



*Leading in*  
**COMPLEXITY**

*Enabling global senior leaders to drive  
sustainable results in complex and  
challenging environments*

# ABOUT THE PROGRAM



- *Has your leadership role become a relentless cycle of decisions - with no space left to think strategically?*
- *Are you expected to inspire confidence and provide direction - even when you are yourself navigating uncertainty?*
- *Do you feel exhausted by constant transformation while still needing to motivate and energise others?*
- *Are you re-evaluating your leadership value as expertise becomes commoditised and influence becomes relational?*
- *Do you sometimes feel caught between performance pressure and the need to create space for trust, wellbeing and real connection?*
- *Do you feel the expectations placed on you are accelerating faster than your ability to sustainably deliver?*

**Leading in Complexity is a developmental journey that strengthens leaders' inner capacity to navigate uncertainty, sustain performance and lead organisations in times of permanent disruption.**

It supports senior leaders in regaining clarity and agency, increasing their ability to create a sustainable impact in an environment of permanent disruption. Through this program, participants strengthen their capability to navigate uncertainty, make sense of emerging challenges and lead with confidence even without clear answers. The program helps leaders reconnect with their leadership identity, build personal and collective resilience from the inside out, and foster cultures of trust and empowerment.

# GOALS AND AUDIENCE



*Enabling global senior leaders to drive sustainable results in complex and challenging environments*

**This immersive program aims at enabling senior leaders to:**

- **Jointly make sense of their complex environment** and where they add value
- **Sharpen their leadership identity:** aligning their different aspects of themselves to strengthen their and their team's resilience and wellbeing
- **Shape a culture of growth and empowerment** in their organisation
- **Navigate change and complexity** through various tools and frameworks
- Further **develop critical thinking** in the age of AI
- Setting up a professional **peer group of senior leaders** fostering mutual growth

**It is specifically designed for leaders heading up functional or divisional units, and/or in charge of large transformation agendas, and coming from various backgrounds and ecosystems.**



# WHAT TO EXPECT



Leading in Complexity is built as a journey over 4-6 months to enable the creation of new beliefs, healthy habits and behaviours that stick.

Through reflective practice, peer learning and coaching, leaders develop the relational, cognitive and emotional capabilities needed to perform at pace - while creating space for strategic thinking, wellbeing and meaningful organisational impact.

The workshops are intensive, interactive, and hands-on: no lengthy lectures but rather thought-provoking frameworks and active participation in the room.

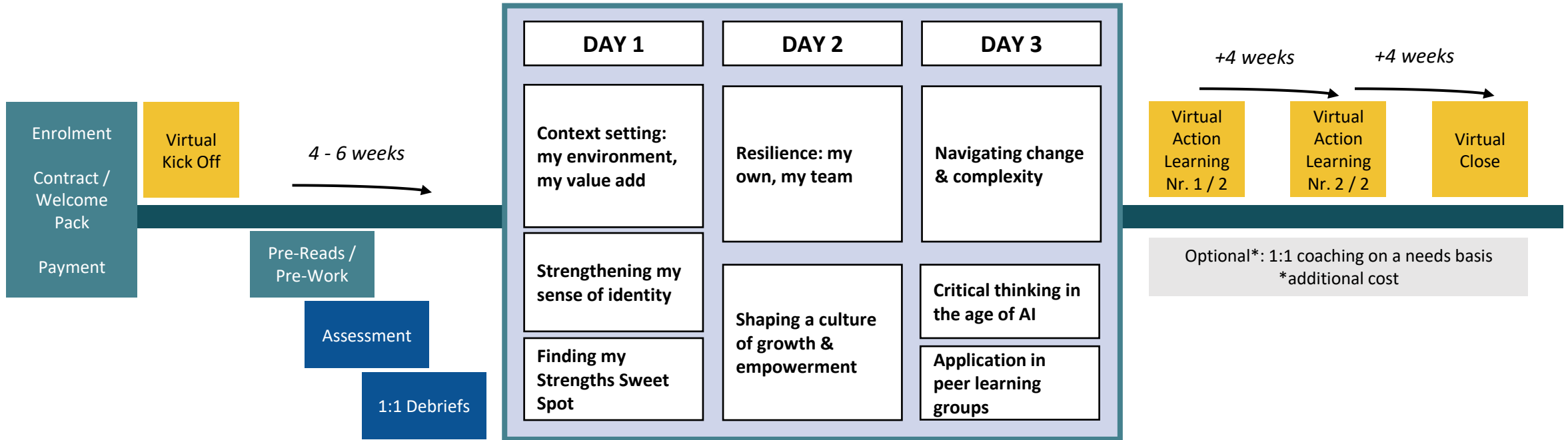
The opportunity for peer learning will support application to your context.

# JOURNEY OVERVIEW



**4,950 CHF per person**  
**Early bird 4,450 CHF**  
**(excl. VAT & accommodation)**

**3 Day Face-To-Face**  
**Tuesday 1st - Thursday 3rd December, 2026**



Optional\*: 1:1 coaching on a needs basis  
 \*additional cost

**Red Threads Throughout:** AI • Growth Mindset • Neuroinclusion • Positive Psychology • Wellbeing  
**Facilitation Approach:** Experiential Learning • Link to Theory/Evidence • Peer learning/coaching • Skills Practice • Self-Reflection • Real-world Application

# YOUR FACILITATORS



**Michael Gambs**  
MBA Notre Dame  
BBA Edhec Business School  
SPP (EMCC)

Passionate about sustainable change and transformation, Michael has been involved in driving large and complex change initiatives in multinational companies for over 25 years. Initially trained as a management consultant, he embraced over the last years a different approach to improve effectiveness in the corporate world, focusing primarily on people rather than processes or systems.

Michael genuinely enjoys helping individuals and teams grow and achieve their full potential. His clients and partners typically describe him as passionate, fun to work with, highly professional, and particularly value his direct and open communication style. He is an Associate faculty at prestigious business schools such as Emeritus and Hult Ashridge Executive Education, where he designs and facilitates high impact leadership workshops, namely on the topics of complex change and resilience.

An experienced and certified coach (Senior Practitioner with EMCC with over 1,000 hours experience of individual and team coaching), and licensed to use several psychometric tests (MBTI, DISC, Firo-B, CORE), Michael is also fluent in French, German and English.



**Joanna Williams**  
MSc in Applied Positive Psychology &  
Coaching Psychology  
PCC (ICF) and SPP (EMCC)

Joanna Williams is a highly experienced organisational consultant, executive coach, and strategic human-centred change leader with over two decades of international experience enabling transformation across complex, multi-layered organisations. With deep expertise in organisational culture change, HR strategy, leadership development, and learning & development, Joanna partners with senior leaders, HR and cross-functional teams to drive people-centric change that accelerates performance and sustainable organisational outcomes.

Joanna blends evidence-based methodologies from Positive Psychology and Coaching Psychology with organisational development frameworks to co-create strategic solutions that support individuals and organisations through periods of transition, transformation, and growth. Her work focuses on embedding wellbeing at the core of change initiatives, aligning employee experience with business strategy, and fostering cultures where adaptive leadership, inclusion and psychological flourishing are foundational to success. She also facilitates leadership development programs that help teams to build the skills and capabilities needed to lead through complexity and ambiguity.

# THE VENUE



**Panorama Resort & Spa**  
Schönfelsstrasse 1  
8835 Feusisberg SZ  
Switzerland  
[www.panoramaresort.ch](http://www.panoramaresort.ch)

1st - 3rd December, 2026