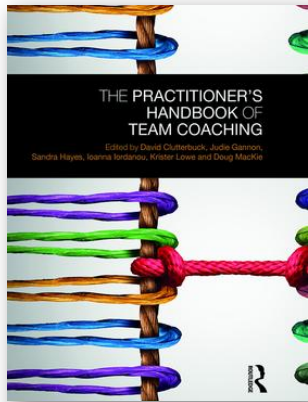




## 1 THOUGHT LEADERSHIP

**Team Coaching at Scale: creating conditions for the emergence of self-transforming leadership cultures** - Mary Stacey & Karen C. Yeyinmen, 2018



“Leadership teams carry the burden of increasing complexity—personally and in their teams, in their functional organizations and global networks—while exercising their responsibility to shape culture and lead their organization toward a desired future. Linear and heroic forms of leadership, a legacy of the industrial age, are insufficient for meeting the demands posed by this complexity.”

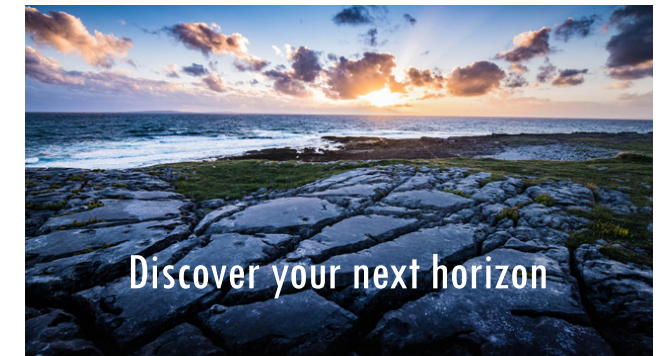
## 2 EXECUTIVE DEVELOPMENT

“Re-framing leadership from a directive and rational task to an imaginative and improvisational practice allows us to work with creativity as a capacity for engaging with the world and responding effectively to our surroundings.”

### THE BURREN

EXECUTIVE LEADERSHIP RETREAT

August 25th - 28th, 2019



## 3 SELECT CLIENT PARTNERSHIPS

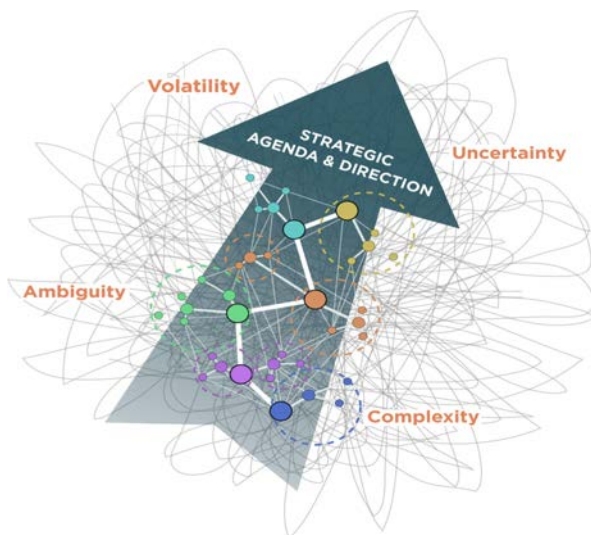
MERCK

FUJITSU

genzyme  
A SANOFI COMPANY

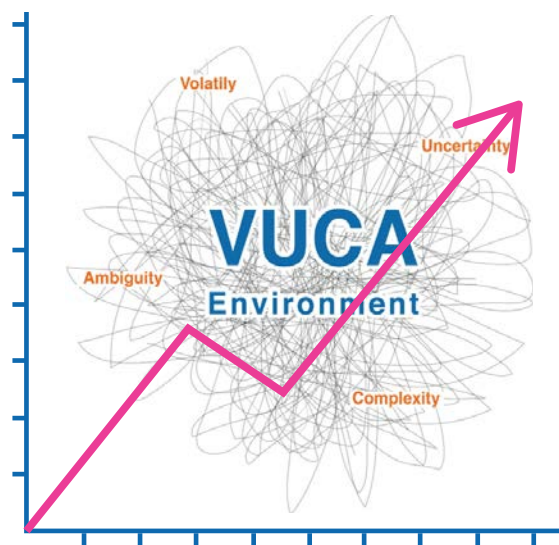


## 1 ROLE OF STRATEGIC LEADERSHIP

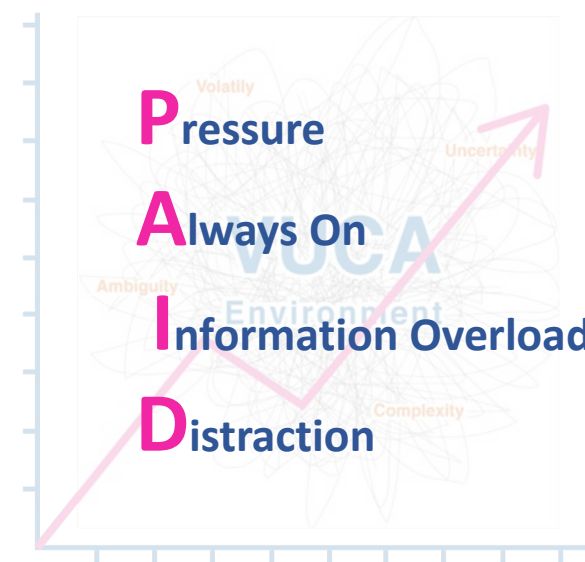


A Change Leaders Guide to Network Thinking and Action,  
Context Consulting, 2014 All Rights Reserved

## 2 ESCALATING CONDITIONS



## 3 REACTIVE RESPONSE: PAID



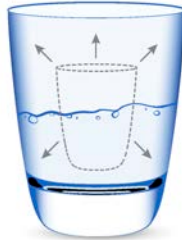
“So much disruption; so little time. Not only are organizations expected to provide great services, but to do so while the landscape is shifting and quaking. For those of us leading, it’s both scary and thrilling. Its our job to lead our teams into these great challenges. I don’t know about you, but I’m in over my head, and I need help.

- Ed Catmull, Co-founder, Pixar Animation and Disney Animation, 2019

## 1 NEW VIEW OF LEADERSHIP DEVELOPMENT

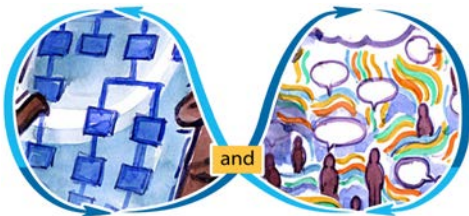


Add competence:  
knowledge & skills



Expand capacity: choice,  
flexibility, resilience

## 2 EXPANDING CAPABILITY TO MEET COMPLEXITY



Mastery *and* Maturity  
Competence *and* Capacity  
Performance *and* Presence  
Leadership *and* Stewardship

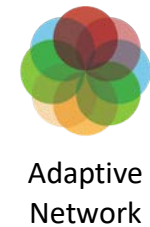
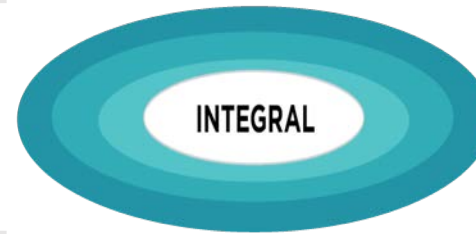
## 3 ADULT DEVELOPMENT IS LEADERSHIP DEVELOPMENT

Adult  
Development\*

Leadership  
Development

Culture  
Development

Self  
Transforming  
Mind (4%)



Adaptive  
Network

Self Authoring  
Mind (20%)



High  
Performing Teams

Socialized  
Mind (70%)



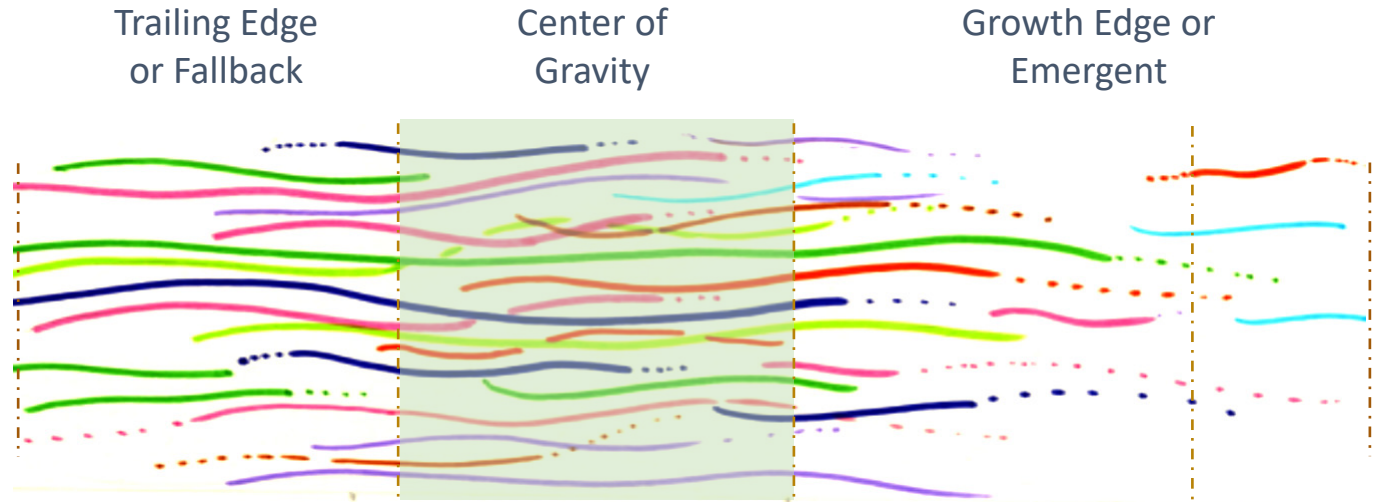
Command &  
Control

CAPACITY TO THRIVE IN UNCERTAINTY

\* The Seven Transformations of Leadership. On HBR's list of top 10 leadership articles of all time.



## 1 WHERE TO FOCUS YOUR DEVELOPMENT



## 2 REFLECTIVE PRACTICE



## 3 EXPAND WORLDVIEW



Focusing our multi-year transformation on growing organizational resilience has proven to be incredibly important during the current COVID-19 crisis. Through the leadership journey Context created for us, we've grown a remarkable resiliency and become more capable than we've ever been.

We now have a global, multi-cultural network of future senior leaders who are successfully navigating the organization through the VUCA environment in which we find ourselves. Context has played a vital role, guiding us to greater insights and designing the Collective Leadership Impact Program (CLIP), which has started to evolve in to a self-sustaining movement.

I would highly recommend Context Consulting as your partner.

W. Blair Okita, Ph.D., Senior Vice President,  
Biopharma Quality, EMD Serono - Merck KGaA



## OUR JOURNEY TO HIGH PERFORMANCE

### VEHICLES

Annual Leadership  
Conference

Collective  
Leadership Impact  
Program (CLIP)

Peer Coaching  
Pairs

### COMMON LANGUAGE & BASELINE METRICS



#### Leadership Circle Framework & Global Leadership Profile

- Individual 360: From Reactive to Creative (12 member LT)
- Culture Assessment: Evolving our Leadership Culture (100 member ELT)

### *Our Direction*

Growing organizational resilience by developing our people's capacity to excel, anticipate and adapt to planned and emerging change





For information about our customized services in  
leadership development, executive coaching, and  
culture transformation:

[mary.stacey@contextconsulting.com](mailto:mary.stacey@contextconsulting.com)

