

# Leading Through Emergence

*Leadership Development for Complex and Uncertain Times*

## EXECUTIVE SUMMARY

Leading Through Emergence (LTE) is an 8-week experiential program for leaders and practitioners who sense the need for a different approach to leadership when established methods no longer suffice. The program develops three core capacities: maintaining presence and clarity when conditions are unstable, sensing emerging patterns and possibilities in complex situations, and responding with trust in the unfolding process rather than defaulting to control.

Grounded in twenty years of research at Pacific Integral, LTE integrates developmental psychology, systems thinking, theory and tools for transformative leadership and contemplative practice. Participants learn to lead from a place of grounded presence rather than from reactive effort alone. This shift enables leaders to meet uncertainty and breakdown not as problems requiring immediate solutions, but as conditions that can reveal new possibilities when met with awareness and trust.

The program consists of eight weekly live online sessions (Thursdays 4:00-6:00pm PT), small group practice, and applied learning in participants' current leadership contexts

## PROGRAM DETAILS

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**Dates:**

May 7 – June 25, 2026

**Format:**

Live online (Zoom)

Weekly sessions on Thursdays 4-6pm PDT

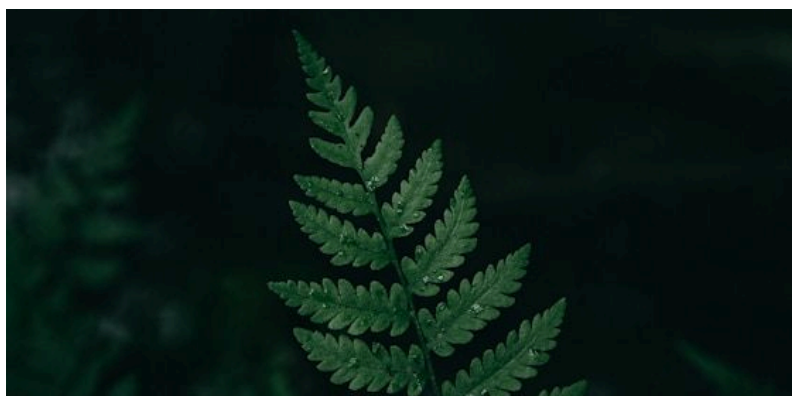
**Weekly Commitment:**

2-hour session + 3-5 hours practice and group work

**Investment:**

\$600 (through April 7) | \$800 (after April 7)

3-month installments available



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## CORE LEADERSHIP CAPACITIES

### **Presence in Complexity**

The ability to remain grounded and clear-headed when systems are unstable, information is incomplete, or stakeholders are in conflict. Leaders develop the capacity to stay present to what is actually happening rather than defaulting to reactive patterns or forced closure. This enables better decision-making under pressure.

### **Sensing Emergence**

The capacity to recognize patterns, shifts, and possibilities as they begin to surface in organizations and teams. This involves developing sensitivity to what is trying to emerge in a situation before it becomes obvious or explicit. Leaders learn to work with early signals rather than waiting for full clarity.

### **Trust and Adaptive Response**

The ability to distinguish when to intervene decisively and when to trust the natural intelligence of a system or team. Rather than controlling every variable, leaders learn to sense when to act and when to allow processes to unfold, responding fluidly to what the situation requires.

## SESSION CONTENT AREAS

- Cultivating presence and self-awareness in high-pressure situations
- Navigating complexity, paradox, and competing priorities
- Developing intuition and pattern recognition in organizational contexts
- Working with uncertainty and incomplete information
- Fostering collective intelligence in teams and groups
- Distinguishing responsive action from reactive control
- Building personal resilience and sustainable leadership practices
- Integrating contemplative practices with organizational leadership

## STRUCTURE

### **Weekly Sessions**

Eight 2-hour live online sessions with experiential practice, case discussion, and group inquiry.

### **Small Groups**

Ongoing practice and reflection with a peer cohort.

### **Applied Practice Participants**

design practices to apply learning in their current work contexts.

### **Faculty Support**

Coaching and guidance from program faculty.

