**LEADERSHIP**
ACADEMY
AMSTERDAM

# Learning journeys

VUCA was introduced by the U.S. Army War College to describe the more volatile, uncertain, complex and ambiguous multilateral world which resulted from the end of the Cold War.

Today VUCA, It has been subsequently used in emerging ideas in strategic leadership that apply in a wide range of organizations. Business models are changing, faster than we can write about them. New technologies pop-up almost every month. We hear about Generation X, Generation Y and the Millennials. Everyone is also talking about disruption - disruptive technologies, disruption in the industries, and even in recruitment and employee best practices. This basically means things are going happen that we haven't even thought about or planned for. But what does all this mean for organizations? The best companies adapt and they adapt quickly. But the big question is, which Leadership skills are needed to navigate your company through this changing environment.

The Leadership Academy Amsterdam has developed four Learning journeys that supports the development of those Leadership skills for your (future) Top-managent that are needed in the VUCA world. The four modules can be used indepently from eachother and will always be a product that is co-created and co-delivered with the top management of your organization.

**Andre de Wit**
Dean
Leadership Academy Amsterdam

**O**ur Vision

To support the development of Learning Leaders and their ability to stay flexible, grow from mistakes and handle a diverse range of challenges

| | | | |
|---|---|---|---|
| **V**olatility | The nature, speed, volume, magnitude, and dynamics of change. | **V**ision | Intent that seeks to create a future |
| **U**ncertainty | The lack of predictability of issues and events. | **U**nderstanding | The ability to stop, look and listen (reflect) |
| **C**omplexity | The confounding of issues and the chaos that surrounds any organization. | **C**onnected | The ability to make sense of the chaos |
| **A**mbiguity | The haziness of reality and the mixed meanings of conditions. | **A**gility | Learn, adapt and innovate in changing context |

**LEADERSHIP ACADEMY AMSTERDAM**

# Learning journeys

## Reflective Leader
Develop the ability to lead yourself, by being self-aware and harmonizing your purpose, values and vision, for your personal, private and professional life.

## Connected Leader [1]
Learn how to build relationships, seek information, make sense of observations and share ideas through an intelligent use of new technologies.

## Agile Leader
Develop the ability to adapt to constantly changing conditions, whilst holding true to your purpose, values and vision.

## Visionary Leader
Know how to lead others with a vision, based on your company's purpose and values, in an authentic and inspirational manner.
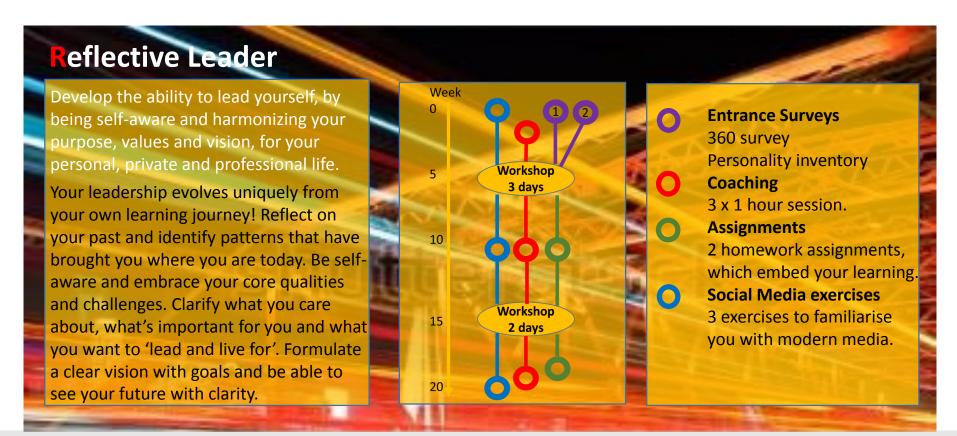
[1] Harvard Business Review, 'The best leaders are connected learners'.  [2] Richard Young, 'What is agile leadership?'.

**C**ontact
Info@LeadershipAcademyAmsterdam.com
+31 24 845 7615

**F**ollow us

# **R**eflective Leader

Develop the ability to lead yourself, by being self-aware and harmonizing your purpose, values and vision, for your personal, private and professional life.

Your leadership evolves uniquely from your own learning journey! Reflect on your past and identify patterns that have brought you where you are today. Be self-aware and embrace your core qualities and challenges. Clarify what you care about, what's important for you and what you want to 'lead and live for'. Formulate a clear vision with goals and be able to see your future with clarity.

Week

0

5

Workshop
3 days

10

15

Workshop
2 days

20

**Entrance Surveys**
360 survey
Personality inventory
**Coaching**
3 x 1 hour session.
**Assignments**
2 homework assignments, which embed your learning.
**Social Media exercises**
3 exercises to familiarise you with modern media.

**LEADERSHIP ACADEMY AMSTERDAM**

# **C**onnected Leader

Learn how to build relationships, seek information, make sense of observations and share ideas through an intelligent use of new technologies.

Develop your skills in voicing, listening, respecting and suspending. Conduct successful, generative dialogues, balancing your inquiry and advocation.

Be more discerning and considerate in your communication with others, learn how to drive higher quality decisions.

Bring 'the outside in' through the responsible and productive use of modern media.

Week
0

5

Workshop
3 days

10

15

Workshop
2 days

20

**Entrance Surveys**
Baseline profile
**Coaching**
3 x 1 hour session.
**Assignments**
2 homework assignments, which embed your learning.
**Social Media exercises**
3 exercises to familiarise you with modern media.

**F**ollow us

**LEADERSHIP**
ACADEMY
AMSTERDAM

# **A**gile Leader

Develop the ability to adapt to constantly changing conditions, whilst holding true to your purpose, values and vision.

Lead an effective change project, avoiding possible pitfalls. Develop your own and your team's capability to stay agile and realize your vision.

Influence and engage others across functions/markets/regions to deliver your strategic organization plan.

Apply techniques to develop a continuous improvement mindset and agility within your team.

Week
0

5

Workshop
3 days

10

15

Workshop
2 days

20

**Entrance Surveys**
Agility test
**Coaching**
3 x 1 hour session.
**Assignments**
2 homework assignments, which embed your learning.
**Social Media exercises**
3 exercises to familiarise you with modern media.

**LEADERSHIP ACADEMY AMSTERDAM**

# **V**isionary Leader

Know how to lead others with a vision, based on your company's purpose and values, in an authentic and inspirational manner.

Learn how to co-create a shared vision with your stakeholders.

Understand how to build a community around your vision over time, managing the dynamics and dialogue required to keep your vision alive.

Stay true to your vision, using regular, open and honest feedback to promote shared understanding and help your community develop.

Week
0

5

Workshop 3 days

10

15

Workshop 2 days

20

**Coaching**
3 x 1 hour session.
**Assignments**
2 homework assignments, which embed your learning.
**Social Media exercises**
3 exercises to familiarise you with modern media.

**F**ollow us

**O**ur Vision
To support the development of Learning Leaders and their ability to stay flexible, grow from mistakes and handle a diverse range of challenges

**LEADERSHIP**
**ACADEMY**
**AMSTERDAM**

# **O**ur principles

## Co-creation & co-delivery

We work very closely with the management of the organization In the design, development and delivery.

## Learning is your responsibility

We use an Adult-Adult principle where development is the participant's responsibility.
The connection between participant, manager and coach is based on the Individual Development Plan.

## Highly collaborative

We use a 'work out loud' & 'learn out loud' approach to build purposeful learning networks.
We provide a 20 week learning journey, enabled by ongoing group assignments & coaching.

## Learning not knowing

Contributors facilitate learning, they do not teach knowledge.
We ask participants to research and contribute knowledge, and be 'Meaning Makers'.

## Agility built-in

Our program design is adaptive & responsive to participants and their context.
We create commitment from the whole organization by involving internal resources whenever meaningful.

## Bring 'the outside in'

External contributors bring 'the outside in', through toolkits, insight, challenge and connections.
Every session is rewarding in its own right, providing easy-to-use tools, and ideally, bigger-picture learning.

## Our Vision

To support the development of Learning Leaders and their ability to stay flexible, grow from mistakes and handle a diverse range of challenges