

Navigating Disruption

Advanced leadership
development program

Commencing Sept 19; full dates below



'Complexity' has always been around - COVID merely revealed the critical need for different thinking and skills to lead in an increasingly complex world.

You are not alone if you feel you are currently operating in an increasingly complex and unpredictable environment.

As we're all aware, dramatic changes have been happening worldwide. A perfect and continuing storm of rapid technological development, generational/ social change and industry disruption have catapulted all public, private and not-for-profit organisations into an incredibly unpredictable environment.

The US Army describes this operating environment as 'VUCA', which stands for:

- **Volatile**—change occurs on a large scale at a fast pace;
- **Uncertain**—difficult to predict the future;
- **Complex**—challenges are complicated by multiple, interdependent and often unknown factors;
- **Ambiguous**—events can have multiple interpretations with little indication of which is true.

Not surprisingly, biennial surveys of global CEO's found that 80% anticipated greater complexity in the future, while fewer than 50% felt they or their organizations were equipped to deal with that complexity. How are organizations to respond? How will you respond?

What is needed?

Senior managers and executives today are at the heart of adapting to and leading transformational change in an increasingly VUCA landscape. Technical expertise will always be important, organizations require additional capabilities to continually rethink, reshape and lead organizational functions while balancing short-term and long-term strategic perspectives.

The Navigating Disruption program goes beyond traditional leadership skills to build advanced, adaptive and complex thinking skills needed by participants to work collectively to make progress on their most challenging problems.

"Today's organizations were designed to operate well in a world that no longer exists. They are suffering from a severe case of structural lag where their internal time signatures are increasingly out of sync with the external pace of change."

Navigating Disruption

Program Format

The program's multi-dimensional learning approach involves a two-month, iterative cycle of learning, application, and reflection and has been designed for busy managers. The structure for the Navigating Disruption program integrates the following elements to maximize impact in developing adaptive thinking skills.

Pre-work

The assigned readings from the most current leadership literature are selected to stretch your thinking and prepare you for an accelerated learning journey throughout this program.

One intensive + three virtual sessions

The 4-day intensive held at Vintage Villas, Austin includes presentations and workshops with experienced educators and thought leaders from government and the private sector. Three interim virtual sessions will enable participants to compare, assess, and further enhance their application experiences.

Topics covered include:

- Leadership for complex environments
- Understanding & overcoming change resistance
- Developing Adaptive Capacity
- Uncovering the drivers of behaviour using Systems thinking
- Separating leadership and authority
- Notice and manage polarities
- Making multiple interpretations
- Advanced listening skills
- Managing emotional triggers
- Unravelling the simple, complicated and complex through the Cynefin framework

- Designing Safe-to-Fail experiments
- Leveraging strengths

Organizational application

You will select a 'complex organizational challenge' that you face within your organization that will become the applied – and rigorous – focus of your learning throughout the program.

Strengths Profile

Clifton Strengths Profile and Strength workshop included in the fee.

Reflection

Guided reflection throughout the program will enable you to take a different perspective on your own learning and growth.



"Uncharted Leadership provided the best, most advanced, most practical instruction in leadership that I have ever attended (and I have attended a lot)."

Amy P.
Non-profit CEO

Grow your ability to

- ✓ Lead complex change and establish resilience in periods of uncertainty.
- ✓ Grow new perspectives and a greater ability to make progress on complex, adaptive challenges.
- ✓ Improve decision-making skills in complexity.
- ✓ Cultivate a learning culture.
- ✓ Thrive, not just survive.

Designed for

Our experience in doing this work internationally has shown that those with a combination of the following attributes are likely to excel in this program

- Those in mid- or higher-level leadership roles who have already acquired and successfully use traditional leadership skills;
- Those who have experienced enough tough challenges to recognize that something more may be needed;
- Those who have a continuous learning mindset – and are open to challenging their own perspectives;
- Those whom the institution needs to be an impactful leader for the future.

Navigating Disruption

Meet your Facilitators



Dr Barry Bales, PhD is a Director of Uncharted Leadership in the USA. He is intrigued by what enables people to be successful in leadership roles. Previously, he was Assistant Dean for Professional Development at the LBJ School of Public Affairs, the University of Texas at Austin. He holds a faculty position as Clinical Professor in the School's Executive Master in Public Leadership Program. Barry is a frequent speaker in the areas of leadership and systems thinking and has taught, consulted with, and coached leaders and executives in fifteen US states and nine foreign countries. His PhD is in Adult and Human Resource Development Leadership from the University of Texas at Austin



Andrew Stevens, MBA, FGLF is passionate about the role that management and leadership development plays in making organisations, communities and even societies more productive, more human and more successful. In his former role as the Assistant Dean and Director of Executive Education at the University of Adelaide, Andrew has had the great fortune to work with senior managers across a diverse range of private, government and not-for-profit organisations. This experience has allowed him to understand that the leadership attributes needed for success in today's world are changing. In response, he has come to realise that the way we design and deliver leadership development needs to evolve.

Special guests

Sheree Paterson



Sheree has established a strong reputation as a knowledgeable, highly engaging and effective Executive Coach, leadership and strengths development specialist. Sheree's approach to leadership development integrates positive approaches with a critical and developmental lens. This facilitates new insights and possibilities for change.

Brian Francis



What do you get when you combine one of the most highly regarded statewide executive leaders with a nationally acclaimed slam poet? The answer is Brian Francis. Brian has 36 years of public service experience, 22 of which were in executive-level roles. He shares his hard-earned insights into building diversely dynamic teams that embrace challenges create options, and deliver on missions

“When we experience the world as too complex, we are not just experiencing the complexity of the world – we are experiencing a mismatch between the world's complexity and our own at this moment. There are only two logical ways to mend this mismatch – reduce the world's complexity or increase our own.”

Kegan and Lahey
Immunity to Change

Navigating Disruption

Program At A Glance

Navigating Disruption is an evidence-based program that enables you to grow new perspectives and a greater ability to make progress on complex challenges.

Presented in a highly engaging, practical, and experiential format, the two-month program includes.

- Virtual Orientation - 2.30-5.30 pm, Sept 19
- Virtual Strengths Session - 2.30-5.30 pm, Oct 3
- Face-to-face Intensive - Vintage Villas, Austin 4-days, Oct 10-13
- Virtual Session - 2.30-4.30 pm, Nov 8
- Online micro coaching from facilitator coaches throughout.
- Clifton Strengths Profile

Fees

- \$2900 - Early bird fee for payment or PO received before 22 August
- \$3500- All registrations received after 22 August
- Contact us for discounts on groups of 3 or more participants

Covers all program, coaching and assessment costs for the two-month program. It also covers some meals during the on-site intensive. Lodging and travel expenses are the responsibility of the participant.

Contact barry.bales@unchartedleadership.com for more information

Book now!

<https://www.unchartedleadership.com.au/online-courses/navigating-disruption/>

"I would highly recommend this hands-on, intensive training to all senior administrators and executives, given its emphasis on new ways of thinking and leading change in an increasingly complex work environment, where dealing with problems with no simple solutions has become the norm."

John H.
University System Administrator

"As a senior manager, it is rare that we encounter simple or straightforward challenges in our professional lives these days. I found the Navigating Disruption curriculum tremendously valuable in helping me better approach complex problems that may have no real solution. The course content helped me change my way of thinking to be a better leader and a better peer for those in my organization."

Eric A
University System Administrator

"I found great insight and learned valuable leadership tools in Barry and Andrew's Navigating Disruption training. As we challenged our beliefs and assumptions, I found value in new perspectives and developed a greater capacity for success in a complex, volatile environment. I sincerely appreciate the time and personal attention the facilitators brought to the training, and I feel their training and mentorship has helped me to grow as a leader."

Ron F.
State Agency Administrator

"I loved that I was able to bring a problem that was causing great disruption at my university and work with you and my fellow students to develop a plan to navigate the disruption. I was able to return to work with great confidence in implementing the plan, and it worked!"

Lisa L.
University Administrator