

**ARE YOU A MANAGER IN A COMPLEX ORGANISATION?
HAVE YOU NOTICED THAT SOME LEADERSHIP STYLES ARE BECOMING LESS EFFECTIVE?
THAT IT'S BECOMING INCREASINGLY DIFFICULT TO MEET YOUR ORGANISATION'S NEEDS?**

THEN JOIN US AT

Leading in Today's World

A one-day bootcamp on mutual **influence**,
modern **leadership** and accurate **management**
in highly dynamic and complex organisations

We Meet Managers and Leaders Who...

...more and more frequently, tell us about feeling overwhelmed, torn between different options, pulled in opposite directions or even powerless. They also tell us that the tools and strategies they previously used now seem less effective, inadequate, or insufficient.

Drawing on our extensive, practical experience, we will guide you in a **positive direction**.

Together, we will explore how the apparent **paradoxes** created by combining mutual influence, distributed leadership and rigorous management will create **value** for your organisation and will **help you** face today's challenges and reach your **business goals**.

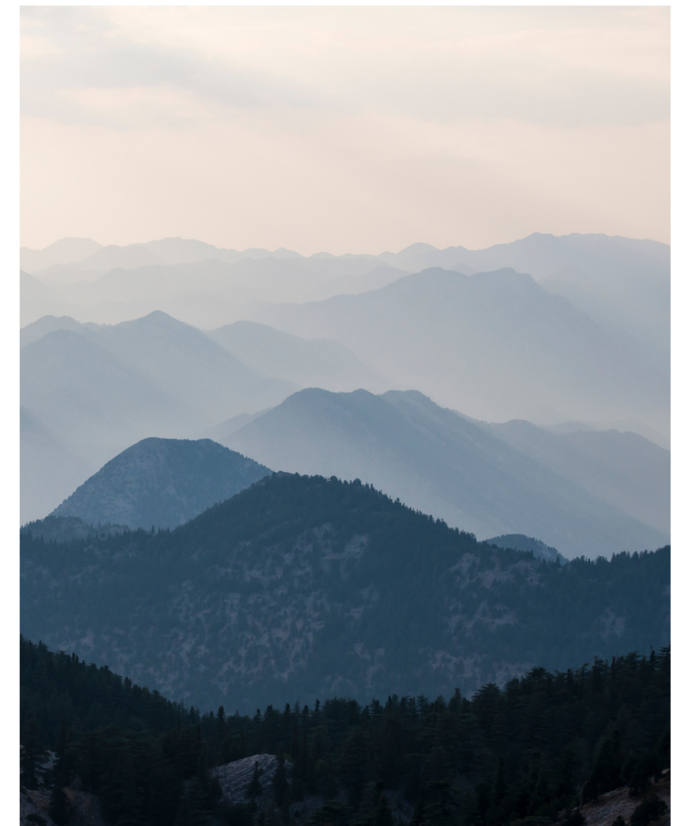


What We've Seen

We, your facilitators, have a combined experience of over **30 years** in helping complex business organisations to thrive.

We know first-hand how difficult that can be. In fact, here are common situations we have directly encountered and dealt with:

- Teams feel **overwhelmed** and reactive, struggling to find time for strategic thinking amidst constant operational demands.
- Multiple teams solve the same problems in **isolation**, leading to wasted effort and inconsistent outcomes.
- People often **hold back** ideas, avoid difficult conversations, or fail to speak up when they see problems.
- A need to **reorganise teams** or change processes while maintaining productivity and avoiding disruption to critical work.
- Legacy systems and technical debt **slowing down** development while pressure mounts to deliver new features quickly.
- Remote or distributed teams struggling with **communication overhead**, too many meetings, and a lack of focused work time.
- Teams shipping features without understanding if they're delivering **meaningful outcomes** for users or the business.



Why This Bootcamp

We are well aware of how all these challenges, and others, can negatively affect your organisation's **business performance**, your co-workers' **morale**, your people's creative and **problem-solving** capacity, and ultimately lead to **losing** valuable contributors.

We don't like to see that happen because **we care** deeply about the expression of both individual and organisational potential, which we know directly translates into positive business results.

We have helped numerous organisations **overcome** various challenges related to their leadership and management style, and now we want you to benefit from that experience.

What's in It for You

Together, we'll explore the fundamental questions that **matter** in today's workplaces and discover **practical ways** to make a difference.

Consider attending if you find yourself grappling with these or similar questions:

- How to improve the organisation's **business performance** by creating more engagement and collaboration
- How to maintain alignment with **business objectives** while still creating some space for autonomous decision-making, in-person and remotely
- How to promote **generational inclusion**, and support greater organisational resilience and collective intelligence
- Which **technical skills** are required by managers and leaders, and to what extent should they express them
- How are **AI, leadership** and **innovation** interwoven, and how to deal with them

How Is This Event Different?

One defining aspect of our bootcamp is our **extensive background**. We bring a wealth of experience to the audience, with **decades** of combined expertise guiding organisations.

We know that change occurs more deeply and quickly when influential people in the organisation change.

Although we'll cover leadership and organisational issues, we will also focus on the single aspect around which you have the most freedom: **yourself**.

We also engage participants in open and constructive conversations to learn from one another's experiences and perspectives.



What To Expect

We designed this bootcamp to be rich in interactions, open discussions, engagement, and immersion.

We'll stick to the **actual**, practical facts of today's business organisations and avoid edutainment.

You will have the opportunity to learn from the experiences of both seasoned **experts** and fellow **leaders**.

What You'll Get

Walk away with greater **clarity, confidence**, and practical **insight** into your leadership challenges.

This bootcamp helps you **sharpen** your ability to navigate complexity, engage your teams, and make sense of conflicting demands.

You'll gain fresh **perspectives**, avoid common leadership **pitfalls**, and enhance your ability to lead with **adaptability** and purpose in today's demanding environment.

Most importantly, you'll develop the confidence to create your path forward – one that fits your organisation's **unique circumstances**, including the competitive landscape and emerging technologies such as **generative AI**.

Andrea Provaglio



Andrea is an executive advisor, Business Agility mentor, and international speaker with over 20 years of experience supporting organizations in becoming more adaptive, human-centered, and effective in the face of rapid change.

He began his career in Italy and then moved to the United States, working in software development and IT architecture under an O-1 visa granted for “*extraordinary abilities in Science*”. Over time, his focus expanded well beyond technology to the cultural, structural, and leadership challenges that define modern organizations.

Andrea works with senior leaders and executives in forward-thinking companies across digital, services, and manufacturing sectors. His clients included global institutions such as the United Nations’ FAO and the European Commission, as well as multinational firms in finance, Oil&Gas, electronics, fashion, and ICT.

A key area of Andrea’s recent work is Responsible AI – an ethical, human-centric approach to integrating artificial intelligence into organizations through the lens of business agility. He helps leaders align technological innovation with strategic clarity, purpose, and organizational health.

Known for his direct yet thoughtful style, Andrea brings deep insight, practical wisdom, and a bold voice to conferences and leadership events. He has spoken at major international gatherings including GOTO, Agile Testing Days, US Agile and software conferences, and numerous European events.

Whether addressing distributed leadership, the evolution of HR, or the intersection of AI and agility, Andrea challenges assumptions and inspires meaningful change – rooted in real-world experience across three continents.

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Marcin Floryan



Marcin is a passionate technology leader focused on understanding the whole and creating an environment where people can do their best work together. Striving to be an inclusive and compassionate leader who creates psychological safety where failure is encouraged and seen as an opportunity to learn.

For over a decade, Marcin has been leading increasingly larger engineering organisations, with extensive hands-on experience of working with technology and people, supporting growth, and realising the full potential of both individuals and the business.

For the last nine years, Marcin has been part of a remarkable journey with Spotify, taking on different roles, from an Engineering Manager working directly with engineers, to leading a technology organisation in a Director position, and optimising a 1000+ people organisation as a Technology Operations lead.

Marcin has also shared his knowledge and experience as a public speaker, trainer, lecturer, and author of scientific papers.

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