



Leading with Safe Uncertainty

Living and leading with ambiguity and change

Doubt, it seems to me, is the central condition of a human being in the 20th century. One of the things that has happened to us in the 20th century as a human race is to learn how certainty crumbles in your hand. We cannot any longer have a fixed view of anything. Salman Rushdie (1988)

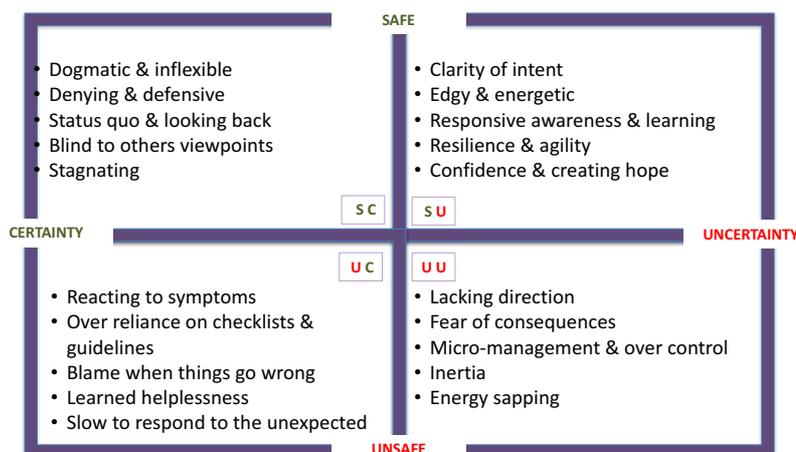
Our choice is to embrace, accept or attempt to resist the ambiguity that we now face as leaders. To embrace this change, we need to recognise that:

- Uncertainty is the new norm
- There are opportunities within this uncertainty if we can manage the creative tension that arises; both within ourselves and those we lead

This three-hour practitioner led workshop introduces the concept of safe uncertainty; how to work with the anxiety that arises when there is no clear solution to an issue. Led by business coaches with extensive operational experience, this taster is interactive, practical and pragmatic. The methods and materials will raise awareness of the impact of our thinking and how it drives behaviours, together with a framework to communicate and engage with the concept of safe uncertainty.

The workshop is aimed at organisational leaders with a remit for leading through change, practitioners managing leadership programmes or organisational re-design and those facing the challenge of shifting leadership culture through rationalisation, merger or post-acquisition.

Organisational Operating Domains



*When we are asleep to our reactions we confuse **safety** with **certainty**. We assume they are the same thing and we therefore unconsciously move towards safe certainty.* Keeley, J (2009)

A position of safe uncertainty is a framework for thinking about one's work, orientating one away from certainty to fit, a framework for helping people to fallout of love with the idea that solutions solve things. Mason, B (1993)

Outcomes:

- Introducing the concept and mind-set of leading without certainty or solutions
- Developing an initial toolkit to create and maintain an environment of safe uncertainty

Who we are:



Andrew Porter - A business coach with an inspiring approach to achieving performance; blending the latest thinking in personal and organisational development with the pragmatism of an extensive commercial career. Passionate about ethical leadership; his personal values and beliefs enable him to challenge our current thinking on how we lead and run organisations.



Jan Davis - A highly versatile business coach, a catalyst for behavioural and organisational change and how values based leadership 'being true to you' can produce outstanding results. Jan's experience of working with leaders, teams and organisations from all sectors is helping address the current challenges of being an authentic leader within a volatile marketplace.