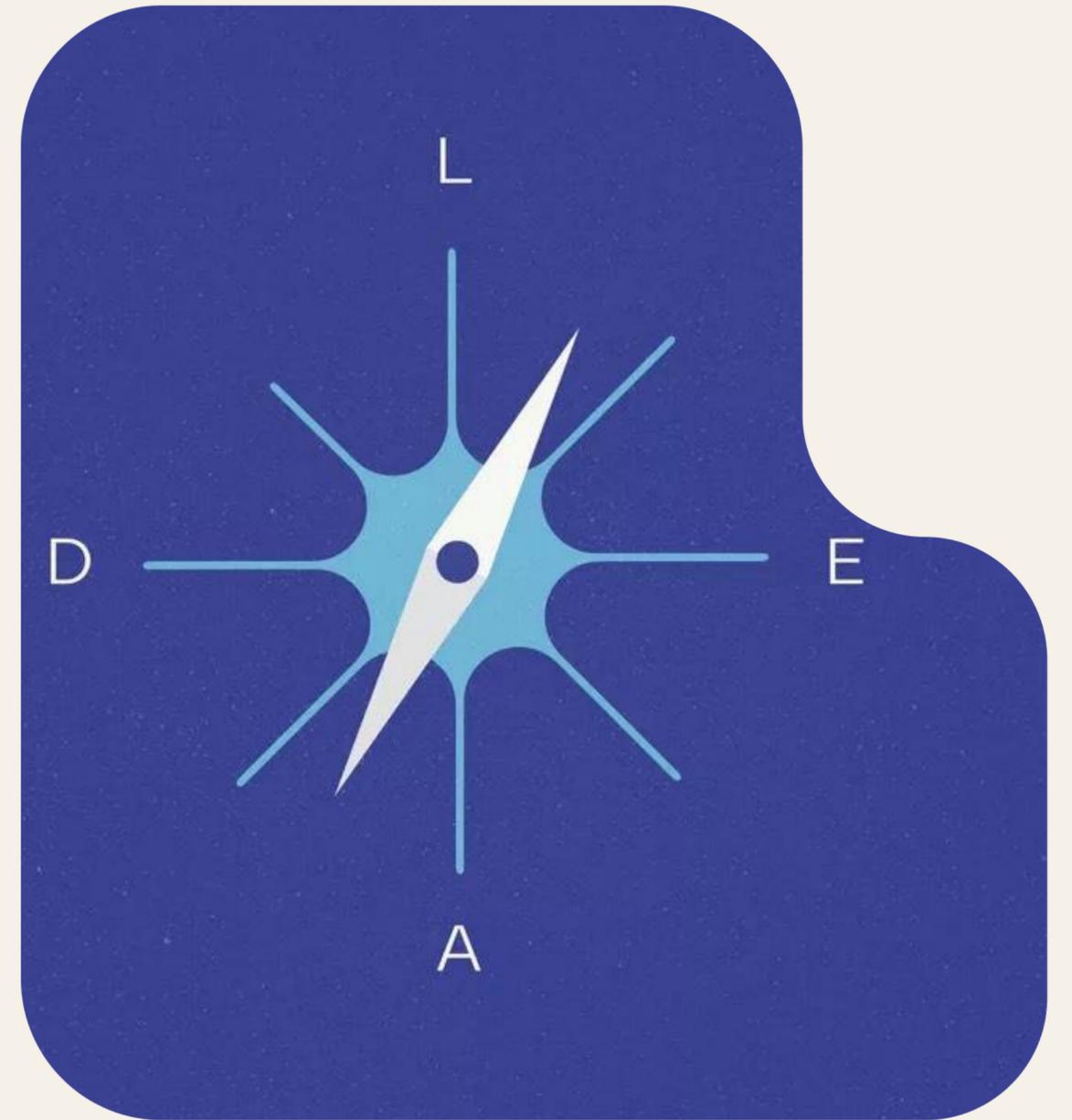
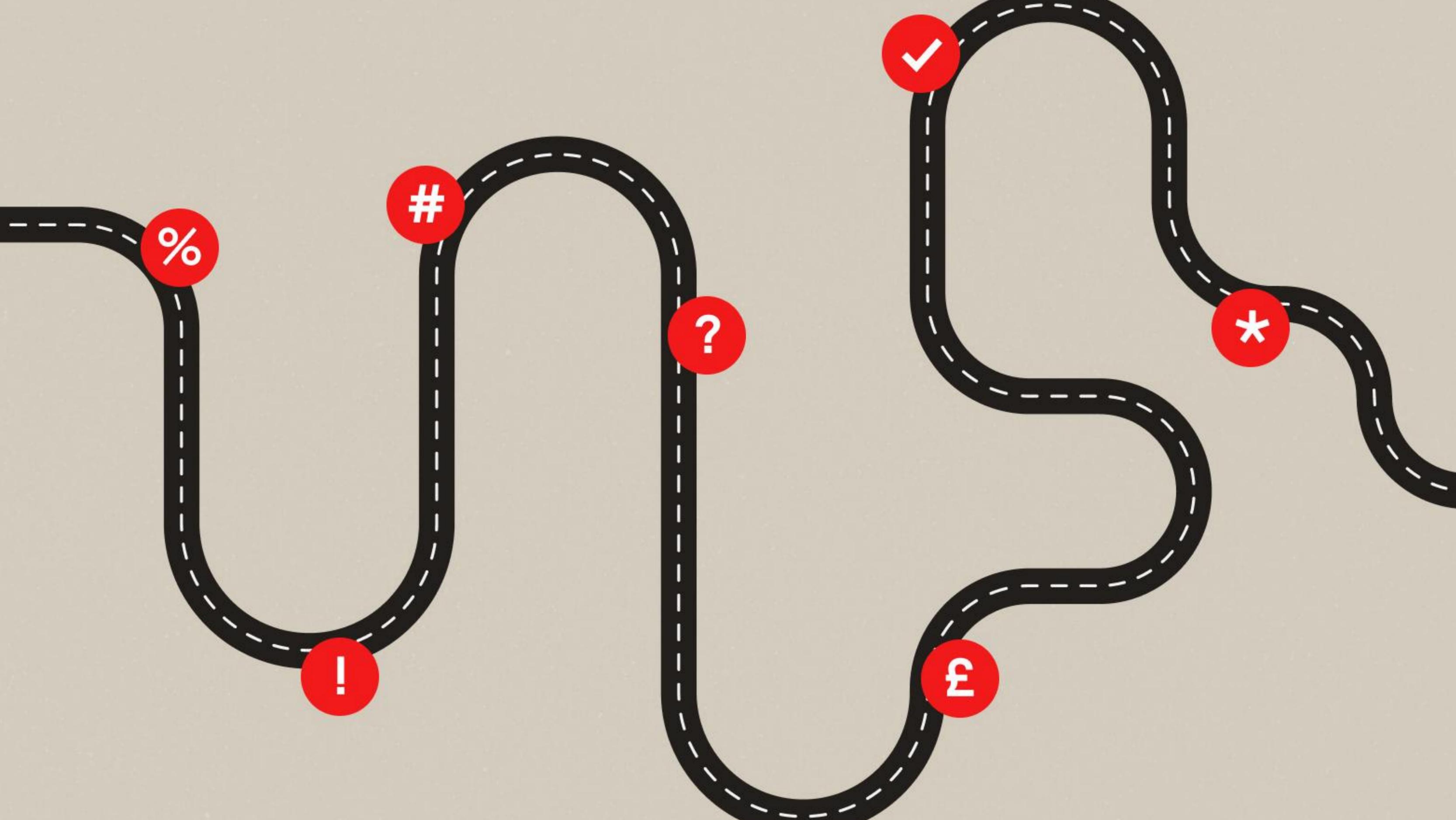


Leading for Tomorrow: Cultivating Mindsets for Collective Change

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18TH OCTOBER 2025





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One word check-in:
Share one word describing how leading
feels right now through the lens of
collaboration or co-operation

Any themes?

What hinders co-operation?

In short - we do!

“I have an independent streak, standards that I care about, and a sharp risk radar. These skills can serve me well and at the same time, can create unintended limits. I’m slow to ask for help. I wince at asking for endorsements. I like to control as much of my work as possible. I prefer to be the provider, not dependent on others. I could go on.”

Phil Eyre

<https://leadersconsultancy.co.uk/publications/harnessing-the-power-of-collaboration>



Leadership mindsets that help us lead well

Mindset	Focus	Shift From → To
Adaptive	Learning through change	From planning & control → experimenting & learning
Inclusive	Enabling collective intelligence	From leader as expert → leader as facilitator
Horizon- thinking / Regenerative	Thinking long-term & systemically	From short-term delivery → sustainable systems & impact

Which of these feels most alive in your current leadership and which feels most under pressure?

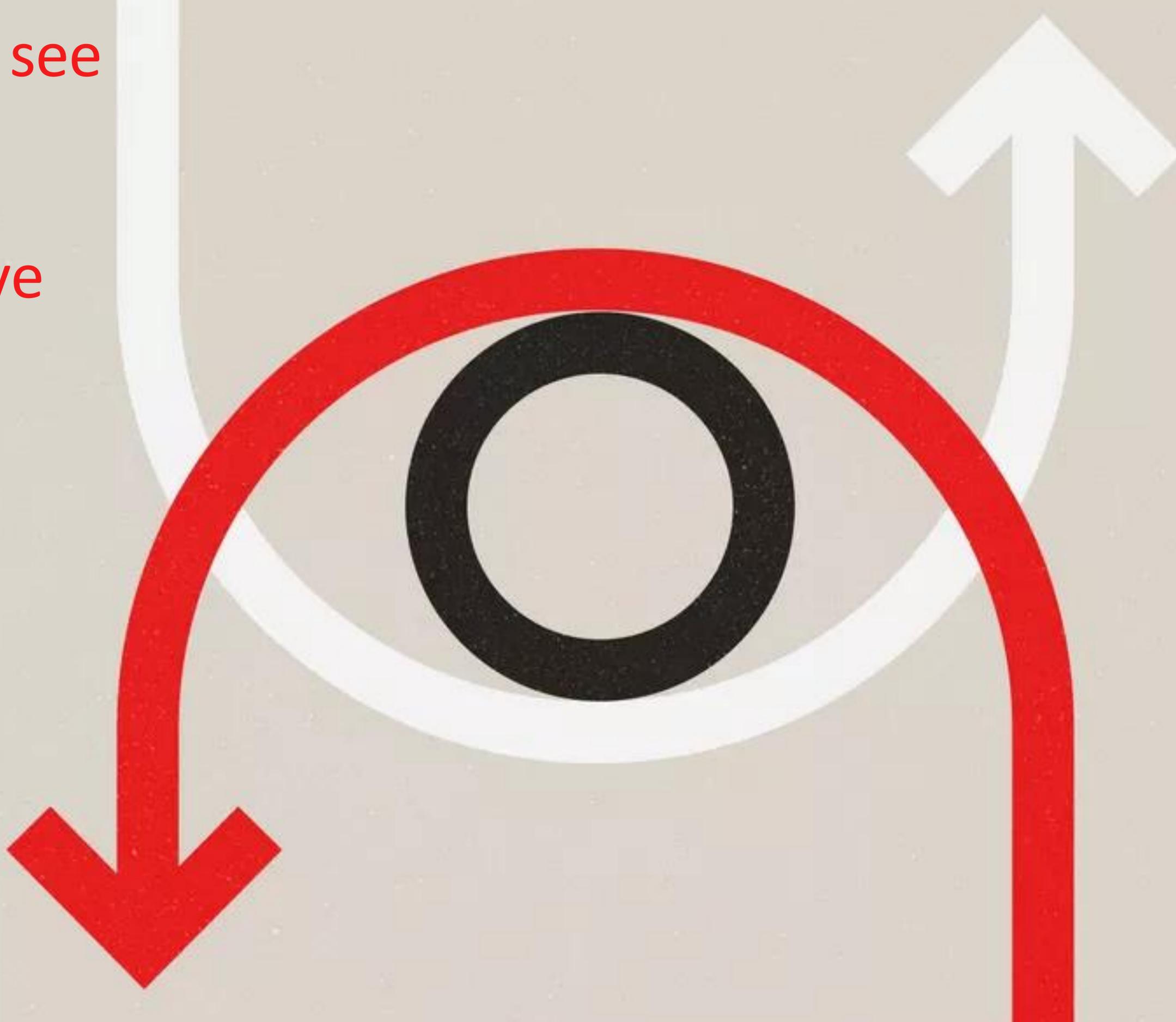
Real-Life Leadership Challenges

Think of a current leadership challenge or change you're navigating.

Which mindset(s) could help you approach it differently?



choose to see
from a
different
perspective



Reframing for the future

Shifting perspective using different mindsets

Exercise:

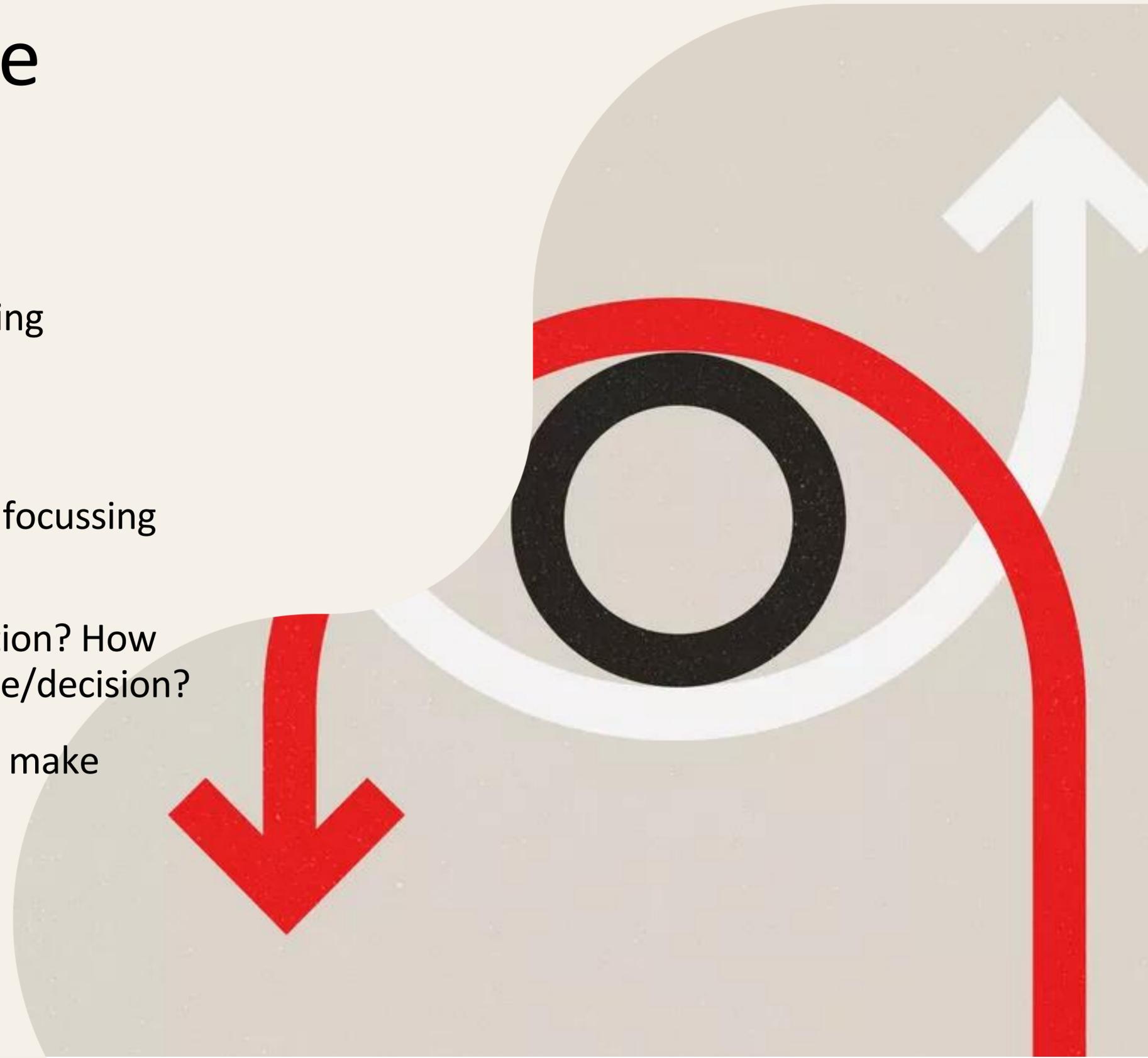
Pick one real challenge - e.g. staff turnover, funding uncertainty, partnership tension.

Rotate through the 3 “mindset lenses”

Adaptive lens: What could we explore instead of focussing on getting it right first time?

Inclusive lens: Who’s missing from this conversation? How might they contribute to a better quality outcome/decision?

Horizon-thinking lens: What decision here would make sense 2 or 5 years from now?



What, if anything, shifted when you looked through different lenses?

Any patterns?

What will you do differently as you leave today?

Share with the person next you three commitments that you will make

Thank you for your time

Leaders

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