

December – Leading Through Complexity: Navigating change, politics and uncertainty

Thursday 3 December 2026

2:00–3:00 pm UK Time | 9:00–10:00 am US Eastern

Introduction

In today's volatile and interconnected world, complexity has become the new normal. Shifting geopolitics, rapid technological advances, and changing organisational dynamics mean that leaders can no longer rely on fixed frameworks or command-and-control approaches. Complexity doesn't offer a single "right" answer, it demands adaptability, experimentation, and collective learning. To steer effectively through such uncertainty, leaders must develop relational intelligence, foster agility in their teams, and learn to work with ambiguity rather than against it.

What it is

Leading through complexity is the practice of guiding people and systems through environments where change is constant, outcomes are unpredictable, and multiple forces, political, social, and economic, interact simultaneously. It calls for leaders to cultivate open-mindedness, flexibility, and a growth mindset; to engage in dialogue, manage difficult conversations, and influence stakeholders toward shared solutions. Effective leadership in complexity is less about control and more about creating the conditions for collaboration, learning, and adaptation.

The benefits

- Builds leaders' capacity to respond to uncertainty with clarity, confidence, and composure
- Strengthens adaptability and systems thinking to manage change and organisational politics
- Enhances relational intelligence and communication to influence and align diverse stakeholders

Key Outcomes:

1. Understand the nature of complexity and why traditional leadership approaches are no longer sufficient.
2. Recognise the mindset and behavioural shifts required to lead effectively through change, politics, and uncertainty.
3. Gain practical tools to enhance adaptability, influence, and collaboration in a rapidly evolving environment.



Navjeet

Navjeet is an experienced executive and leadership Coach with a background in psychological coaching and vertical leadership development. She supports senior leaders across law, technology, financial services and the non-profit sector to navigate complexity and lead with confidence. Her relational approach helps leaders expand self-awareness and develop the inner capacity to think, relate and act from higher levels of consciousness. Known for creating reflective, high-trust spaces, she enables leaders to uncover blind spots, manage difficult conversations and lead with clarity, compassion and purpose.