



Leadership In This Moment

*AN INTERACTIVE SESSION NAVIGATING VOLATILITY, UNCERTAINTY,
COMPLEXITY, AND AMBIGUITY (VUCA) TO IMPROVE RESULTS*

About Us

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About MAYA

MAYA Consulting is a Latina-owned consulting firm. We strive to be a catalyst for transformational systems change. Our goal is to build social capital, promote economic mobility, and foster community well-being.

Our services promote social capital and economic mobility:

- Landscape analyses
- Strategic planning
- Project management and advising
- Data culture building
- Program design and implementation
- Community building to strengthen impact

We build empathy and understanding by hearing from a variety of voices across the system. We utilize quantitative and qualitative data to support narrative change by helping communities tell stories through data.



About MAYA

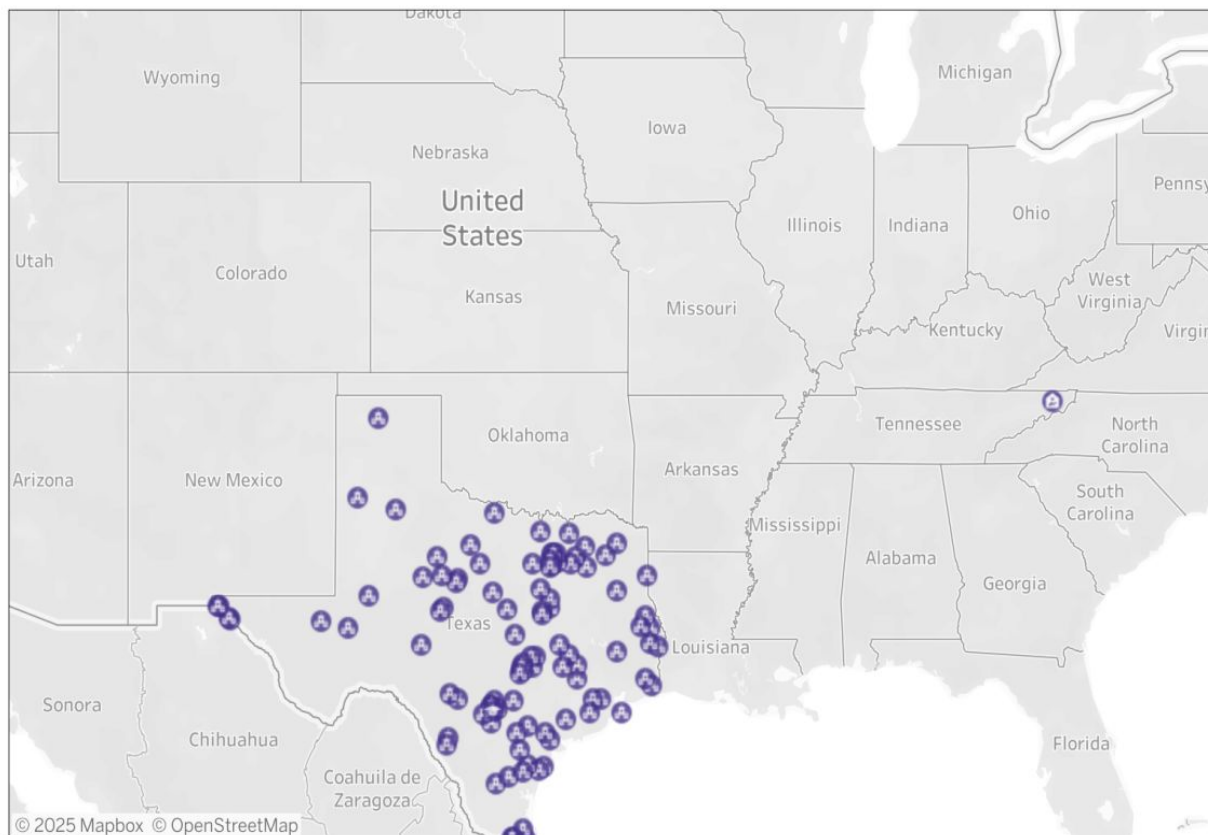
Our Reach

841,563
Students

113,978
Staff

1,000
Families

600
Community Members



Desired Results of Today's Session

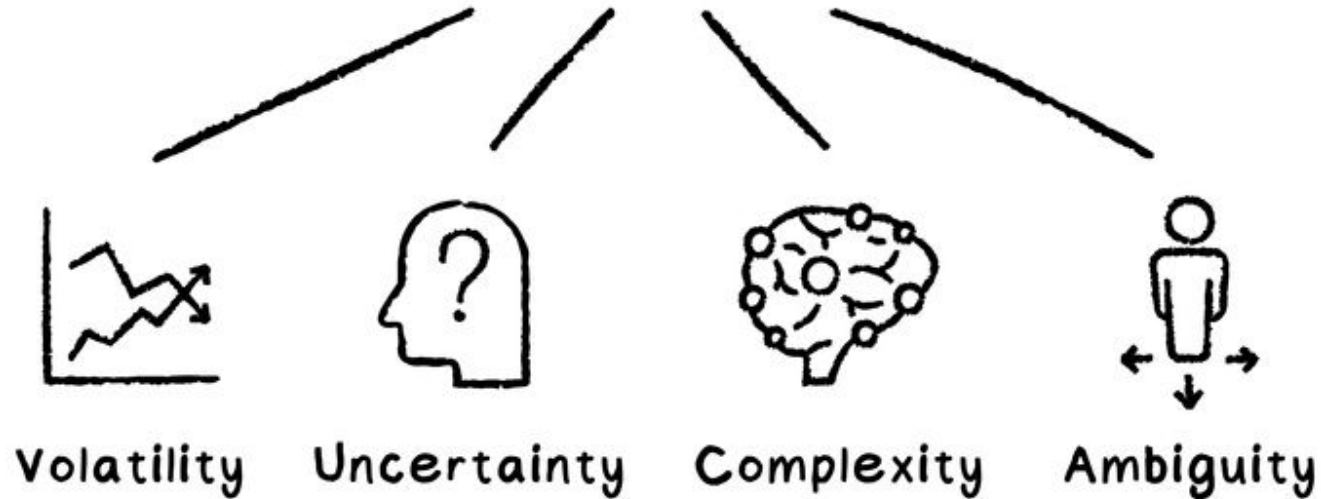
Participants will --

1. Reflect on the most pressing challenges in this moment
2. Connect with each around insights from the field
3. Explore a framework participants will use to navigate the present and future
4. Reframe challenges for greater vision, understanding, clarity, and agility
5. Commit to action based on reframe

These results are budget proof! BUDGET



VUCA



Navigating VUCA Requires Mindfulness, Self-Regulation, and Reframing

Reflect

Think of a time when you faced **volatility, uncertainty, complexity, or ambiguity** — what helped you stay steady or move forward?

“Transform yourself* to transform the world.”

– GRACE LEE BOGGS

** An example of a powerful and manageable self-transformation is to reframe your own perspective*

Reframe from VUCA → VUCA Prime

VUCA



VUCA
Prime

Reframe from VUCA → VUCA Prime (cont.)

Volatile: Being disrupted, interrupted due to rapid changes

Vision: Unrelenting focus on future vision, goal

Uncertain: Lacking clarity due to unexpected developments

Understanding: Getting feedback, perspective to refine plan

Complex: Hesitancy due to inter-connection, relationship of many factors

Clarity: Create, commit to, and learn from plan with actions

Ambiguous: Feeling unclear due to contradictory influences

Agility: Be flexible, collaborative to meet goals

Reframe Example: Yvonne

VUCA	My Challenge	VUCA Prime	My Reframe	Commitment
Ambiguous: Feeling unclear due to contradictory influences	<i>Shiloh's Place is expanding during this time.</i> <i>Our impact is aligned with values, but influences are raising questions about how organizational values should be positioned.</i>	Agility: Be flexible, collaborative to meet goals	● <i>Preparing for growth.</i> ● <i>Explored processes through small group conversations (Shiloh Tables) with people who support us and our donor base.</i> ● <i>Tightening up communication with community</i>	<i>Not walking away from non-negotiables.</i> <i>Taking the time to have the conversations that prepare our donors and community</i>

Reframe Example: Tiffany

VUCA	My Challenge	VUCA Prime	My Reframe	Commitment
Volatility: Being disrupted, interrupted due to rapid changes	<i>Future of funding may be disrupted</i> <i>Language from vision is no longer acceptable</i>	Vision: Unrelenting focus on future vision, goal	<i>Conversations with advisory board, determining what is aligned with impact metrics & business sense</i>	<i>Keep the mission change the words</i>

Reflect

Make a [copy of the link](#) in the chat.

Take a moment to use the worksheet and reflect on [one current challenge](#) you are facing.

VUCA	My Challenge	VUCA Prime	My Reframe	Commitment
Volatile: Being disrupted, interrupted due to rapid changes		Vision: Unrelenting focus on future vision, goal		
Uncertain: Lacking clarity due to unexpected developments		Understanding: Getting feedback, perspective to refine plan		
Complex: Hesitancy due to interconnection, relationship of <i>many</i> factors		Clarity: Create, commit to, and learn from plan with actions		
Ambiguous: Feeling unclear due to contradictory influences		Agility: Be flexible, collaborative to meet goals		

Breakouts

In your breakout room, **share your challenge** with your partner. How can you **reframe your challenge**?

Commit to Action

For the reframed challenge that has most energized you, commit to action you can complete next week back in your system.

Think about who can hold you accountable to that commitment- maybe a partner you met in your breakout room today.

Keep In Touch

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