



**MEZZANA**  
partners

# Leading in New Worlds

**Support** | **Coaching** | **Guidance**

leadership programmes

# Leading in New Worlds

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2020 has been quite extraordinary for us all. We've been faced with a threat to our safety and well-being, forced to adapt to radically different working and living conditions and get used to living with high uncertainty.

What *is* certain is that the sense of ambiguity, volatility and complexity will continue. There will be no return to normal and businesses face new and emerging challenges – as well as opportunities - for the foreseeable future. We call these 'new worlds', because they will look and feel different depending on your business sector.

Regardless of the size and nature of your business, you rely on your leaders to adapt with agility and innovation to these new worlds. We have identified the four key leadership capabilities needed to ensure your organisational survival and future prosperity:

- Creating psychological safety to allow people to thrive wherever and however they work
  - Improving the performance of dispersed teams split between home and office
  - Navigating through and making decisions in a complex world
  - Constantly scanning the horizon and seizing opportunities to reinvent how you create value
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Developing these capabilities is a tall order for anyone – and expecting your leaders to simply reinvent themselves overnight is a mistake that your organisation can't afford to make.

So we're offering to help, through our **Leading in New Worlds** programme. Starting in September, this **four month online programme** will equip your leaders with the capability, expertise and confidence to successfully lead your people and ensure organisational sustainability in the months and years ahead.

We're running two versions:

An **Open Programme** where your leaders will join a programme with leaders from other organisations. Ideal if you want to focus your investment on a small number of leaders and expose them to diverse experience from a range of industries.

**In House Options** where we'll create a bespoke programme, specific to your business and industry, tailored to the needs of your leaders and the demands they'll be facing. Ideal if you have more than 10 leaders and would like to build relationships, focused capability and a community of leaders for the future within your business.

## Who's it for?

It's open to anyone in a leadership position, but particularly for leaders who:

- are responsible for multiple teams or a significant number of people
  - contribute to your strategic direction
  - are identified high potential or on your senior succession plan
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# What's involved?

Your leaders will go through a four month journey to develop in each of the four leadership capabilities. They'll get:

- A preparation session to help them be ready for the programme, and assess their current capability
- Four modules on the themes below, each consisting of:
  - A two-hour virtual workshop
  - 21 days of online coaching support to build new, high impact habits
- An individual coaching session at the end of module 4 to consolidate learning and create a follow up action plan

## **Module 1: Leading remotely**

Creating a sense of psychological safety and connectedness will be a critical leadership capability in the months ahead. This module focuses on understanding psychological needs (your own and others) and how to create an environment of safety and connectedness in your team.

## **Module 2: Building high performing dispersed teams**

In an uncertain and changing world, organisational agility is paramount. Organisational agility is founded on a structure of cross-functional adaptive, innovative and collaborative teams. This module will help leaders make the most of their available dispersed talent to build and sustain high performing, responsive and agile teams.

## **Module 3: Leading through Complexity**

The complexity of the world we're in and will continue to inhabit requires a different style of decision making and leadership. Collaboration, exploration and experimentation will be critical as leaders shift to adopt an emergent leadership style. Drawing from the Cynefin framework, leaders will be exposed to a new lens with which to think about and approach leading in a complex world.

## **Module 4: Re-imagining the future**

The shadow of COVID will cast a long spell – our current and future landscape has changed beyond recognition, along with the rules of engagement. The need to scan the horizon, anticipate and reimagine the future and seize opportunities has become a fundamental leadership requirement. This module will help leaders develop the capacity to reimagine the future for their organisations.

# Investment

The cost of the open programme is £995 plus VAT per leader. This includes all materials, attendance at 4 workshops, access to our 'Habit Builder' platform with online coaching support, and a designated coach who will support you through the programme, and help you reflect and plan at the end.

Each module with online coaching is also available as a standalone option, at £295 plus VAT (this does not include a live coaching session).

Please speak with us about costs of inhouse programmes for 10 or more people.

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# About Mezzana Partners

Mezzana Partners helps organisations thrive – and stay thriving – by working with teams and their leaders. We blend our deep psychological knowledge of performance and behaviour change with over 25 years' experience. We have worked with world leading teams and leaders in Olympic and Paralympic sport and brought the same approach into many major businesses.

## Next steps?

We have limited places on each of our open programmes, so contact us to secure your booking. Or talk to us about a bespoke in-house programme that's tailored to your business.

To enquire or secure your booking please email [hello@mezzanapartners.com](mailto:hello@mezzanapartners.com) or call us on **07764 481 373**.



[www.mezzanapartners.com](http://www.mezzanapartners.com)

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