



Leading the Impossible

A powerful, experiential programme for leaders
who want to bring possibility to impossible times.

Why Leading the Impossible?

Do you need the space to pause and really consider the leader you wish to be? To reconnect with what is possible and vital in the work that you do rather than being trapped in day-to-day constraints and difficulties?

Whether you work on net zero or social care we know that it can be incredibly difficult to find the time or capacity to move beyond keeping things afloat, managing cuts and finding incremental improvements. It can at times feel 'impossible.'

This programme is designed to help you step into brave, authentic leadership that goes beyond standard competencies. To enable you to inspire and empower others to shift stuck systems and to make wise, radical change.

Leading the Impossible will provide you with a space for self-enquiry and start you on a path of action where you are leading with possibility.

This is a programme which will encourage you to step outside your comfort zone. There will be creative, hands on approaches, time outside in nature, & exploration of uncomfortable questions.

We will hear in confidence' from senior leaders already working in new ways and work directly with the live challenges you bring as a group.

"The creative and experiential methods of the course were a great way to approach the challenges of leadership in complex systems. The course created and enabled space for me to think deeply about how I lead and how I can test new ideas and methods. The programme made me reflect upon what is important, both personally and work. How to think about the future positively and how to achieve the change you aspire to.'

2024 Participant

Is this for me?

Do you aspire to lead system shifting work that benefits society? If so, we are interested to hear from you.

You will be part of a cross-disciplinary, cross-sector cohort working on different thematic areas. Our prototype programme brought together leaders working on climate, health, economic growth, and local service transformation.

Learning from and supporting each other as a group of peers will be a core to the value you get from joining.

Expressions of interest are open [here](#) on a rolling basis. For our autumn programme please submit by the end of July.

We will support you to:

- **Embrace wise experimentation over business as usual**
- **Pursue collaboration rather than top-down control**
- **Work with resistance to change and the loss of established norms**
- **Build the ability to lead within uncertainty rather than seeking quick fix solutions**
- **Develop a leadership style rooted in your unique strengths and motivations**
- **Apply your learning in real time to take action on a live challenge**

“The engagement within the cohort was fantastic, and I found it very valuable to have such a diverse group, each bringing unique perspectives on leadership. It was a brilliant course, and I would certainly recommend it 100% to anyone”.

What is covered on the programme ?

"Leading the Impossible" unfolds in three phases, designed to support self-reflection, discovery of new possibilities and applying learning to the real world.

1

Beyond the status quo : foundations for systemic change

- **Reconnecting with Your Leadership Purpose** – Rediscover your personal "why" and explore frameworks for 21st Century Leadership.
- **Addressing Burnout and Overwhelm** – Work with processes & tools that build renewal, resilience and clarity.
- **Developing Imagination** – Explore ways to harness creative vision to move beyond current system thinking.
- **Escaping traps & patterns** – Identify and move on from limiting narratives or behaviours that keep things stuck.

2

Wise action for change: experimentation in practice

- **Redefining Risk in Leadership** – Build awareness of and refine your mindset around risk-taking including your own immunity to change.
- **Courageous Leadership** – Strengthen your capacity to lead through complex, uncertain environments.
- **Approaches to Experimentation** – Understand pragmatic, hands-on ways to innovate within your context.
- **Applied Learning** – Tailored support to lead your own project or experiment to advance a current challenge you are facing.

3

Leading with Possibility: moving from self to system

- **Movement building & shifting social norms** – Learn from successful social movements and apply these lessons to your own work.
- **Navigating Resistance to Change** – Build resilience for yourself and your teams in the face of opposition.
- **Theory of Change to Theory of Possibility** – Shift from fixed goals to adaptive pathways for sustainable impact.
- **Longtime Thinking** – Chart paths that extend beyond immediate program goals and cultivate vision for the future.

Programme faculty



Anna Mouser: Anna is a multidisciplinary expert at the intersection of public policy, innovation, and systems change. She has a track record of pioneering new initiatives and driving change in government, social enterprise and philanthropy.



Jennie McShannon: Jennie is an executive coach, organisational consultant and facilitator working across sectors and focusing on leadership development, organisational and system change. She is a long-standing faculty on the Tavistock masters and exec coaching programme.

The faculty will also be joined by expert contributors.

How to apply

We are accepting expressions of interest for our 2026 programme. Dates will be confirmed. The programme takes place over four months with monthly in person sessions, virtual peer learning and wraparound coaching including an onboarding call.

The cost of the programme is £4995+VAT inclusive of residential stay.

Programme format

The programme is a mix of residential, in-person workshops and some virtual sessions. Across the programme you will receive

- 5 days of in-person expert-led training
- Personal package of coaching across the programme
- Peer to peer online action learning sessions
- Curated resources to support you to experiment in your role
- Confidential insights from existing public service leaders