

Human capability in times of uncertainty.

Experiential work for founders, leaders and teams whose situation has outgrown its playbook. This overview sets out the three packages, the four depths, and what a session asks of you.

WHAT NEEDS TO CHANGE?

Three packages

FRONTIER LEADERSHIP

For leaders who need to stay clear, credible and effective when things get difficult.

Adaptive leadership development, done through experience. Builds presence, communication, judgment and behavioural range under pressure.

DESIGNED TO BUILD

Clearer communication · Better difficult conversations · Stronger presence · Greater adaptability · More confident decisions

WHO IT IS FOR

Senior leaders · emerging leaders · managers · client-facing roles

WHAT'S INSIDE

Executive Charisma

"What happens in a room because you are in it?" Presence, communication, responsiveness, and awareness of the roles you evoke in other people.

Leadership Under Pressure

Notice your habitual responses, and develop more choice when certainty disappears.

Difficult Conversations

Stay direct, calm and responsive when the stakes rise. Covers judgment where there is no obvious script, and the perception, listening and reading of human context that good judgment depends on.

Modern Day Questing

An actual expedition, out in the world. Widens the ways a person can operate: leading, supporting, challenging, listening and taking initiative.

ADAPTIVE TEAMS

For teams that need to work better together when the work gets complicated.

Builds trust, participation, responsiveness and cross-functional coordination through live experience rather than abstract theory.

DESIGNED TO BUILD

Better collaboration · Stronger trust · More candid communication · Greater initiative · Faster coordination

WHO IT IS FOR

Existing teams · cross-functional groups · leadership teams

WHAT'S INSIDE

System Harmonics

Work effectively across different roles, perspectives and priorities.

Difficult Conversations

Stay direct, calm and responsive when the stakes rise. Covers judgment where there is no obvious script, and the perception, listening and reading of human context that good judgment depends on.

Adaptive Intelligence

Perceive changing conditions and respond differently, rather than defaulting to habit.

Modern Day Questing

An actual expedition, out in the world. Widens the ways a person can operate: leading, supporting, challenging, listening and taking initiative.

HUMAN ADVANTAGE

For organisations preparing people for work that is becoming faster, stranger and increasingly AI-mediated.

Develops the human capabilities that grow in value as routine cognitive work is automated: judgment, initiative, adaptability, curiosity and relational intelligence.

DESIGNED TO BUILD

Greater adaptability · Better judgment · Stronger initiative · Comfort with ambiguity · Better human-to-human interaction

WHO IT IS FOR

Leadership cohorts · transformation teams · whole organisations

WHAT'S INSIDE

Adaptive Intelligence

Perceive changing conditions and respond differently, rather than defaulting to habit.

Creative Response

Generate possibilities when the usual solutions stop working, and act intelligently without waiting for perfect instructions.

Difficult Conversations

Stay direct, calm and responsive when the stakes rise. Covers judgment where there is no obvious script, and the perception, listening and reading of human context that good judgment depends on.

CHOOSE THE DEPTH

Four depths

Introduction Half day	See it. Enough time to experience your own patterns in action, reflect on them and try an alternative.
Intensive Two days	Experiment with it. Repeated experiential cycles, deeper feedback and your real scenarios, worked on as a group.
Development Four-to-six-week programme	Practise it. Facilitated Labs, field assignments and application in the workplace, with reflection between sessions.
Deeper engagement Offsite, residency or bespoke engagement	Live it. Extended work away from the conditions that reinforce the usual patterns. The environment becomes part of the work.

WHAT IT ASKS OF YOU

WHAT YOU NEED

Space	One private room with open floor space.
Technology	Minimal. No slide decks.
Preparation	None, or a short reflection beforehand.
Dress	Comfortable clothing you can move in.
Group size	Agreed with you in the proposal.

WHAT TO TELL YOUR TEAM

This is an experiential development session. You won't be sitting through presentations. Expect guided exercises, conversations and practical challenges designed to help us notice how we work together and experiment with different ways of responding. No performance experience is required, and you can always sit an exercise out.

ORGANISATIONAL AND BESPOKE

Beyond the three packages

Culture Diagnosis Inquiry and review	An examination of an organisation's vital signs. Culture is read through workplace layout, communication systems, meetings, body language, staff interaction, team dynamics and everyday behaviour. The work identifies how the organisation actually functions, and where a change in conditions could release more participation, coherence and capability.
Corporate Congruence Alignment review	An examination of the gap between an organisation's intentions and its lived reality. Do people occupy roles that suit their abilities? Are they performing the functions those roles require? Do the organisation's actions reflect its ideals, and do those actions produce the outcomes it exists for? The work connects manifesto, structure, behaviour and consequence.
Pioneer Initiation Individual · bespoke	"Who do you need to become for the next chapter you are attempting?" A focused personal journey for a senior leader at a threshold, bringing together identity, embodiment, threshold experience and legacy.

HOW AN ENGAGEMENT RUNS

1. Understand A conversation about your situation, the people involved and what has already been tried.	2. Propose A written proposal for an engagement that fits: format, scope, timing and cost.	3. Facilitate The work itself. Experiential, embodied and practical, adapted to your real challenges.	4. Reflect and apply Review of experience with guidance on integrating it into the workplace.
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These are the standard packages. If you submit an enquiry, a bespoke package that addresses your exact needs will be assembled for you.

Enquire at openworldinstitute.org/contact, or email atlas@openworldinstitute.org.