



**BAYES**  
BUSINESS SCHOOL  
CITY ST GEORGE'S  
UNIVERSITY OF LONDON

# Leadership for a complex world

Enabling collective brilliance

[ Always learning ]

[bayes.citystgeorges.ac.uk](http://bayes.citystgeorges.ac.uk)

## Key information

**Duration:** 3 days

**Format:** In-person teaching with additional pre-programme work and follow-up coaching call

**Fee:** £2,995 (No VAT is charged); Includes all programme materials, breakfast, lunch and refreshments

**Delivered by:** Faculty from Bayes Business School and leading industry practitioners

**2026 Dates:** Tuesday 23 June – Thursday 25 June 2026

**Qualification:** Upon successful completion of the programme, participants will be awarded a 'Leadership for a complex world' programme certificate



[Find out more](#)

## Programme overview

In a world of rapid change and uncertainty, leadership is about creating the conditions for others to shine and perform at their best. This immersive programme draws on cutting-edge research in leadership to help empower the collective brilliance of your teams and organisation. It will enable you to:



**Navigate complexity with confidence**



**Harness diverse perspectives**



**Create the conditions for collective performance and innovation**

## Target audience

This programme is designed for mid to senior leaders across all sectors who lead in complex, fast-changing or ambiguous environments. It is for leaders who seek to evolve their leadership practice for long-term sustainable impact and are willing to embrace the challenge of self-reflection. Through this journey, leaders will strengthen their ability to inspire commitment and collaboration within diverse teams, ultimately building greater resilience and driving innovation across their organisation.

## Focus and structure

This highly experiential programme blends theory, reflection and practice. You will learn through a combination of guided frameworks, self-assessments, peer dialogue and real-world application. It requires a high degree of self-awareness, where you are challenged to identify your personal values, and share past experiences. Through this process you will be able to design environments where trust, creativity and performance can flourish.

### Pre-programme work

To get the most from the programme, participants will be asked to:

- Read a short article on 'Problem types in organisations'
- Complete an online questionnaire to assess your personal approaches to problem solving that takes around 10-15 minutes
- Explore your personal values through a structured worksheet and define what your 3-5 core values mean to you.

### Day 1

Explore your personal values, learn how to find and access your 'anti-fragile' mode, and understand the implications for leadership. Consider individual problem-solving styles using a psychometric tool to reveal your preferences on six approaches to change. You will start to create your My Personal Leadership Architecture (MPLA).

### Day 2

We share over 30 years of research on what it takes to lead others, not because of your position or power, but because they want to follow you. You will explore **six** of the seven factors which drive high performance teams: Goal Clarity, Effective Processes, Mutual Accountability, Support, Valuing People and Skilful Interaction.

### Day 3

Explore the **seventh**, and most important factor of enabling collective brilliance – that of Trust. You will use a unique teaching device developed at Bayes Business School called a Dialogue Sheet to explore the topic of Psychological Climate. This will be followed by exercises on ways to build and damage the nine dimensions of climate.

The programme concludes by creating a set of actionable next steps.

## Post-programme coaching call

Optional calls will be scheduled several weeks after the programme, where you can discuss your progress in applying the learning, and work with our faculty to address any areas for further development.

“The programme offered a really fresh perspective on leadership and the blend of theory and practical tools makes it directly applicable. A really valuable experience.”

**Catherine Cullen, Executive Director of Communications and Engagement, Guy's & St Thomas' Foundation**



## Programme benefits

### Individual

- Cultivate the awareness and mindset to lead with clarity and confidence
- Gain practical tools to navigate uncertainty and lead through change
- Strengthen your capacity for reflective and adaptive leadership
- Enable a culture of trust, innovation and collective accountability

### Organisational

- Steer your organisation through complexity and uncertainty
- Build organisational resilience through your leadership approach and the environment you create
- Have a positive impact on organisational culture and building a trusted psychological climate

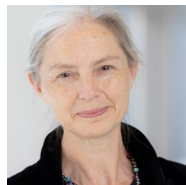
## Teaching Faculty



**Andy Wilkins** is a Senior Honorary Visiting Fellow at Bayes Business School, a Partner of Perspectiv, and a long-term associate of the Creative Problem-Solving Group in the USA.



**Kate Stuart-Cox** is joint founder of Perspectiv with Andy – a professional services firm with expertise embedding innovation, leadership and teamship in organisations around the world.



**Dr Sara Jones** is Director of the interdisciplinary Centre for Creativity in Professional Practice Practice at Bayes, and teaches on the Master's in Innovation, Creativity and Leadership with a background of research and teaching in creative human-centred design.

“This is thought-provoking and a really good leadership course for busy people. It provides an opportunity to think differently and to work alongside people from different backgrounds – it was so interesting and helpful to see other people’s perspectives, and it opened my eyes to different sectors, but also very similar challenges.”

**Naomi Phillips, Director of Policy and Advocacy, British Red Cross**



## For more information

[bayes.citystgeorges.ac.uk/  
study/executive-education/  
open-programmes/  
leadership-for-a-complex-world](https://bayes.citystgeorges.ac.uk/study/executive-education/open-programmes/leadership-for-a-complex-world)

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