



*Training Course:
Mastering Leadership in a VUCA World*

*20 - 24 October 2025
Kigali (Rwanda)*

Training Course: Mastering Leadership in a VUCA World

Training Course code: LS235603 From: 20 - 24 October 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

The VUCA Volatility, Uncertainty, Complexity, Ambiguity environment defines the fast-paced, unpredictable, and complex world we live in. This 5-day training program is designed to equip leaders with the skills, strategies, and mindset necessary to navigate and succeed in such environments. Participants will explore key leadership competencies required to thrive in a VUCA context, including strategic thinking, adaptability, emotional intelligence, decision-making, and leading teams through change.

Target Audience

- Senior leaders and executives
- Middle-level managers
- Team leaders in dynamic and rapidly changing industries
- Professionals responsible for managing large teams or complex projects

Objectives

By the end of this training program, participants will:

- Understand the characteristics and impact of a VUCA environment.
- Develop strategies to lead effectively through volatility, uncertainty, complexity, and ambiguity.
- Strengthen decision-making skills in uncertain situations.
- Foster adaptability and resilience in themselves and their teams.
- Enhance communication and collaboration to improve team performance under pressure.

Outline

Day 1:

Understanding the VUCA Environment

Key Topics:

- Introduction to VUCA: Defining volatility, uncertainty, complexity, and ambiguity.

- Impact of VUCA on Organizations and Leadership: How VUCA influences decision-making, operations, and leadership styles.
- Traditional vs. Adaptive Leadership Models: How leadership approaches must evolve in a VUCA world.
- Case Studies: Examining companies and leaders who successfully navigated VUCA challenges.

Activities:

- Group discussions on personal experiences with VUCA environments.
- Case study analysis and presentation.

Day 2:

Leading Through Volatility and Uncertainty

Key Topics:

- Volatility in Leadership: Recognizing and responding to rapid changes in the external and internal environment.
- Uncertainty Management: Tools and strategies to make decisions in the face of uncertainty.
- Scenario Planning: Predictive models and scenario planning techniques for uncertain situations.
- Crisis Leadership: Leading during times of crisis, turning uncertainty into opportunity.

Activities:

- Scenario planning exercises.
- Role-playing crisis management scenarios.

Day 3:

Navigating Complexity

Key Topics:

- Understanding Complexity in Organizations: Identifying sources of complexity in organizational structures and markets.
- Systems Thinking: Using systems thinking to make sense of interconnected and complex situations.

- Decision-Making in Complexity: Tools and frameworks for decision-making in complex environments.
- Simplifying the Complex: Strategies to distill complexity and communicate clearly with teams.

Activities:

- Systems thinking exercises.
- Team activity: Mapping complex problems and finding solutions.

Day 4:

Thriving in Ambiguity

Key Topics:

- Dealing with Ambiguity: Managing situations with unclear or incomplete information.
- Developing an Agile Mindset: Encouraging flexibility, openness to change, and creative problem-solving.
- Emotional Intelligence EI in Ambiguous Situations: Using EI to lead with empathy, clarity, and composure.
- Fostering Innovation: Creating environments that allow for experimentation and creativity in the face of ambiguity.

Activities:

- Group discussion: Dealing with ambiguous scenarios.
- Emotional intelligence self-assessment.

Day 5:

Building Resilience and Adaptive Teams

Key Topics:

- Building Resilient Teams: Developing resilience in yourself and your team to thrive in a VUCA environment.
- Adaptive Leadership Strategies: Leading teams through change with flexibility and adaptability.
- Communication and Collaboration in VUCA: Enhancing team communication and collaboration to ensure alignment during uncertainty.



- Sustaining High Performance: Maintaining morale, engagement, and productivity during challenging times.

Activities:

- Group exercise: Team-building simulation in a VUCA scenario.
- Personal action plan development for leading in a VUCA world.

Registration form on the Training Course: Mastering Leadership in a VUCA World

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