



Leadership in a Regulated Environment

From 9.45am until 4.30pm on Tuesday 3rd December, 2024

Are you a CEO or leader working in a rigorously controlled environment such as public service, health or tightly regulated industries? Do you find yourself grappling with power dynamics and feeling powerless at times, despite a title that would suggest otherwise?

Our aim, as ever in the unique environment of St George's House, is to explore frankly, thoughtfully and creatively the real-world challenges, learnings and insights that shape and define our leadership in an atmosphere of strong regulation and compliance. We will use the space to:

- Explore with fellow CEO's the nuances of leading in regulated environments
- Discuss balancing competing needs, effective collaboration, and power dynamics
- Share practical tips to navigate complex regulatory landscapes
- Delve into specific challenges and opportunities that arise in controlled sectors
- Learn and develop strategies from each other for driving innovation, building effective partnerships, and achieving success.

Join us for a deep dive into the subtleties of leadership in such a context where wisdom and collaboration are key, and where power and regulatory dynamics can often leave us feeling frustrated or powerless, or both! We will share experiences, insights and practical tips for navigating the complex landscape of regulations, policies, and stakeholders.



AGENDA

The Conversation will follow our usual flow in three key stages:

- **"This is Me!"** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising from our experience
- **"Tell Us More"** – enquiring more deeply into our learning and insights as we probe into this experience
- **"Yes I can, Yes I will!"** – turning wisdom and insight into intention and practice

"THIS IS ME!"

We will start by inviting you to reflect on your role as a CEO or leader in a controlled environment such as the NHS, government, or regulated industries, and the drivers that underlie this.

Do you often find yourself trying to balance competing needs, striving to collaborate effectively, and grappling with power dynamics? Consider your current experiences, challenges, and approach to leading in a highly regulated environment.

This is your moment for introspection on your own leadership experience within the particular landscape you're operating in - and to question honestly the patterns you find yourself in and which of these are serving you/the situation and which are not.



“TELL US MORE”

From this basis we will then dive deeper into the complexities of leadership in a controlled environment. We will ponder how wisdom and collaboration can be harnessed within your organisation and how to manage power dynamics that can leave leaders feeling powerless.

- What are the unique challenges and opportunities that present themselves in this environment?
- What have we been learning about how to work intelligently and intuitively with these? What more might be possible as we explore this?

We encourage you to engage in the conversation and share your thoughts, experiences, and insights. Together, we can explore the specifics of these challenges and derive collective wisdom to navigate the regulated landscape successfully.

“YES I CAN!”

Armed with the insights gained from this Conversation, we will close with some purposeful space to think about your next steps.

How can you apply the shared wisdom to drive innovation, build partnerships, and achieve success in your controlled environment?

We will support and challenge each other on the practical strategies that we can each implement to navigate complex regulations, policies, and stakeholder expectations. This stage is all about turning insights into intention, and intention into action.



Timings: Tuesday 3rd December

- 0915** Arrivals, refreshments and introductions
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- 0945** 'Gathering together' Introductions, purpose, Guiding Principles
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- 1015** Stage One: **"This is me!"** We break into small groups and share some aspect of your personal story, from which we develop the Conversation and open up the main issues arising.
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- 1115** Tea and Coffee Break
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- 1130** We move into the second phase of the Conversation: **"Tell us more"**. This involves us accessing and sharing the deeper, sometimes hidden knowing that lies beneath our experience.
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- 1300** Break for lunch and continued reflection, perhaps a walk, alone or in pairs. What is the wisdom that is starting to emerge in this?
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- 1400** Back together as one group, we draw out the key outcomes of our lunchtime discussions and the deeper significance of these for our stance as leaders.
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- 1445** Moving into the third phase: **"Yes I can!"** In small groups or pairs, over coffee, we sharpen up our personal insights and intentions in relation to the questions we have been exploring. What is this emerging leadership wisdom inviting/calling/moving us towards?
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- 1500** Working Tea and Coffee break
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- 1545** We work on helping each other sharpen our commitments and resolves in the light of our intentions.
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- 1615** Closing words and 'gathering up' of the wisdom that has flowed, large or small.
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- 1630** Conversation close.
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