

# Senior Talent Development (Leadership Masterclasses)



## 5.5 Innovation & Disruption – Thriving in a Rapidly Changing Landscape

### Leading Change When the Ground Is Moving

*An Executive Masterclass on Strategy, Agility and Organisational Renewal*

These masterclasses are designed for senior leaders whose decisions shape culture, performance and organisational direction. They are not skills programmes in the traditional sense. They are strategic interventions for people who already carry consequence.

Each masterclass creates space to think beyond the urgent, to confront the realities of leadership at scale and to sharpen judgement in the areas that matter most. They operate at the intersection of culture, strategy and human behaviour. The intent is not to add another tool, but to strengthen how leaders see, think and choose when the stakes are high and the path is unclear.

### Course Overview

Disruption is no longer episodic. It is constant. Markets shift, technologies accelerate and expectations evolve faster than most organisations are designed to respond. In this environment, the role of the board is not simply to approve strategy, but to ensure the organisation can adapt at pace without losing coherence or confidence.

This masterclass equips senior leaders to think more deliberately about innovation and disruption at enterprise level. It is not about ideation techniques. It is about how boards create the conditions for renewal, make choices in uncertainty and balance risk with momentum.

Participants explore how strategy, culture and leadership behaviour either enable or inhibit adaptability. They examine how innovation becomes a disciplined, repeatable capability rather than a series of isolated initiatives and how leaders convert volatility into advantage.

Typically delivered as a full-day, face-to-face executive intervention, this masterclass can be shaped to suit organisational context and strategic priorities.

### Executive Lens

#### The Reality

- Change is continuous, not cyclical.
- Advantage erodes faster than it is built.
- Most organisations are optimised for stability, not speed.

#### The Risk

- Disruption is treated as an event rather than a condition.
- Innovation becomes sporadic and easily lost
- Leaders hesitate when clarity is unavailable.

#### The Opportunity

- The organisation learns to adapt faster than competitors.
- Innovation becomes disciplined, not chaotic.
- Leaders turn uncertainty into strategic momentum.

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## In Practice Participants Will Explore

- How disruption is currently perceived and managed
- Where inertia is disguised as prudence
- How decisions are made when evidence is incomplete
- The cultural barriers that slow innovation
- What it takes to move from reaction to renewal

## Strategic Focus

### Participants will examine:

- Innovation as an enterprise leadership responsibility
- Disruption as a permanent strategic condition
- The relationship between culture and adaptability
- Decision-making when certainty is unavailable
- Risk-balanced experimentation at scale
- Sustaining momentum beyond initial change

## Course Objectives

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

- Recognise the forces reshaping their strategic landscape
- Reframe disruption as a leadership challenge, not a technical one
- Strengthen organisational agility without losing coherence
- Apply discipline to innovation in conditions of uncertainty
- Enable decision-making that balances risk and momentum
- Define leadership behaviours that convert change into value

## How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

## Training Methodology

This Executive Masterclass is delivered as a facilitated senior-level conversation combining strategic insight, case exploration and structured dialogue.

Participants work with real executive scenarios, examine live trade-offs and test judgement in ambiguous conditions. The emphasis is on clarity, pace and practical leadership in the realities of continuous change.

## Contact

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