

LEADING THROUGH VUCA (VOLATILITY, UNCERTAINTY, COMPLEXITY & AMBIGUITY)

“Equipping Leaders with Clarity, Agility, and Confidence in a Turbulent World”

Schedule

Date	Venue	Fees
26 - 27 Feb 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

Introduction

Today’s leaders are expected to steer their teams and organizations through environments marked by constant change, unpredictability, and complexity—commonly referred to as the VUCA world. Leading through VUCA requires a new kind of leadership: one that is agile, adaptive, grounded, and clear in the face of ambiguity.

This two-day course equips leaders with frameworks, tools, and personal strategies to lead confidently through disruption. Participants will learn to shift from reactive to proactive leadership, improve decision-making under pressure, and cultivate resilience and clarity for themselves and their teams.

Objectives

By the end of this course, participants will be able to:

- Understand the VUCA framework and its implications for leadership
- Build agility, foresight, and responsiveness in dynamic environments
- Lead teams through uncertainty with confidence and clarity
- Make timely, ethical, and informed decisions despite limited information
- Foster resilience, adaptability, and trust during change and crisis

Why Attend

- Learn practical leadership tools for navigating disruption and rapid change
- Understand how to lead in the absence of predictability and certainty
- Build your personal resilience and develop team-level adaptability
- Improve communication, morale, and engagement during difficult times
- Shift your leadership from control to empowerment in uncertain contexts

Target Audience

This program is designed for:

- Business leaders, senior managers, and decision-makers
- Project leaders and department heads working in fast-changing sectors
- Risk and strategy professionals
- HR and OD practitioners supporting organizational change
- Anyone leading teams in complex and ambiguous situations

Individual Benefits

Key competencies that will be developed include:

- Agility, adaptability, and situational awareness
- Clarity in communication and direction-setting under pressure
- Emotional intelligence and resilience during times of change
- Improved problem-solving in high-stakes, uncertain situations
- Confidence in leading teams through disruption

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Enhanced leadership capacity to handle crisis and complexity
- Improved responsiveness and decision-making at all levels
- Greater resilience across teams and departments
- Stronger trust, collaboration, and alignment during change
- A culture that thrives amidst uncertainty

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - VUCA leadership frameworks, case examples, and decision tools
- Case Studies - Real-world crisis and change navigation examples
- Workshops - Scenario planning, leadership simulations, and clarity drills
- Peer Exchange - Group problem-solving and experience sharing
- Tools - VUCA response templates, decision-making matrices, and resilience planners

Course Outline

DETAILED 2-DAY COURSE OUTLINE

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Understanding and Responding to the VUCA Environment

- Module 1: Introduction to VUCA Leadership (07:30 – 09:30) • Defining volatility, uncertainty, complexity, and ambiguity • Traditional vs. VUCA-ready leadership styles • Leadership mindset for chaos and change
- Module 2: Strategic Agility and Foresight (09:45 – 11:15) • Identifying weak signals and anticipating disruption • Developing strategic agility • Scenario planning and what-if mapping
- Module 3: Decision-Making Under Uncertainty (11:30 – 01:00) • Making timely decisions with incomplete data • Tools for risk-based and values-based decisions • Communicating decisions with clarity and confidence
- Module 4: Workshop – Leading in Real-Time Scenarios (02:00 – 03:30) • Simulation of a VUCA crisis response • Group debrief and insight sharing

Day 2: Leading People and Building Resilience in Uncertainty

- Module 1: Leading Teams Through Change (07:30 – 09:30) • Managing fear, confusion, and resistance • Building trust and team alignment in shifting environments • Motivating through uncertainty
- Module 2: Emotional Intelligence and Inner Resilience (09:45 – 11:15) • Self-awareness and self-regulation in crisis • Cultivating resilience through purpose and clarity • Leading with calm, presence, and empathy
- Module 3: Building VUCA-Ready Cultures (11:30 – 01:00) • Promoting experimentation, adaptability, and learning • Empowering teams to make agile decisions • Embedding resilience in systems and leadership practices
- Module 4: Final Workshop – 90-Day VUCA Leadership Plan (02:00 – 03:30) • Develop a personal and team-based action plan • Peer feedback and coaching • Course close and certificate awarding

Certification

Participants will receive a Certificate of Completion in Leading Through VUCA, recognizing their ability to navigate complexity and lead with clarity, resilience, and adaptability in uncertain and rapidly evolving environments.

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