



# Leading wisely in Complex situations

## The Nairobi RoundTables for Young Leaders

Sunday 22<sup>nd</sup> – Thursday 26<sup>th</sup> September 2019  
The Emory Hotel, Nairobi, Kenya  
Facilitated by Pelumbra Ltd





## Introduction

RoundTables for Young Leaders (20-30 years old) is a five-day intensive course that will run parallel to the RoundTables for Experienced Managers. This event has been designed to give an opportunity to young men and women to come together to learn, share ideas and experiences in the area of leadership and management. It is a forum for discussion, learning, networking and finding solutions to common challenges.

The Roundtable will apply some of the tried and tested techniques and will tap into the energy of young people to challenge the status quo and look for sustainable answers. This event will provide an opportunity for you to meet others who are passionate about learning and are keen in preparing themselves for future senior leadership roles.

## What's unique about the course?

- Centred around the current managerial challenges that participants face in their jobs
- Skilled and experienced faculty who work alongside participants in structured activities – not role-play or management games, but learning from everyday life experiences.
- Detailed and sustained analysis based on innovative concepts and techniques.
- Rich and real conversations that happen amongst participants and faculty.

## This course is for you, if you want to;

- Know how to manage with more impact and better connections to the people around you.
- Learn how to analyse in detail the main challenges you face, with input from international faculty.
- Have the opportunity to examine the complex reality you manage, especially the aspects that cannot be solved by an off-the-shelf quick fix.
- Be guided through a customised 'slow fix' to get clarity about what to do.
- Gain deep insight into management in other cultures and industries, working on the challenges faced by peers from all over the world – experienced managers dedicated to a level of understanding that goes beyond abstract theory or first impressions.



**Jonathan Gosling**  
Programme Director  
& Founder

*"This course is about connecting – to peers, to your values, to humane and effective ways of managing. We look forward to getting to know you and the managerial challenges you face".*

## The Nairobi Round Tables for Young Leaders

Pelumbra Ltd in collaboration with alumni participants are organizing the Roundtable for Young Leaders in September 2019. It will bring together young men and women in leadership roles in the Not-for-Profit and Business sectors to explore some of the innovative and inspiring approaches to deal with the challenges of managing in the current complex environment.

If you want to grow and have impact in your current and/or future role as a Leader and Manager, then this event is for you.

## Why Nairobi?

Nairobi is a key hub for many International and National Not-for-Profit Organisations, as well as many national and multinational corporations. Many young people aspiring to join positions of leadership are looking for opportunities to connect with others in the same field to share ideas and experiences as well as learn from each other. Managing Around the World RoundTables have proven to be an effective forum for supporting both emerging and experienced leaders and managers to negotiate the daily demands of their jobs by applying process and techniques that have been tried and tested.



## Our approach: Coaching Ourselves

Coaching Ourselves plays a key role in the RoundTables programme, but what is it? Does an orchestra need a conductor? Does a class need a professor? Well, sometimes, but not always – a lot of good work gets done by disciplined, good-natured and timely conversations amongst skillful, experienced and curious practitioners. CoachingOurselves is a process for managers to quite literally coach themselves in groups of 4-6, and to improve their day-to-day practice and understanding. You will engage in some of this work, and receive all you need to take the method and materials back into your workplace – just one of several ready-to-use tools from the course. For more details, see [www.coachingourselves.com](http://www.coachingourselves.com)

**COACHING  
OURSELVES**

Rebalancing Society  
Rebalancing Organizations

## Schedule

An outline of the programme schedule.

- Day 1: Landing – Feet on the ground**  
Introduction to the resources in the group and to our way of working.
- Day 2: Managing and leading**  
How are they done, in practice?
- Day 3: Understanding the Challenge**  
Exploring personal challenge and what solutions might look like?
- Day 4: Finding your story**  
Exploring the solutions and challenges from different and new angles
- Day 5: Back to Earth with a BANG!**  
What next? How to ensure the 'fix' is applied .





## FACULTY



**Lydia Mutare**  
Faculty

### **Lydia Mutare**

Lydia is a skilled international leader with vast experience as a leadership development practitioner and coach. With over 25 years of working in a not-for-profit international organisation at a senior level, Lydia brings a unique understanding of supporting leadership development in a cross cultural and intergenerational setting. She is a Partner of the "Out of the Box" an organisation that provides consultancy to small NGOs in Africa and the Middle East.



**Miriam Gage**  
Faculty

### **Miriam Gage**

Miriam works as a Coach specialising in Personal Development challenges. She is an experienced facilitator of large groups, primarily working with young adults, providing them with resources to expand their strengths and leadership in an ever-changing world. She has been running large scale events and programs for over a decade on behalf of International NGOs, creative arts organisations and Pelumbra. In her spare time she works with TED and leads campaigns for conflict-free minerals in consumer electronics.



**Jonathan Gosling**  
Programme Director  
& Founder

### **Jonathan Gosling**

Professor Emeritus of Leadership Studies, University of Exeter Business School and visiting Professor at Renmin University of China (in the School of Philosophy). He was co-founder of the One Planet MBA and is Lead Faculty with the Forward Institute in the UK. He co-founded this 'RoundTables' programme with Henry Mintzberg in 2006

