTI-ORGANIZATIONAL</p> <p>Partnership is the New Leadership</p> <p><i>Individual → Collaborative → Ecosystemic</i></p>
<p>THEORY OF CHANGE</p> <p><i>Mindset → Adjustment → Practice → Belief</i></p>	<p>THEORY OF CHANGE</p> <p><i>Culture → Process → Systems → Identity</i></p>	<p>THEORY OF CHANGE</p> <p><i>Mindset → De-siloization → Flexibility → Collaboration</i></p>
<p>1. Why Your Experience Might Be Working Against You</p>	<p>1. Beyond the Pivot — Designing for Radical Adaptability</p>	<p>1. Why Leading Alone Is the Risk You Can't Afford</p>
<p>2. How Do You Lead When You Don't Have the Answers?</p>	<p>2. The Currency of Trust in a Complex System</p>	<p>2. What Are You Actually Trying to Do?</p>
<p>3. What If the Answer Is Already in the Room?</p>	<p>3. Architecting a Safe-to-Fail Ecosystem</p>	<p>3. Who Is Not at the Table?</p>
<p>4. Is Your Organization Built for the World You're Actually In?</p>	<p>4. From Individual Practice to Collective Identity</p>	<p>4. What Does It Mean to Weave?</p>
<p>5. What If Getting It Wrong Has to Be Part of the Plan?</p>	<p>5. Leading the Human-AI Synergy</p>	<p>5. Doing More by Planning Less</p>
<p>6. Which Mindset Does This Moment Actually Need?</p>	<p>6. When Culture Becomes Who You Are</p>	<p>6. Partnership as Your New Leadership Identity</p>

HOW IT WORKS

Design Principles

Each session follows a consistent and intentional architecture. Participants are never passive recipients — they are working, reflecting, and building throughout. The facilitation design is built around a principle of elegant simplicity on the surface, with rich depth underneath.

<p>One Model</p>	<p>Each session introduces one core framework — no firehose of theory.</p>
<p>One Discussion</p>	<p>A single, well-crafted question that surfaces the real work.</p>
<p>One Question to Leave With</p>	<p>A provocation that travels home with the participant and stays.</p>
<p>Between-Session Prompts</p>	<p>Not optional extras — the learning that happens in between is the learning.</p>

Built-in Arc

Every session follows the same shape: opening, action, input, reflection, bridge.

Two Layers

A clean surface layer for participants; deep facilitation detail underneath for the facilitator.

SERIES 1 — 6-PART VIRTUAL MASTERCLASS & IN-PERSON WORKSHOP

Leading Differently in a Different World

Focus: *The Individual Leader*

Captain → Navigator → Explorer

A six-session journey designed to move leaders from a Captain to a Navigator to an Explorer mindset. Each session builds on the last, with between-session prompts sustaining momentum across the series. This is where the journey begins — with the leader themselves, their assumptions, their habits, and their capacity to lead differently.

THEORY OF CHANGE

Mindset → Adjustment → Practice → Belief

THE SIX SESSIONS

- 1. Why Your Experience Might Be Working Against You** MINDSET · CAPTAIN STAGE
- 2. How Do You Lead When You Don't Have the Answers?** SENSE-MAKING · CAPTAIN → NAVIGATOR
- 3. What If the Answer Is Already in the Room?** COLLECTIVE INTELLIGENCE · NAVIGATOR
- 4. Is Your Organization Built for the World You're Actually In?** AGILE SYSTEMS · NAVIGATOR → EXPLORER
- 5. What If Getting It Wrong Has to Be Part of the Plan?** EXPERIMENTATION · EXPLORER
- 6. Which Mindset Does This Moment Actually Need?** INTEGRATION · ALL THREE MINDSETS

DELIVERY OPTIONS

- **Virtual Masterclass** 6 sessions · 90 min each
- **In-Person Workshop** 3 sessions · 3.5 hrs each
- **Keynote or Talk** Virtual or in person · 60–90 min

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SERIES 2 — 6-PART VIRTUAL MASTERCLASS & IN-PERSON WORKSHOP

From Individual Leadership to Collective Culture

Focus: *The Organization*

Individual → *Collective Culture*

Building on Series 1, this six-session journey moves beyond individual mindset to embed new leadership behaviors into your organization's culture, processes, and systems — creating an identity built for a complex world. Series 2 turns the lens outward from the leader to the organization they shape.

THEORY OF CHANGE

Culture → *Process* → *Systems* → *Identity*

THE SIX SESSIONS

- 1. Beyond the Pivot — Designing for Radical Adaptability** CULTURE · FROM REACTIVE TO PROACTIVE
- 2. The Currency of Trust in a Complex System** PROCESS · SYSTEMIC TRUST
- 3. Architecting a Safe-to-Fail Ecosystem** PROCESS · INNOVATION BY DESIGN
- 4. From Individual Practice to Collective Identity** SYSTEMS · EMBEDDING THE NEW CULTURE
- 5. Leading the Human-AI Synergy** SYSTEMS · TECHNOLOGY & THE HUMAN CORE
- 6. When Culture Becomes Who You Are** IDENTITY · THE NEW ORGANIZATIONAL SELF

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SERIES 3 — 6-PART VIRTUAL MASTERCLASS & IN-PERSON WORKSHOP

Partnership is the New Leadership

Focus: Multi-Organizational

Individual → Collaborative → Ecosystemic

A six-session journey designed to move leaders beyond individual influence toward shared ownership, cross-sector partnership, and ecosystemic thinking — the leadership model that today's challenges actually require. Today's problems do not stop at the edge of a sector. The complexity of our moment demands a fundamentally different way of leading.

THEORY OF CHANGE

Mindset → De-siloization → Flexibility → Collaboration

THE SIX SESSIONS

- 1. Why Leading Alone Is the Risk You Can't Afford** MINDSET · THE CASE FOR PARTNERSHIP
- 2. What Are You Actually Trying to Do?** PURPOSE · BEYOND THE PITCH
- 3. Who Is Not at the Table?** ECOSYSTEM · MAPPING THE MISSING VOICES
- 4. What Does It Mean to Weave?** WEAVING · BRINGING THE RIGHT PEOPLE IN
- 5. Doing More by Planning Less** FLEXIBILITY · LEAVING THE DOOR OPEN
- 6. Partnership as Your New Leadership Identity** IDENTITY · LEADING FORWARD TOGETHER

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THE THREAD RUNNING THROUGH EVERY SESSION

Mindset Eats Initiatives for Dinner

Culture eats strategy for breakfast. Mindset eats initiatives for dinner. You can design the most elegant leadership program imaginable — but if the people inside the culture don't believe in it, or feel threatened by it, the culture wins. Every time.

Each series in this journey starts with belief, because structural change begins with the person in the room, not the program on paper. Until the belief changes, the behaviors won't stick. But mindset shift alone isn't enough — each session also builds a concrete set of actions that make the new way of leading an identity, not a program.

SERIES 1 · THE INDIVIDUAL	SERIES 2 · THE ORGANIZATION	SERIES 3 · MULTI-ORGANIZATIONAL
<p>SCALE: INDIVIDUAL</p> <p><i>Mindset → Adjustment → Practice → Belief</i></p> <p>Leaders surface the assumptions and mental models that keep them locked into patterns that no longer serve their teams. The journey moves from Captain to Navigator to Explorer — from expert authority to collaborative architect.</p>	<p>SCALE: ORGANIZATIONAL</p> <p><i>Culture → Process → Systems → Identity</i></p> <p>The lens turns to the organization — its structures, culture, and collective identity. How do we redesign systems to sustain what individual leaders are beginning to practice? Individual change becomes organizational change.</p>	<p>SCALE: MULTI-ORGANIZATIONAL</p> <p><i>Mindset → De-siloization → Flexibility → Collaboration</i></p> <p>Leadership moves beyond the organization to the ecosystem. Today's problems don't stop at sector boundaries. Leaders become architects of shared, durable, systemic change built across sectors.</p>

WHO THIS IS FOR

Built for Leaders Who Are Ready to Lead Differently

This series is for leaders who already sense that the world has shifted — and who are ready to shift with it. No prior program is required. Each participant brings their own leadership context, and the series meets them there.

Senior Leaders & Executives	Navigating organizational transformation, complexity, and the move toward cross-sector ecosystemic impact
Leadership Teams	Seeking shared language, culture, and collective direction in a rapidly changing environment
HR & OD Professionals	Designing programs that move beyond knowledge transfer to real, sustained behavioral change
Network Conveners & Coalitions	Building genuine shared ownership rather than coordinated parallel delivery
Intergovernmental & Philanthropic Leaders	Designing for the whole system, not just the funded strand
Facilitators & Coaches	Looking for research-backed, practice-first leadership development across all three scales