

**LEADING THE CHANGE:
A SYSTEMIC
DEVELOPMENT
JOURNEY MAP**

Your invitation to lead the shift in how
we grow, develop and lead our organisations.

WHY SYSTEMIC DEVELOPMENT

We're at a pivotal moment. The world of work is shifting, and it's asking more of all of us. Not just to deliver results, but to lead with vision, integrity, and humanity.

Organisations are being asked to evolve - not only structurally, but also culturally, relationally, and ethically. People are no longer willing to tolerate environments that drain them, disconnect them, or dismiss their potential.

And yet, despite countless hours of training, coaching, and team-building efforts, many organisations are still grappling with the same challenges:

- ▶ Training efforts remain disconnected and forgettable.
- ▶ Culture change feels like a buzzword, not a lived experience.
- ▶ HR is tasked with transformation but isn't empowered to lead it strategically.

We know this doesn't work. And you probably do too. Passionate people pour energy into development efforts, only to watch them unravel when the system doesn't shift with them. The old ways - piecemeal training, top-

down directives, disconnected coaching - don't stick. And they don't shift culture.

Systemic Development offers a new approach. It's integrated. Co-created. Human. Strategic. And it actually makes change stick. It brings people, purpose, and performance into alignment - not as separate conversations, but as one shared system.

It meets the real-world complexity of your organisation with mature, thoughtful solutions - while inviting the kind of culture change that only happens when senior leaders are active participants, not observers, and development efforts are fully integrated across teams, strategy, and systems.





WHAT SYSTEMIC DEVELOPMENT IS

This is not another leadership course.
Or a motivational keynote in disguise.
Or a one-day training that gets ignored
as soon as people go back to their desk.

Systemic Development is a whole-system journey towards the evolution of humans and organisations. It transforms how organisations lead, grow, and work together by connecting what most programs keep separate: self-awareness, leadership capability, team effectiveness, and organisational design.

Systemic Development weaves together four interconnected domains:

1. Self-Mastery

Grounded, reflective leadership starts here. We build capacity for emotional intelligence, conscious presence, and courageous self-awareness - because you can't change a system you're not aware you're a part of.

2. Relational Mastery

High-performing organisations are powered by high-quality relationships. We strengthen trust, communication, feedback, and conflict navigation across all levels - from boardroom to frontline.

3. Leadership Development

Leading is a practice not a title. We equip leaders not only with tools, but with the practice of leadership. It's not about charisma or control. It's about influence, integrity, and the courage to model the change

4. Systemic Integration

This is what makes it different. We don't leave insights in the training room. We design for real-world application, embedding the work into practices, policies and intentional conversations that profoundly change how people meet, decide, lead, and connect. That's when development becomes part of the culture.

Systemic Development honours the complexity of people and business, connects across layers and functions and aligns with your culture, your vision, and your people and gives you a practical, intelligent path forward. Because that's what makes it last.

HOW SYSTEMIC DEVELOPMENT WORKS

**Sticky. Sustainable.
Scalable. Human.**

This work is not for show. It's not performative. It's a thoughtful, whole-system evolution that's designed to last. We walk with you through a clear journey map - rooted in strategy, built for humans, and structured for real impact.

A Journey You Grow Into

Systemic Development isn't a simple quick fix - and we won't pretend it is. The challenges you face are complex, and so is the solution. You may not fully understand how it all works right now - and that's okay. Think of it like trusting a skilled plumber or software developer: you don't need to know every detail, but you trust their expertise to diagnose and fix the problem.

With us, it's the same. We understand your organisation's challenges deeply and have crafted a solution designed to grow with you. Over time, as you engage with the process, the full value and impact become clear - because this is a journey, not a one-time event.

It's the way we work together that makes us different.

We design for integration:

- **Sticky:** Coaching is integrated, not optional. Learning is tied to behaviour.
- **Sustainable:** Culture change is led, reinforced, and modelled from the top.
- **Scalable:** A modular, flexible framework that grows with you, without pulling you off course.

This is not a one-off. It's a deliberate, multi-layered journey designed with you, for your context, with support that stays the course.

We design for impact. And we stay until it's real.

We engage on four levels:

1. **Coaching for Leaders:** Tailored 1:1 coaching and live feedback that builds inner capacity, deep self-awareness and leadership presence. This is where personal transformation meets cultural influence. Leaders become stewards of the system they want to build.
2. **Consulting to Co-Create Strategy:** We sit at the table with you, not behind the scenes. Working alongside you to design a strategy that aligns with your purpose, vision, and strategic priorities. It's highly actionable, practical, and future-fit.
3. **Workshops for Teams & Staff:** Dynamic, experiential learning that builds capability across the organisation - not just the top tier or "high potentials". Every team is unique, made up of individuals whose dynamics shape how they work together. Our workshops reveal and honour these dynamics, building trust, vulnerability, and dissolving ego to unlock real cultural change.
4. **Implementation Support:** This is where most programs fall short. We don't. We help embed development into your systems, conversations, behaviours and metrics, so it becomes part of how you do business, not a box you tick.



WHAT NOW?

This isn't about adopting a new framework to tick a box. It's about stepping into a shared responsibility to evolve how leadership, HR, and organisational culture show up in the world.

We're not here to "fix HR." We're here to elevate it - as a strategic force and cultural architect. We're here to co-create people-first, values-led organisations where development isn't an initiative. It's the operating system.

If you believe:

- ▶ That culture and leadership are inseparable.
- ▶ That development should be integrated, not isolated.
- ▶ That we rise together through conscious collaboration.
- ▶ That there is a more intelligent, human way to lead...

Then you're already part of this shift.

If you're curious. Energised. Ready to shape what comes next, together, then we'd love to explore this with you.

We'll begin with a conversation. No pressure. Just a real, strategic exploration of what's possible - together.

WHO WE WORK WITH



Anthony Leung Shing, leading a diverse team of 16 partners with varying interests and visions, faced the challenge of aligning multiple leadership styles. Through our Systemic Development Program, he was able to step into his leadership role with greater confidence, find his authentic voice, and create space for open dialogue among the partners. The results? A more self-aware leadership team, better communication, and a stronger organizational culture.

Anthony Leung Shing
Country Senior Partner PwC



NEW BEGINNINGS

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