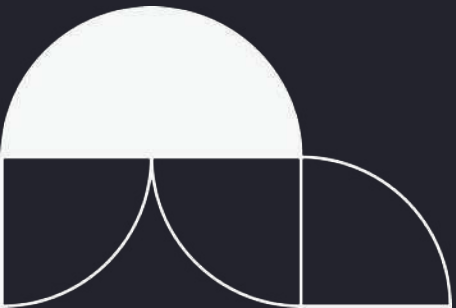


Building the Capacity of Leaders and Teams to Address Complex Challenges

An Introduction to Systems Leadership





Leading in Uncertain Times

Driving change in complex organizational or business settings requires more than good intentions. It demands strategic, coordinated action by people with diverse perspectives, across sectors and levels of influence.

Traditional leadership approaches often:

- Focus on quick fixes to complex problems
- Prioritize control, hierarchy, and speed
- Struggle in the face of polarization or uncertainty

Systems leadership shifts this by:

- Embracing uncertainty and being open to new possibilities
- Working with differences rather than avoiding them
- Unlocking change through strengthening relationships and learning





What is the Systems Leadership Training About?

This training has been developed through working with hundreds of teams all over the world.

It has been designed to introduce key frameworks and will allow you to apply these insights to your current challenges.

This training is designed to build capacity to lead in complex times by shifting the structures, relationships, and mental models that shape outcomes across your organization.

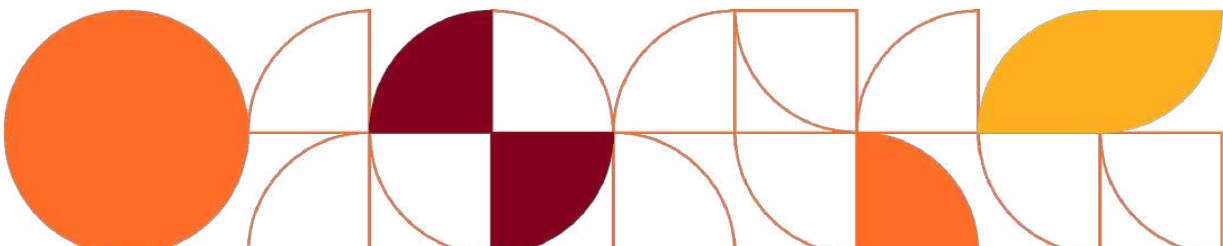
All tools and approaches are applied to your own real-world context, ensuring the learning is practical, personal, and actionable.

You will learn how to:

- **Inspire and mobilize others** around a shared vision
- **Build trust and alignment** across diverse stakeholders
- **Facilitate collaboration** in conditions of complexity, tension, or fragmentation
- **Design and adapt strategies** that respond to what's emerging—not just what's planned

Follow-up small group coaching during or after the training will strengthen relationships across your team and allow you to advance your important projects/challenges.

By the end of the training, you will be equipped to lead with greater confidence in navigating uncertainty, aligning diverse actors, and reshaping how your system evolves and delivers impact.



An aerial photograph of a dense green forest serves as the background. Overlaid on the forest is a Venn diagram with three overlapping circles. The top-left circle is yellow and labeled 'Systemic'. The top-right circle is dark red and labeled 'Collaborative'. The bottom circle is orange and labeled 'Creative'. A white arrow points upwards from the center of the Venn diagram towards the text 'Systems Leadership' at the top of the slide.

Systems Leadership

Systemic

Understanding how to act from the whole and integrate across silos

Collaborative

Understanding how to support diverse actors to talk, listen, and collaborate

Creative

Understanding how to support diverse actors through the creative and experimental process

Leaders Can Enable Transformation by Working in Three Interconnected Ways

When leaders integrate these three approaches, they replace gridlock with constructive engagement, translate bold visions into actionable pathways, and achieve solutions that are durable, inclusive, and scalable.



Who Is This Training For?

This program is designed for:

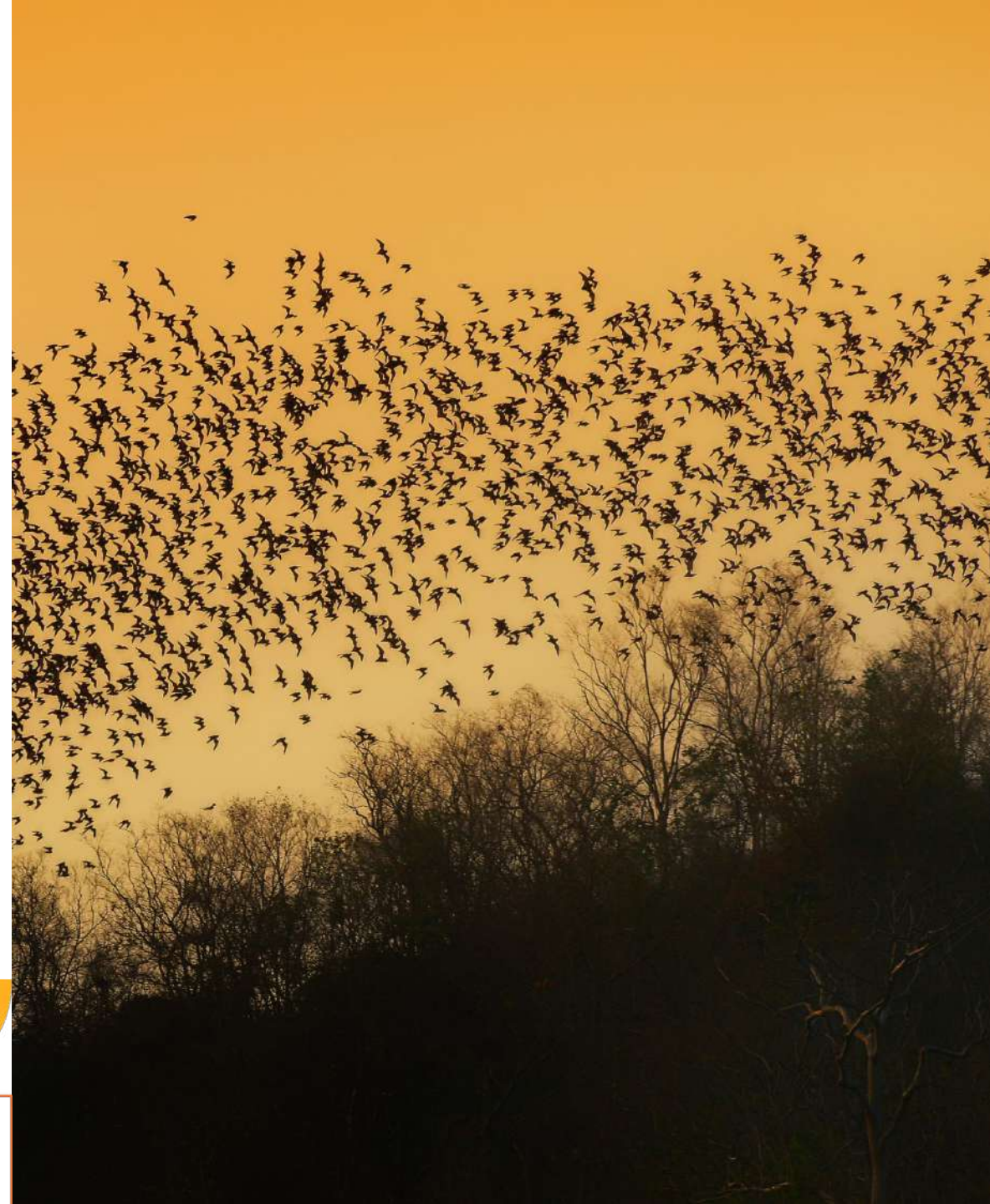
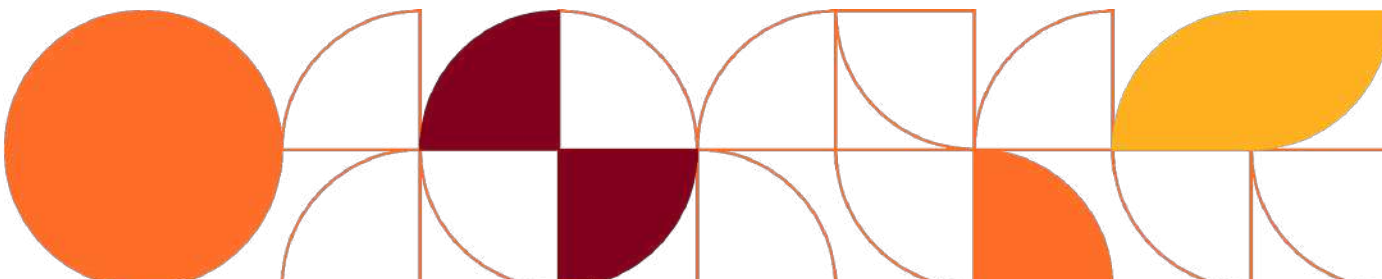
Coalitions, networks, and partnerships aiming to strengthen leadership for complex change.

If you're working toward long-term, systemic change and you want to mobilize a diverse group of actors to make progress together—this is for you.

This program is also designed for:

Organizations seeking to build internal leadership capacity for transformation.

If you're building a high-performing team and you want to establish the foundation for collaboration—this is for you too.





The Three Pillars of Our Systems Leadership Training

Our training equips you with a powerful set of approaches and tools that are tailored to your unique context, goals, and challenges.



Systemic Approach

What You'll Learn

Map systems, identify root causes, understand patterns and dynamics.

What It Enables

See the bigger picture and act on leverage points.



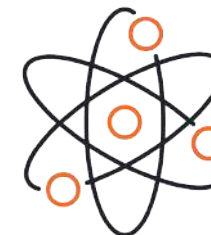
Collaborative Approach

What You'll Learn

Engage diverse voices, facilitate dialogue, build shared ownership and collective agency.

What It Enables

Mobilize others and align across difference.



Creative Approach

What You'll Learn

Rigorous testing of ideas and possible solutions.

What It Enables

Respond to uncertainty with agility and innovation.



Our Learning Approach

This learning environment is:

- **Interactive** – working with peers and grounded in your real-world work
- **Flexible** – available online or in person
- **Applied** – tools are practiced, not just taught
- **Tailored** – offered at the introductory level, foundational level or advanced level, depending on your context and unique challenges

All trainings Include:

- A systems leadership workbook
- Group and individual coaching during or after the training
- Peer learning and community support





Lead with clarity and
confidence—even in complex,
uncertain environments

Strengthen collaboration
within teams, organizations,
or coalitions

Through This
Experience,
You Will Be
Equipped To

Apply tools to
real-world challenges

Sustain growth through access to
peer learning, coaching, and the
Reos Systems Leadership Handbook



Participant Impact Reflections

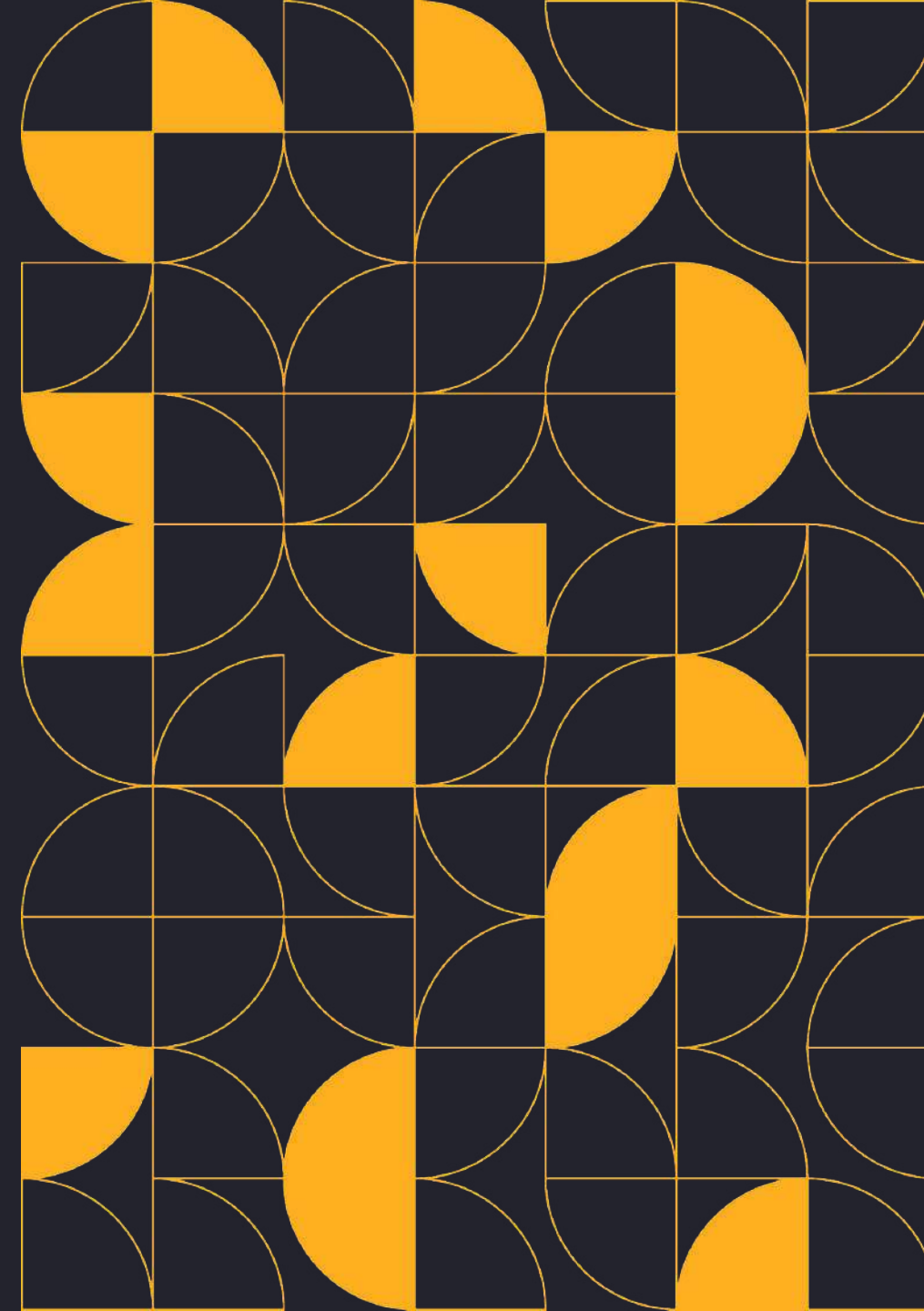
“The Systems Leadership training has already made a tangible impact on my work. It helped me manage transitions and elevate priorities within my division.

Tools like the Iceberg Model allowed me to identify sticking points and move forward with clarity. I've had more productive and empathetic conversations with my team, and used the power dynamics framework to resolve issues quickly and collaboratively.

Recently, I proposed a new direction to a group of [internal] leaders working on floodplains—an experimental approach tailored to each river instead of a one-size-fits-all strategy. The training gave me the language and confidence to articulate ideas I previously struggled to express.

I'm now in a stronger position to lead and make meaningful change.”

– Director at a leading global conservation organization





Your Partner for Aligning, Adapting, and Acting

With over 20 years of experience, Reos Partners specializes in fostering collaboration in complex environments.

As a global specialist in systems leadership, Reos Partners helps leaders and teams build their capacity to address complex challenges.

We're a global team of adaptive innovators, creative problem solvers, and facilitators of societal transformation.

Our work is dedicated to promoting sustainable and equitable progress on humanity's most crucial challenges, creating pathways for durable solutions and meaningful impact.





Learn More About Our Approach to Systems Leadership

Get In Touch

