

The 1st Ever in Western Europe – London, UK!

Matrix Essentials for Professionals

EVERY TEAM, GROUP AND organisation has an invisible Matrix of interpersonal relationships. The health, depth, resilience and quality of the relationships, which make up this matrix is crucially important.

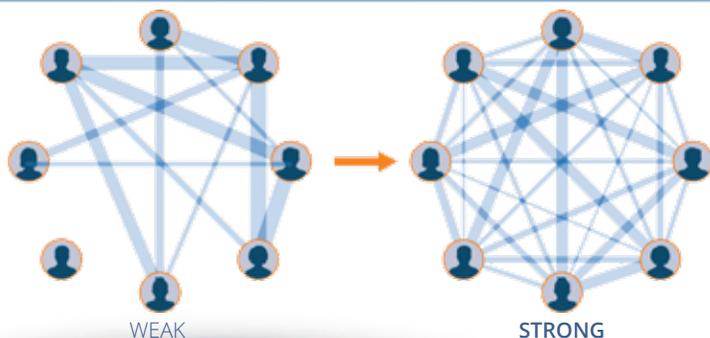
This 4-day workshop will give you a set of practices to generate the *capacity* to actually *function as an interconnected self-organising system.*

This capacity liberates motivation, engagement, commitment, collaboration, innovation and collective intelligence which otherwise remain untapped. The intention is to support the health, effectiveness, responsiveness and evolution so needed in organisations today.

Having run for decades in the US, this is the first time this workshop is being run in Western Europe and it is expected to sell out.

YOU WILL LEARN TO:

- ✓ Build a *Relational Infrastructure™* founded in open, transparent *person-to-person communication*
- ✓ Generate a *ground of health* (trust & resilience) in the Matrix of relationships
- ✓ Develop *systems-responsive awareness* and learn to optimize *collective intelligence* and *emergent leadership*
- ✓ Create a *feedback culture* that is an investment in relationships, mission and delivery
- ✓ Transform conflict to a practice of *engaging with differences* as resources and a *multi-perspective Matrix Group Dialogue*
- ✓ *Differentiate from habitual roles* and leadership assumptions and *Distribute authority and leadership*



STRONG RELATIONAL INFRASTRUCTURE

*The Single Biggest Difference
Between Low-Performing and
High-Performing Teams **

* MIT & GOOGLE RESEARCH

A future made up of complex, chaotic environments is less suited to the problem solving of lone, decisive authority figures than it is to the distributed efforts of smart, flexible leadership networks.

— **Nick Petrie**, Future Trends in Leadership Development Center for Creative Leadership

BROUGHT TO YOU BY



YOUR LEARNING
PLATFORM
FOR SELF
ORGANISATION

The Matrix Leadership Difference

A STRONG RELATIONAL INFRASTRUCTURE is the difference between teams, groups and organisations that walk and those that fly. Matrix Leadership will help you build a relational infrastructure and reap the benefits.

We entrust complex and critical work to a team of highly capable individuals. Will the team succeed? Will high achieving individuals come together to produce a high performing team? Will they harness their collective intelligence to make the best decisions? Why leave it to chance?

Unfortunately, traditional leadership development aims at the skills of individuals hoping that teams improve as a result.

Yet, they often don't. Research from MIT and Google into the characteristics of high performing teams points to one dominant factor. It isn't the individual personalities, abilities, or experiences of the people on teams.

The patterns of interactions within the entire team are more significant than all of these other factors combined.

Matrix Leadership yields more connected and effective interactions to generate Strong Relational Infrastructure™. This is the heart of high performance and evolutionary leadership.

"I've been learning, practicing and training in the field of organisational development and self-organisation in the UK for 25 years; and after taking the Matrix Leadership course in the US this year I felt compelled to bring it to the UK because I think it brings something new and much-needed. Of the many tools/methodologies/processes I've learned, I haven't found any that build a ground of health in the relational matrix, work with differences, and then rather than differences becoming a source of division, use these differences as a source of collective intelligence and distributed leadership. I find it a deep, thorough, profound and essential addition to a field busy with more superficial quick-fixes." — Nick Osborne, Evolving Organisation, HolacracyOne, Evolution at Work

The workshop is 4 full days, **2nd – 5th April, 2020**
at **Islington Ecology Centre, 191 Drayton Park, London N5 1PH (non-residential)**
costs between **£500 - £1,200**

For more information & booking visit: nickosborne.net

FACILITATORS



AMINA KNOWLAN cofounded Matrix Leadership in 1990. She has been facilitating groups and trainings for over 30 years. She considers herself a social architect and works as a trainer, facilitator and consultant. She is passionate about creating new models of leadership and group life in organizations and communities that move beyond hierarchical and mechanistic assumptions of separateness, to realize

functional interconnection and support sustainable life on earth. Her recent organizational clients include small, medium and large corporate businesses; healthcare organizations; city governments; schools and non-profits. She also works internationally in partnership with the Institute for Coaching in St. Petersburg, Russia, and in Sydney, Australia with Veldhoen and Company.



NICK OSBORNE is an entrepreneur in the business of shifting paradigms; co-founder of multiple organisations and currently partner with HolacracyOne and Evolution at Work with whom he works as a Trainer, Consultant and Presenter. With a wide range of experience over 30 years in private, public and non-profit sectors; employed, freelance,

entrepreneur, volunteer; Nick seeks to catalyse the transition to a way of thinking and living which addresses, rather than contributes to, today's challenges. His work upgrades the way we learn, collaborate and run our organisations to enable better fit for the volatile, uncertain, complex and ambiguous conditions of the 21st century.



JANE ALLEN is a co-founder and Chair of Amara Collaboration – an experienced international consultant and leadership coach working across public and private sectors. She provides advice and support for consultants working in the field of transformational organizational and leadership

development with particular expertise and enthusiasm for the Global Leadership Profile and the practices of action inquiry and authentic leadership. She has extensive experience of running action-learning sets and providing a leadership coaching and mentoring practice at a strategic level.