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COURSE BROCHURE

Leading through VUCA with Scenario Thinking Training Course

30 November – 4 December 2026
Amsterdam

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Registered in the United Kingdom and Saudi Arabia

Leading through VUCA with Scenario Thinking Training Course

Ref: 1712_62786 **Date:** 30 November – 4 December 2026 **Location:** Amsterdam **Fees:** 5600 GBP

Leading through VUCA with Scenario Thinking is a 1-week training course for managers and department heads who must set direction while markets, technology and policy keep shifting, and who leave with a VUCA Scenario Decision Brief. Volatility, uncertainty, complexity and ambiguity now shape ordinary planning cycles, so managers who rely on single forecasts make brittle commitments. Jupiter Prime Training runs this course on leading through VUCA with scenario thinking.

Why Leading through VUCA with Scenario Thinking Matters Now

Three forces push VUCA into everyday management: faster technology shifts that overturn assumptions, interlinked supply and market changes that make cause and effect hard to see, and boards that expect managers to explain options rather than defend one forecast. Managers who frame several plausible futures commit resources in stages and adjust early; those who bet on a single view absorb late surprises and costly reversals. The course draws on the VUCA Prime response of vision, understanding, clarity and agility, the Cynefin sense-making framework, the two-axis scenario matrix and PESTLE scanning.

Who Gains Most from Leading through VUCA with Scenario Thinking

- Managers responsible for annual plans that keep changing mid-year
- Department heads deciding where to commit budget under unclear demand
- Planning and strategy leads who brief senior teams on options
- Operations managers exposed to supply, price or technology shifts
- Portfolio leads whose benefits depend on uncertain external conditions

Managers from one leadership team gain most together, since they can build shared scenarios and signposts for the whole unit.

Leading through VUCA with Scenario Thinking Capabilities

The capabilities replace the single forecast with structured ways of seeing several futures and deciding in stages.

- Assess which VUCA element dominates a situation — choice of response
- Apply the Cynefin framework to sort clear, complicated, complex and chaotic problems — decision approach
- Build a two-axis scenario matrix from key uncertainties — planning teams and sponsors
- Design safe-to-fail probes that test options cheaply — investment decisions
- Specify signposts and trigger points for each scenario — timing of commitments
- Communicate a clear direction while admitting uncertainty — staff and senior leaders

Key Leading through VUCA with Scenario Thinking Terms

- VUCA — volatility, uncertainty, complexity and ambiguity, four conditions that make planning and decisions harder.
- VUCA Prime — a leadership response pairing vision, understanding, clarity and agility with each VUCA condition.
- Cynefin framework — a sense-making model that sorts situations into clear, complicated, complex, chaotic and confused domains.
- Scenario matrix — a grid built from two critical uncertainties that produces four distinct, plausible futures.
- Safe-to-fail probe — a small, low-cost experiment that tests an idea where outcomes cannot be predicted.
- Signpost — an early indicator showing which scenario is beginning to unfold.

Leading through VUCA with Scenario Thinking Day by Day

Day 1: Reading the VUCA Landscape

- VUCA Diagnostic — Separating Volatility, Uncertainty, Complexity and Ambiguity
- PESTLE Scanning — Political, Economic, Social, Technological, Legal, Environmental Drivers
- Assumption Audit of the Current Plan — Exposing Hidden Single Forecasts
- VUCA Prime Responses — Vision, Understanding, Clarity and Agility
- Stakeholder Expectations Under Uncertainty — What Boards and Teams Need

Day 2: Sense-Making Frameworks

- Cynefin Domains — Matching Problem Type to Leadership Approach
- Weak Signal Detection — Spotting Change Before It Becomes Obvious
- Systems Mapping — Feedback Loops and Unintended Consequences
- Ambiguity Framing — Multiple Interpretations of the Same Facts
- Sense-Making Conversations — Building Shared Understanding Across Functions

Day 3: Building Scenarios

- Critical Uncertainty Ranking — Impact and Unpredictability Scoring
- Two-Axis Scenario Matrix — Constructing Four Plausible Futures
- Scenario Narratives — Naming and Describing Each Future Clearly
- Implications Mapping — What Each Scenario Means for the Unit
- Signposts and Trigger Points — Indicators That Prompt Action

Day 4: Deciding and Experimenting Under Uncertainty

- Robust Options Test — Choices That Work Across Several Scenarios
- Staged Commitment — Keeping Options Open Until Signals Clarify
- Safe-to-Fail Probes — Designing Small Experiments in Complex Domains
- Communicating Direction With Uncertainty — Honest, Clear Messages to Staff
- Agile Response Routines — Reviewing Scenarios as Signposts Move

Day 5: Practising the VUCA Scenario Decision Brief

- Unit Scenario Session Simulation — Applying the Matrix to a Live Issue
- Cynefin Sorting Exercise — Classifying the Unit's Current Problems
- Probe Design Review — Peer Critique of Planned Experiments
- Board Briefing Rehearsal — Presenting Options and Signposts
- VUCA Scenario Decision Brief — Final Version for the Home Unit

Applying Leading through VUCA with Scenario Thinking After the Course

- Run a two-hour scenario session with the team on one critical uncertainty and agree three signposts to watch.
- Launch one safe-to-fail probe on an open question and review its results with the line manager within a month.

Leading through VUCA with Scenario Thinking Questions FAQ

What is leading through VUCA with scenario thinking, and why does it matter now?

It is setting direction by exploring several plausible futures instead of trusting one forecast. It matters now because volatility and complexity overturn plans quickly, and managers need options, signposts and staged commitments.

Which roles gain most from leading through VUCA with scenario thinking?

Managers, department heads and planning leads gain most. You benefit if you plan budgets or capacity in an energy company, a hospital group or a logistics business where conditions keep shifting.

How does leading through VUCA with scenario thinking differ from crisis leadership training?

It prepares decisions before events rather than managing teams during a disruption. The course centres on sense-making, scenario matrices and safe-to-fail probes, not incident response or continuity plans.

What do you bring back from leading through VUCA with scenario thinking?

You bring back a decision brief. It holds four scenarios, robust options, staged commitments, signposts and planned probes for a real issue in your unit.

Leading through VUCA with Scenario Thinking: The Way Forward

The VUCA Scenario Decision Brief gives a manager a structured view of several futures and the moves that hold across them. It first informs which commitment to make now and which to stage. The manager owns it and shares it with the leadership team and sponsor. After the first signpost moves, revisit which uncertainty was ranked wrongly and why.