



AIDEN M. A. THORNTON, PHD
COMPLEXITY | LEADERSHIP | TRUTH

Complexity Leadership Program: Building Capability to Navigate Complexity

Move beyond making sense of complexity to developing the
capability to navigate it

What Makes It Different

Real work, not case studies: Leaders work on real challenges that matter to them and their context(s).

Based on cutting-edge thought leadership: Conceptual tools, scientific research, practical application.

Integrated capability development: Develops capability to lead oneself, others, and systems through action learning, deliberate daily practices, and developmental systems.

OVERVIEW

The Complexity Leadership Program is a semi-structured, 10–12 month developmental process that builds on the Complexity Leadership Lab to strengthen leaders' ability to navigate real-world complexity. Combining action learning modules, individual coaching, deliberate daily practice, engagement with participants' people leaders, and the design of developmental systems, the program creates conditions for leaders to develop their capabilities while applying them to complex leadership challenges.

Through ongoing application, reflection, and practice, the program fosters deep, sustained capability development rather than short-term insight and learning. The Complexity Leadership Program is facilitated by Aiden M. A. Thornton, PhD, a leading expert in complexity leadership (aidenmathornton.com/#about).

The Problem

Some leadership programs create awareness of complexity but fail to create conditions in which leaders can develop their capability to navigate it more skilfully. These programs often fail to:

- grapple with the complexity of real-world leadership challenges
- provide interventions targeting complexity leadership capabilities
- offer the kind of developmental scaffolding that may be required to build complexity leadership capabilities

As a result, leaders return to their contexts without the insights, practices, and systemic structures that are required to continue developing.

Learning Outcomes

By the end of the program, leaders will have:

- Deepened their understanding of complexity and why it matters for leadership
- Deepened their insights about their complexity leadership capabilities and development priorities
- Started to navigate complex challenges more skilfully
- Made significant headway in developing priority complexity leadership skills
- Contributed to fostering a sense of community with other leaders
- Designed a developmental system to foster ongoing growth beyond the program

Illustrative Example of Program Design

Typically adapted to the unique needs of the cohort

Duration: 10–12 months

Audience: Middle leaders, senior leaders, executives, high-potential leaders

Format: In-person preferred, can be delivered online over several modules

Number: Typically suits groups of 10–20 leaders

Price: Typically priced per head, with a sliding scale for NGOs, public sector, and private sector organisations

To discuss running a Complexity Leadership Program, please get in touch at aidenmathornton.com/#contact

