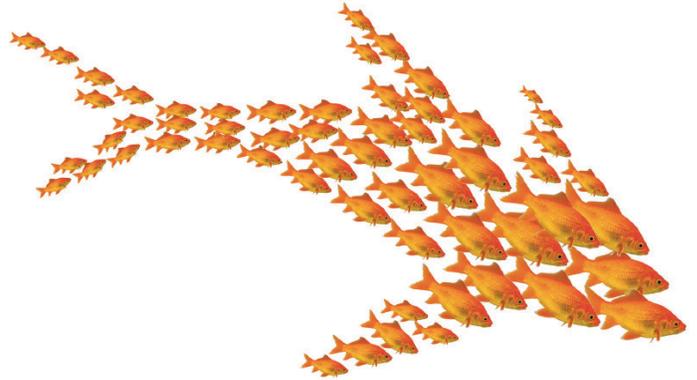


Systems Leadership

Design, Manage, and Lead Adaptive Teams and Organizations

Our Co-Founders (who are also faculty at Cornell University) literally wrote the book on Systems Leadership. Research shows that there is great confusion about how to design an effective vision and mission and also that these two functions are not enough, you must also design and lead organizational capacity and learning. Systems leadership gives you the skills and practical steps to transform your team or organization into a learning organization to retain adaptivity in a rapidly changing environment.

Vision, Mission, Capacity, Learning, and Culture are the core design principles essential for the modern organization.



Design and lead a superorganization with VMCL.

How to Get Started

1. Train Your Talent

Certify your organization's thought leaders in Systems Leadership so they have the skills to manage and lead an adaptive organization. Then, certify all of your staff in Systems Thinking and Mapping to fuel organizational learning, development, and adaptation.

2. Inspire Learning

Develop reading groups for *Flock Not Clock: Design, Align, and Lead to Achieve Your Vision* by Drs. Derek and Laura Cabrera to leadership staff and *Systems Thinking Made Simple [2nd edition]* by Derek and Laura Cabrera to all staff trained in Systems Thinking and Mapping.

3. Share Mental Models

Get your team using Plectica to start mapping and sharing ideas.

Come away with:

- A VMCL Checklist to ensure an effective organizational design
- An inspiring, clear, concise, and measurable Vision and Mission
- A Capacity Map of mission-critical Systems, including enduring frameworks and models
- A Learning Map with specific action steps to become an adaptive learning organization
- A Culture Building Graph that provides a road-map for organizational change
- VMCL collateral for use in onboarding, recruiting, sales and other functions

“Four years after our offsite VMCL continues to shape my thinking. It works in that we all share one vision and one mission, and everyone is clear what those are.”

– Tien Tzuo, Zuora CEO