

THE LEADERSHIP LAB · OVERVIEW

Your greatest leadership asset is not your ability to decide. It is your ability to *see*.

A two-day residential intensive that produces leaders obsessed with sensemaking — calibrated to the world around them and the implications for their organisation.

THE CORE SHIFT

From decision-making to sensemaking.

BEFORE

Obsessed with being right

Decides quickly. Treats uncertainty as a problem. Is regularly surprised by shifts they could have seen coming.

AFTER

Obsessed with staying calibrated

Reads the world continuously. Puts in place feedback loops that surface shifts early. Asks: "what is the world telling me right now?"

TWO FORMATS

The same shift. Two different contexts.

• *01* **COMPANY COHORT** *The Company Leadership Lab*

A highly customised two-day residential for a single organisation's leadership team — the systemic lens applied specifically to your sector, your context, and the mental models constraining your team's capacity to see clearly.

• *02* **OPEN COHORT** *The Open Leadership Lab*

A diverse cohort of executives from different sectors and organisations. The cross-sector friction produces a quality of systemic thinking difficult to replicate within a single organisation.

WHAT YOU WALK AWAY WITH

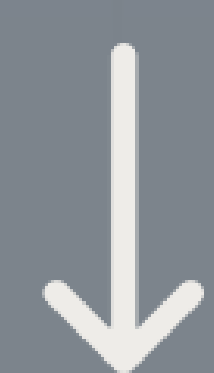
Leaders who see the world as it is — not as they assumed it would be.

- A systemic map of the world and sector you operate in — built during the programme, yours to keep and evolve
- The shift from decision-making to sense-making as your primary leadership orientation
- A personal practice for staying calibrated — the feedback loops and probes that keep your picture of the world current as it shifts
- A different relationship with uncertainty — not a threat to be managed but a signal to be read
- Disrupted mental models — the constrained ways of seeing that limited your leadership capacity, named and replaced
- For Open Lab participants — a cohort of peers navigating similar complexity from entirely different vantage points

NOW FORMING

The Executive Mastermind — a year of seeing together.

A year-long peer cohort for Open Lab graduates — quarterly physical gatherings, sustained sense-making practice, crosssector peer accountability. Express your interest at orenda.co.za.



THIS ENGAGEMENT IS FOR YOU IF

- The quality of thinking at the top is the remaining constraint on your organisation's performance
- You are about to embark on significant change and want your leaders seeing clearly before the work begins
- You want a leadership team calibrated to the environment, not just aligned to the plan
- You are a senior leader ready to develop a more systemic way of reading your world

GET IN CONTACT

If you already know what you need, walk straight to the offering that fits.

Ready to begin? Let's talk.