

How we started

What we do | History | Focus and Philosophy | Diversity | Responsibility | The Director History Centre i was created from a vision about how leadership could be, based on some very compelling research and a dissatisfaction with how things were particularly in arenas of leadership and organisational development. Years of experience of leadership and disaster management training and the research which brought about the book 'The Ambiguity Advantage: what great leaders are great at' by David Wilkinson, published by Palgrave Macmillan, showed that almost all leadership training is very similar. Hardly any of it really prepared leaders to deal with ambiguity, very few programmes concentrated on developing agile and resilient leadership. A breakthrough in disaster management training was created by one of our directors which caused a shift from preparing disaster managers to develop and follow plans to having the skills and aptitude to leading in a far more agile way, able to cope and find the advantage in the most ambiguous and quickly changing circumstances when other leaders ceased up or end simply engaging in damage limitation activities. The proof of the value of this approach became apparent during the response to the S.E. Asia Tsunami in December 200x. Those agencies who had put their leaders and managers through the new training, not only coped with the situation better but to an agency were able to help the communities they were working with to recover far quicker and in many situations build a better, more resilient and prosperous community than existed before. When these techniques and knowledge became used in the corporate, defence and public arenas the results were similarly marked. Have a look at the centre i projects area of this website to view some case studies which reveal some of the aspects of our work.

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