

# Spacious Complexity

The deep work in Leaders

Access to the natural laws that release life  
in a powerful, connected, productive,  
purposeful manner.

## Program Overview

This leadership development process is designed for the **experienced executive**, who has extensive leadership skill and experience and who knows first hand that the more complex the context, the more often a leader requires a *wisdom beyond logic*.

### Objectives of program:

Increase the agility of leaders working in complex ambiguous environments.

Organizations can be complex mazes with many turns, dead ends, quick routes and choices. ... the best path to get somewhere is almost never a straight line. .... The key to being successful in manoeuvring through complex organizations is to easily and successfully find your way through the maze to your goal.

*The best way to do that is to accept the complexity (and ambiguity) of organizations rather than fighting it and learn to be a maze-bright person.*

*FYI For Your Improvement, Lombardo & Eichinger, 236(emphasis added)*

Being a “maze bright” person requires that you learn how to read and work with the naturally, ever present ‘forces of societal nature’ which govern behaviour. While these forces are invisible (we cannot see them), we can learn how to *read* them thereby becoming “complexity adept”.

This is a difficult thing to learn and an even harder thing to teach. As such, few have tackled the challenge of developing a process to facilitate leadership learning in this area.



## Outcomes:

- Leave with a sense making model for complex environments
- More confidently make sound decisions without knowing all the variables
- Awareness of how to lead by reading the 'natural forces' that shape how people interact.
- An increased awareness of self as leader
- Increased Organisational Agility
- Able to more quickly make better decisions – even decisions in ambiguity

## Modes of learning (hybrid approach)

- Stories and Socratic questions
- Peer learning and sharing of experience through cohort model.
- Breakthrough coaching to simulate new ways of thinking and behaviours
- Reflective learning to deepen awareness of self through "quieting of the mind" and reflective pauses.



## Format:

- **Kick off session:** 2 day off-site retreat
- **Virtual sessions:** 1.5 hr facilitated virtual sessions every 3 weeks
- **Peer-Coaching Triads:** 1.5 to 2 hr peer coaching triads (virtual or in-person) monthly
- **Executive Coaching:** 1 x 40-60min telephonic coaching session per month – throughout the full 12 months

## Cost:

\$15,000.00 per participant



**To book a consultation, or for more information,**

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