

Invitation for Collaboration: Leveraging the Awareness, Engagement and Performance of Your Organisation

- to lead a shifting demographic in times of increasing complexity and competition -

An initiative for collective action to spread validated, cutting edge leader transformation, for the benefit of people, organisations and societies

- For 20+ years, we have explored and worked with human development, playing and experimenting with different organisational structures and ways of working.
- For the past 8 years, we have dived deep into the latest research of human centric leadership and leading in complex, adaptive systems. Weaving these research fields into a coherent whole.
- For the past 5 years, we have explored and experimented with how to turn this research into leader transformation programs in industry organisations.
- For the past 3 years, we have run an Action Research project, measuring the organisational effects of these programs.
And the measured effects from these leader programs exceed our hopes and expectations by far, both on individual and organisational level.

This is why we now want to spread the capability of giving these programs in the industry.

Results in Selection*

We have run a 3 year long Action Research Project, centred around a 9 month immersive leader program within a 5000 man strong R&D organisation in a large OEM. Measurements of individual and organisational effects were made with 75 attending leaders 16 months after program completion.

Strong positive shifts were shown in leadership capabilities, with clear effects in the organisation being led. These effects were also reaching beyond the leaders' area of responsibility, affecting a large part of the organisation even though only a fraction of all leaders attended the program. A selection of the effects measured is presented below:

- 90% note an increase of overall **life satisfaction**
- 90% note an increase of **leadership confidence**
- 100% note increased skills in **navigating challenges**
- 90% note an increase of **shaping coherence** in their organisation

- 90% measure an increase of **collaboration** in their organisation
- 85% measure an increased **output/outcome** from their organisation
- 80% measure an increase of **accountability** in organisational teams
- 75% measure an increase of **decision accuracy**
- 70% note an increase of **delivery precision & quality**

Deep interviews with certified leaders also show that a majority of the leaders experience significant positive shifts in their private lives and relations.

“... I have become a more present father, and my wife experiences me as a better man...”

*the Paper can be downloaded in full here: <https://www.intotheneew.online/en/actionresearch>

Our Invitation

Our invitation for you is to join the movement towards holistic human centric, emergent leadership suited for the challenges of today. Capable of making organisations and human beings grow in harmony with the larger ecosystem.

To make this a scalable, sustainable initiative, our proposal is to train your organisation to run this program on your own:

Year 1: We run the program for your leaders. A few designated people from your organisation attend as a part of their training to run the program by themselves.

Year 1: Additional training of your designated people are done in parallel during this year, with focus on the scientific frameworks and facilitation of the program, to make them ready to fly on their own.

Year 2: Your designated people, now certified facilitators of the program, run the program on their own in your organisation. We offer a preparatory on-line call before each program session, and we are there to support when needed.

Yearly: You are continuously supported with updated program materials and access to the program attendee platform.

You are invited to a yearly program summit, where all certified facilitators meet to share learnings, evolve their own leadership and facilitation and get updates on program evolution.

Together we can make a difference!

With Love

Karin Hamrin and Niklas Lindhardt

“ I love the richness and complexity of the models and research. We NEED to bring complexity awareness into how we lead, at all times! And here I have gotten both knowledge, confidence and tools to do that.

I am a different person today. And a vastly different leader, for the better. And I get that feedback from my colleagues. I wouldn't have been able to lead to achieve what we have done without this program. Thank you!

- Ida, Program Attendee 2023

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“ If it wasn't for the leader program, I would have been burnt out by now! Instead, with the awareness, insights and tools I have gotten, I can lead my organisation through this crisis in new ways.

- Jimmy, Program Attendee 2022

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“ I see now in retrospect, that this program has transformed me from inside out. That transformation has really changed my leadership. An effect I see from that is my teams working as one organism now. Almost having tripled their output.

- Henrik, Program Attendee 2023

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Let's Start a Dialogue

Please get in contact to explore how we can grow this together.

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About Into The New

IntoTheNew work for the evolution of human consciousness, to enable individuals, organisations, and the global system to evolve sustainably.

IntoTheNew guide transformative inner journeys through a synthesis of the research fields of developmental psychology, relational organisational psychology, complex systems, sustainable change of social systems, and emergent phenomena. Inner journeys resulting in the outer effects presented in this paper.

Our approach has been developed and refined in collaboration with globally leading researchers over the course of many years, resulting in validated programs that go deep into the nature of being human, operating together in relational, complex systems, opening for inner transformation and widening and deepening of human awareness. Shaping personal- and leadership development programs at absolute global forefront.

IntoTheNew leader programs are validated to create leader transformation, enabling a leadership able to face and address the challenges of today and of tomorrow. A leadership validated to release the inherent power of humans and organisations. IntoTheNew leader programs are designed with three insights in mind:

- Our world gets increasingly complex by the minute... For an organisation to thrive, sustainably, in this complexity we need new approaches to leadership. We need leadership that holds the capacity to unlock the inherent power of individuals in the organisation. Leadership that can navigate complexity and changing circumstances. Leadership that can shape a safe environment in which people can grow, meet and collaborate to create truly astonishing results.
- Every human system is relational by nature. This is why psychological safety is a key for team and organisational outcomes. When we start to engage with our organisational systems as relational systems, we will together access and make sense of far more of the “data” surrounding us at all times. Enabling more timely action, better tailored responses to challenge, and higher and more quality outcomes.
- This leadership can be grown when we as leaders widen and deepen our awareness. When we truly expand the perspectives through which we view the world. When we evolve our understanding of ourselves, others and the system we operate in. It is shown that this leadership shift is very hard to accomplish in a training focused on learning and applying tools and models. Which is why our training is crafted to facilitate the inner transformation needed.

In collaboration with international researchers and practitioners, we also do action research within our field, to move the field forward globally. We also assist these researchers in crafting and facilitating their certifying global programs.

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