

LEADING IN THE VUCA WORLD

The military paradigm of navigating in a VUCA environment

Objective

VUCA stands for **V**olatility, **U**ncertainty, **C**omplexity and **A**mbiguity. It is an environment; business or otherwise, where circumstances and situations evolve by the minute. Today as the world is coming to terms with dealing with a global pandemic and a new emerging normal, every organisation and its leadership is challenged. The increase in volatility, uncertainty, complexity, and ambiguity creates not only disruptions but also opportunities. It means that Businesses must seek new orientations and take a fresh approach to management. Only then can one guarantee positive results in changed circumstances of a post pandemic world.

In a **VUCA** world, the most important thing is to anticipate the future and to strengthen cooperation with innovative solutions. To successfully navigate the **VUCA** environment one has to be **VUCA** enabled and ready.

The willingness to engage in genuine cooperation and take on clear responsibilities is a basic prerequisite for **VUCA** enabled and ready entities. This is something that is ingrained in the basic fibre of the military worldwide. The skills and talents required to survive and thrive in a conflict zone are basically the same that managers could deploy in their office and business environment. This requires freedom, creativity, speed, flexibility and a culture that connects people with the organisation.

The Programme examines attributes of **VUCA** enabled and ready Entities, Teams and Leaders. It explores some of the methods and techniques used in the military to create **VUCA** enabled and ready Entities, Teams and Leaders. It enunciates specific instances of how military leaders react to **VUCA** situations and the choices that they make.

Participant Profile

The Programme is ideally suited for mid-level leaders. The total number of participants is restricted to twenty-five per program.

Benefits

The program is based on the philosophies of learning through reflective thinking and peer group learning. Facilitation based processes deployed during the program will stimulate participants to internalise concepts of managing entities, teams and leaders to engage and navigate with the VUCA world on a day-to-day basis.

Schedule

The Programme is designed to be conducted in a session of 120 mins. It will be delivered over the Zoom™ platform.

Faculty

This Programme will be conducted by Cmde. Sriram Srinivasan (Veteran) and Cdr. Ninad Phatarphekar (Veteran).

About Transformavens Training and Consulting

Transformavens Training & Consulting LLP is an enterprise created with the aim of providing solutions in the complex area of Organisational Development. Organisations, by nature, are complex Human Activity Systems and require continuous nurturing at the individual, team as well as at the aggregate levels, to ensure success. We, at *Transformavens*, provide services that include facilitating organisations craft and align with their *raison d'être*, the course to steer to achieve their mission, and, design systems, processes and controls that will deliver success. In addition, we also identify gaps in the area of non-technical, organisational essential skills and provide necessary training and mentoring to the employees. Finally, considering that an empowered and purpose-driven workforce can make or break the organisation, we also provide assistance to organisations to identify levels of satisfaction among the employees (Human Capital), and assist in instituting necessary corrective actions.

The founders of *Transformavens* are two senior and experienced veterans of the Indian Navy who, between them, have over five decades of experience in enriching organisations, both small and large, and helping them towards realisation of larger objectives.

Transformavens Training and Consulting is registered as an MSME and recognised as a Start-up by DIPP, GoI