

Navigating Disruption 2025

Advanced leadership development program

Beginning August 26, 2025

[\(click here for schedule and pricing\)](#)



Complexity is not new, but how we deal with it today requires different thinking and skills to lead in an increasingly disruptive and complex world.

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

"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."

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 pre-work activities have been selected to stretch your thinking and prepare you for an accelerated learning journey throughout this program.

One intensive + three virtual sessions + one team coaching

The 4-day intensive held in Austin includes dynamic mix of highly interactive presentations and activities with the opportunity to apply what is being learned to real world challenges! The three virtual sessions will enable you to orient to the program, assess strengths, and further enhance your experiences. The team coaching session focuses on collective reflection, commitments, and progress tracking.

Organizational application

You will select a 'complex organizational challenge' that you are facing that will become the applied – and rigorous - focus of your learning. This will include peer coaching and feedback throughout the program.

Strengths Profile

Clifton Strengths Profile and Strengths 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.

Topics covered include:

- Leadership for complex environments
- Overcoming change resistance
- Developing Adaptive Capacity
- Uncovering the drivers of behavior using systems thinking
- Separating leadership and authority
- Noticing and managing polarities
- Advanced listening skills
- Managing emotional triggers
- Identifying different strategies needed for addressing simple, complicated and complex challenges.



"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 organization 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 and a founding member of 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.



Sara Boone Hartley brings her passion to Uncharted Leadership USA in Program Design and Delivery after two decades of government executive leadership and management experience for the nation's 10th largest city - Austin, Texas. As someone who worked her way from entry level into executive roles, Sara knows personally the impact of developing people through high-impact learning opportunities. She designed and facilitated award-winning leadership programs for the organization throughout her tenure. She has also built innovative programs and is a public speaker in the area of mentorship, career, and personal development of women in the workplace and community.



Andrew Stevens, MBA, FGLF is passionate about the role that management and leadership development plays in making organizations, 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 organizations. 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 realize that the way we design and deliver leadership development needs to evolve.

"The imperative to lift one's gaze and look around the corner has become key to strategy and performance."

[McKinsey and Company](#)

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.

Your two-month program is presented in a highly engaging, practical, and experiential format.

- Orientation/Virtual Session 1, August 26, 2025, 3.00-5.30 pm
- Virtual Strengths Session 2, September 3, 2025, 3.00-5.30 pm
- Team Coaching Session, September 22, 2025 4.00-5.30 pm
- Face-to-face Intensive Session (Austin), October 6-9, 2025, Full days
- Follow-up Virtual Session 3, October 23, 2025, 3.00-5.30 pm
- Online micro coaching from facilitator coaches throughout.
- Clifton Strengths Profile

Dates and times are Central US time.

Fees

- **Early bird Registration \$3600-** Early bird fee for payment (or PO) received by July 11, 2025.
- **Regular Registration \$3900-** All registrations received after July 11, 2025.
- **Group Discounts -** Contact us for additional 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/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