

Leading with Inner Agility

Practice Centered Leadership in Disruptive Times



Program Overview

As disruption accelerates, leadership is becoming more complex. Organizations facing unprecedented challenges and uncertainty are launching transformations, forging alliances, adopting new technologies and agile practices, from artificial intelligence, to agile teaming and design thinking. Surprisingly, little attention is given to the executives at the helm of these transformational changes.

Research confirms that leaders today are laboring under heavier emotional and cognitive loads. As competitors emerge suddenly from unexpected directions, customer preferences seem to shift overnight and geopolitical turmoil makes headlines every morning, many leaders revert to old habits and ways of leading that may not be suited to today's realities.

We know they're looking for answers: McKinsey Quarterly's article on the topic, "[Leading with Inner Agility](#)", ranked in the Top Ten most downloaded articles in 2018's McKinsey Quarterly.

Based on the firm's experience and a decade of applied research, we believe leaders and their teams have to develop a new relationship with uncertainty. In order to DO agile, they must learn to BE agile and embrace increasing complexity.

In this program, 15 to 20 senior leaders learn together to become more agile and help their teams solve complex challenges with greater purpose, clarity and impact. Research shows that leaders who have mastered "Centered Leadership" inner-agility practices are 4x more likely to feel equipped to navigate complex change and 20x more likely to be satisfied in their personal and professional lives.

Through pre-work and 2.5 days of immersive reflection, dialogue with peers and experiential learning, participants learn to apply the 5 inner agility practices:

**Set direction
rooted in
purpose (vs
destination)**

**Radically reframe
questions and
embrace your
ignorance**

**Pause to move
faster using
intuition and
inner stillness**

**Think in terms
of systems and
networks to see
new patterns**

**Test solutions,
and themselves,
through rapid
experimentation**

Participants leave with

A step-change in their effectiveness when facing complex challenges and decisions

Concrete approaches to rewiring habits and building creative agility in themselves and their teams

A network of deep peer relationships that sustain post program

Concrete plans and new solution paths to address some of the toughest leadership challenges

New practices to engage their teams and broader networks

A newfound ability to find more stillness, energy and personal balance for greater resilience as leaders and as human beings

Who should attend

Private and public-sector leaders with at least 15 years in senior roles who are now at the forefront of major change, such as an agile or digital transformation or new business alliances

Executives with a desire to invest in their personal growth as leaders and human beings and to improve how they drive ownership, engagement and decision making in their teams.

While participants will come from a broad range of sectors, they all face complex challenges that require leadership agility. The learning process is experiential, rich in reflection, dialogue and informal peer coaching interactions. Participants have opportunities to interact with everyone, deepen connections, share experiences and gain insights from fellow leaders keen to explore the human challenges and complexities of transformational change.

Each participant will join a 4 to 6-person “mini-advisory board.” Throughout the program, they will meet periodically to share learnings and give feedback in the context of their leadership challenges. This teamwork helps participants translate learning into practice and forge intimate relationships that last beyond the program, enhancing their ability to sustain personal growth and effect system-level change.

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How could I take 3 days during a crazy time? It felt like a trade off. Having experienced the program, it doesn't feel like a trade off at all. I am so glad I came!

Dealing with complexity and uncertainty is a part of my day-to-day. This program has given me new tools/insights that I was missing.

I did not have time not to come here. I wish I had done this before.

I have fundamentally changed my perception of who I am as a leader. I feel more resourced to handle complex change.

I did not have time NOT to attend this program! ... and did not know it. I found a new gear and solve issues that were stalling us.

Going deep and getting real. I loved that we work on real issues and not general leadership theory.

Organisational transformation requires inner transformation of its leaders. This session ensures that the soul of an organization is not left behind in the midst of busyness.

I feel totally invigorated and completely inspired ... most importantly, I have a much clearer sense of the path forward and what I need to do to be the person and leader that I want to be.

The richness of my “mini-board” dialogues was an eye opener on the value of collaborative leadership.

These last 3 days were among the very best days in my last 5 years. I am humbled to have been invited to be part of this amazing journey which will change my life.

I had hundreds of excuses for why I could not attend, but I can't think of a better use of my time.

Most valuable external leadership program I have ever attended.

The programs with the coaches helped me see that “to be” is greater than “to do”.

This was not a “training”. This was an experience that took me to new depths in exploring my challenges while surfacing these with very practical action. We never skimmed topics. We went deep, yet it felt spacious. A masterpiece of depth and elegant simplicity.