



# ORGANIC Leadership Pathway

Supporting Leaders In a Complex World





## Leadership today is about coherence

Different contexts require different approaches and applying the right leadership for the situation.

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**Great leadership**  
is knowing when to lead differently

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It's not about being "agile" but becoming "resilient" to the inevitable, yet unforeseen changes we face.

Different levels of complexity require different levels of autonomy.

Organisations become resilient by seeing leadership as a capability spread throughout the organisation.





More than just one-off courses

# We believe in mastery and combining theory with practice

- ✓ Experienced Guides over professional trainers
- ✓ A continuous learning pathway over a one-off course
- ✓ Group exploration over individual reflection
- ✓ Guided navigation over a solo journey

## Because Mastery Matters

American educational psychologist Benjamin Bloom recommended that rather than teaching students to recite data or answer a specific tailored test, students should be encouraged to develop a deep and full understanding of what they are being taught by applying their learning to abstract and real-life contexts. We believe the same.



# 6 months of Guided Support

## inside and outside the classroom

Our approach combines great practice **classroom-based workshops**, regular **real-time coaching** on student challenges, **self-paced coursework** and **asynchronous community support** via on-demand e-learning, smartphone app and chat.

### Our Pathway Approach

- ✓ Live synchronous training covering every aspect of ORGANIC Leadership
- ✓ 6 months or more of coaching covering real-life challenges
- ✓ Deeper live training to expand competence and confidence
- ✓ Asynchronous support including books, videos and smartphone app
- ✓ Community forum with dedicated private space
- ✓ Certified credentials along the journey

# ORGANIC Leadership Pathway



## Supporting coherent, resilient leaders

Leaders are the cultural architects of organisational coherence and resilience, growing autonomy and nurturing an interdependent culture.

### Great ORGANIC Leadership



#### Cultural Awareness

Visualise the current culture and lead its evolution.



#### Iteration

Validate change in small increments and experiments.



#### Coherence

Lead the adoption of a contextual decision-making approach.



#### Optimisation

Remove unnecessary dependencies for greater flow of value.



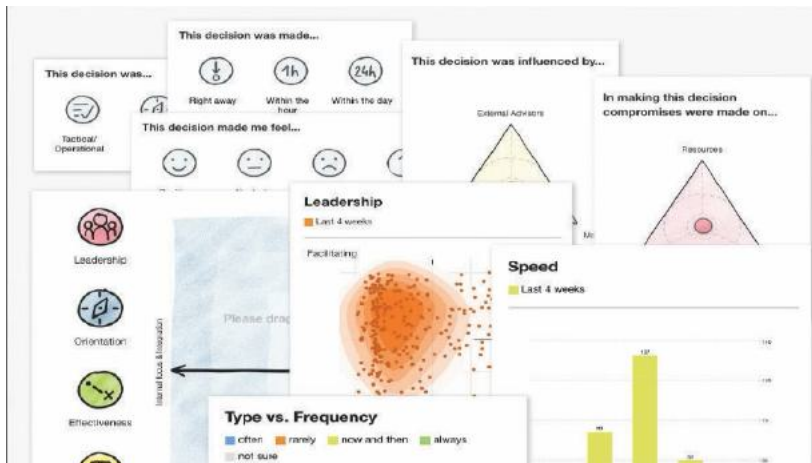
#### Value

Adjust process and structures to identify and focus on value.



#### Nurturing

Grow leadership and autonomy throughout the organisation.



We covered a lot of ground whilst adapting to the emerging conversations and context. We received a highly personalised experience with its fair share of eureka moments.

**Clare Tunstall**  
**Cambridge University Press**

# Learning Outcomes

We teach skills and tools not frameworks. Leaders that come through this path will develop your cultural, situational, emotional and self-awareness. Below are a selection of the learning outcomes we will cover either in the workshops, coaching sessions or casework.



## Cultural Awareness

- Visualise and understand the components of organisational culture
- Discuss the relationship between culture and leadership mindset and behaviors
- Explore how to identify, understand and influence the culture within an organisation
- Explore how organizational change impacts people
- Develop one's self-awareness and self-management when operating in complex, ambiguous and volatile conditions



## Iteration

- Understand how to help an individual recognize areas of weakness and create positive change for themselves.
- Mindfully evolve the organisational culture through one's leadership behaviour
- Use data to guide cultural evolution
- Develop an empirical and experimental approach to change
- Understand how to run good experiments



## Coherence

- Explain why a new leadership approach is needed in today's volatile, uncertain, complex, ambiguous (VUCA) world
- Identify strategic alignment metrics while assessing impact on behaviour and results
- Analyze how current culture should influence the approach to change
- Understand how culture influences speed, risk, and receptiveness to change
- Identify appropriate contexts for different leadership behaviours



## Optimisation

- Visualise and optimise the systems that impact the flow of value
- Analyse challenges to creating value flow across an organisational system
- Enhance one's ability "coach upwards and across"
- Identify ways to adapt organisational policies for greater value
- Create greater transparency and feedback loops to aid continuous cultural evolution



## Value

- Explain the importance of strategic alignment on value in an environment of unknowns
- Discuss how culture and coherence impacts value creation.
- Understand how to ruthlessly prioritise on the truly valuable work
- Nurture an organisational culture that supports shared accountability at the team level
- Identify how to help a team align their values and goals with those of the organisation



## Nurturing

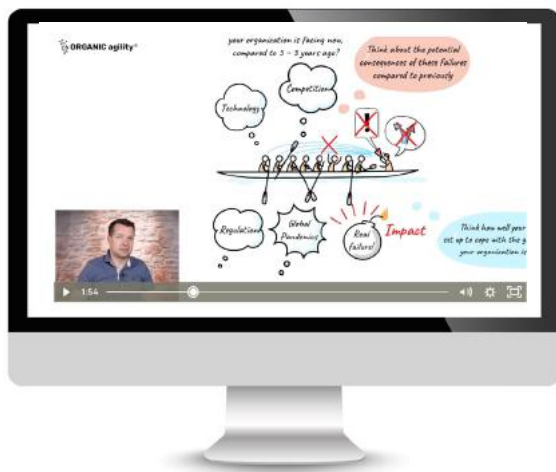
- Understand the need for and how to build and lead great teams
- Discuss factors that increase employee engagement, and team performance
- Understand the concept of flow and its role in team performance
- Develop strategies to increase skills coverage for greater delivery and resilience
- Design environments that encourage team-based approaches to work



# Building a Habit

## of application, reflection and growth

Our six-month-plus Pathway combines great practice **classroom-based workshops**, student-driven **real-time coaching**, self-paced coursework and **asynchronous community support** via on-demand e-learning, smartphone app and chat.



On-demand modules



Student-driven coaching



Reflection on Action

# Frequently Asked Questions

This is no regular training program and requires a different kind of open-minded and committed organisation to benefit from it. Here are a few common questions

## How much does it cost?

The basic 6-month package costs £3,000 per person with a minimum of 8 people in a cohort.

A cohort will be no larger than 16 people.

Each extra month of support costs £500 per person.

1-2-1 coaching sessions can be bolted on at a cost £300 per session per person.

Access to the optional ORGANIC Culture dashboard is on a tiered per-user basis.

## Who is this suitable for?

Because we operate on the principle that leadership is a capability to be spread throughout an organisation, this Pathway is suitable for anyone and everyone operating in a complex environment. However, we typically recommend starting with mid-to-senior leadership to start the narrative and then including internal change agents or coaches who can then act as amplifiers for a wider rollout.

## How flexible is the structure?

The default structure is some asynchronous pre-work, followed by a two day workshop. Then every 2-3 weeks a group coaching session and another two-day workshop roughly 3 months after the first.

We can work around your constraints and preferences to a degree although one of the aspects we don't compromise on is the rhythm of the Pathway. We believe developing a sense of continuity and regularity of cadence important for progress and sustainability but we can usually work something out.



# Trusted By The Best



« The time that you invest in the Pathway is definitely worth it. So many hours of training are wasted by leaving a classroom and not even picking up the book. This brings the every day back to the learning. »

**Tracey Stephens**  
Head of Product, Arco Safety

« Incredible way to learn, experience, absorb and practically apply the learning. 6 months of support, 4 days in person training. Brilliant Cohort with likeminded individuals. Highly recommended. »

**Sarah Alexander**  
Santander Group

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