

The Curious Leader

Information Pack 2026/2027

The Curious Leader

The world of work has changed. Constant organisational change, increasing complexity, artificial intelligence, competing priorities and rising expectations mean that leadership is no longer about having all the answers. It is about asking better questions.

Each webinar combines current research, practical tools and reflective exercises to help participants think differently about the challenges they face every day. They explore how curiosity supports better decision-making, healthier transitions, personal resilience, thoughtful use of artificial intelligence, deeper thinking and hope-filled leadership.

At the heart of the series is the belief that curiosity is more than a personality trait. It is a leadership practice. By learning to pause, question assumptions, explore possibilities and take intentional action, leaders become better equipped to support their teams, navigate complexity and create cultures where people can adapt, learn and thrive.

Participants can attend individual webinars or complete the full series to build a practical tool kit for leading with greater confidence, courage and curiosity in today's unpredictable world.

Who Is It For?

The Curious Leader Series is designed for leaders, managers, aspiring leaders and professionals across all disciplines who want to lead with greater confidence, curiosity and purpose in an increasingly complex world. Whether you're leading a team, managing change or influencing across organisations, this series will help you develop the mindset and practical skills to navigate uncertainty with clarity, compassion and confidence.

Session 1: Too busy to wonder? Using curiosity as your leadership anchor

02 December 2026 (12:30 – 2pm) via MS Teams

Session Outline

In a world of constant change, competing priorities and increasing complexity, leaders are under growing pressure to move faster, make decisions more quickly and provide certainty for others. Yet the very conditions that demand adaptability often cause curiosity to disappear.

When pressure rises, our brains seek certainty. We stop asking questions and start defending assumptions. We become reactive rather than reflective, relying on familiar solutions instead of exploring new possibilities. The Curiosity Tax™ the hidden cost of losing our capacity to wonder. It quietly reduces innovation, weakens relationships, narrows thinking and diminishes our ability to lead effectively in uncertain times.

This practical and thought-provoking webinar explores why curiosity is not a luxury reserved for quieter moments, but one of the most important leadership capabilities for navigating today's VUCA (Volatile, Uncertain, Complex and Ambiguous) world.

Learning Objectives

- Understand why curiosity is a critical leadership capability for navigating VUCA environments.
- Identify the signs of The Curiosity Tax™, understanding how reduced curiosity affects innovation, collaboration, psychological safety and organisational performance.
- Recognise their own early warning signs of Curiosity Collapse, including rushing to conclusions, defending assumptions and narrowing perspectives.
- Build confidence in leading conversations where curiosity is valued alongside action, enabling teams to learn, innovate and respond more effectively to change.

[Click here to book your place now](#)

Session 2: Curiosity after change - finding direction in uncertainty

06 January 2027 (12:30 – 2pm) via MS Teams

Learning Objectives:

Session Outline

Restructures change more than reporting lines. They change identities, relationships, confidence and the stories people tell themselves about work. While organisations often focus on the practical process of change, this session explores the psychological transition that follows.

Participants will understand why they may feel stuck, exhausted or uncertain even when the change is complete, and learn practical strategies for processing endings, managing uncertainty and beginning again with greater intention.

- Understand the difference between organisational change and personal transition.
- Recognise common emotional responses following restructuring, including survivor guilt, survivor envy and moral injury.
- Identify the visible and invisible losses experienced during organisational change.
- Appreciate the concept of Transition Debt™ and how repeated change affects wellbeing, engagement and performance.
- Apply the WQNEA Framework (wonder, question, notice, explore, act) to manage periods of uncertainty with greater confidence.

[Click here to book your place now](#)

Session 3: Leading with integrity in complex systems

25 January 2027 (12:30 – 2pm) via MS Teams

Session Outline

Resilience is often presented as something individuals simply need more of. Yet when organisations experience continual change, uncertainty and political complexity, resilience cannot be reduced to personal toughness.

This session explores resilience as something created through relationships, environments and everyday practices. Participants will learn how to sustain their energy, navigate organisational politics with integrity and create psychologically safer spaces for themselves and those around them, even when the wider system feels unpredictable.

Rather than encouraging people to simply "cope better", this webinar offers practical tools to remain effective, authentic and well while working within complex organisational realities.

Learning Objectives

- Understand resilience as a dynamic system rather than a fixed personal trait. █
- Apply practical approaches to creating "pockets of safety" within teams, even when wider organisational conditions feel uncertain. █
- Develop political awareness and stakeholder insight while maintaining personal integrity and values. █
- Strengthen collective resilience through everyday team practices that promote trust, openness and mutual support. █

[Click here to book your place now](#)

Session 4: Working Wisely with AI

08 February 2027 (12:30 – 2pm) via MS Teams

Session Outline

Artificial intelligence has moved beyond novelty. For many professionals, AI tools are now embedded in daily work, yet uncertainty remains about how to use them effectively, ethically and wisely.

This practical and interactive session moves beyond "how to prompt" and explores how leaders can use AI as a thinking partner while strengthening, rather than replacing, human judgement.

Participants will discover how AI can enhance creativity, decision-making, communication and productivity without losing the critical thinking, empathy and ethical reasoning that remain uniquely human.

Learning Objectives

- Understand how AI is changing knowledge work and leadership practice.
- Recognise where AI adds value and where human judgement remains essential.
- Develop better prompting strategies that encourage deeper thinking rather than superficial answers.
- Appreciate the risks of cognitive offloading and maintain critical thinking when working with AI.
- Build confidence in having open conversations with teams about AI opportunities and concerns.
- Design a practical 30-day curiosity AI experiment to improve one aspect of their own work.

[Click here to book your place now](#)

Session 5: Leading with intention in an interrupted world

03 March 2027 (12:30 – 2pm) via MS Teams

Session Outline

Today's leaders are expected to think strategically, solve complex problems, inspire innovation and make high-quality decisions, often while moving from meeting to meeting with barely enough time to refill a coffee. The challenge is not simply a lack of time. It is a lack of transition.

This highly practical session introduces the concept of **thresholds**, intentional rituals that help us shift from one way of thinking to another. Drawing on research from psychology, neuroscience and anthropology, participants will learn how small, deliberate practices can reduce cognitive overload, improve focus and create the conditions for deeper thinking.

Rather than asking people to find more hours in the day, this session helps them make better use of the moments between tasks, conversations and decisions.

Learning Objectives:

- Understand how attention residue and continual context switching reduce cognitive performance.
- Recognise different modes of thinking required throughout the working day and where cognitive friction occurs.
- Discuss the value of rituals and thresholds in helping the brain transition between different types of work.
- Introduce simple team rituals that improve meeting quality, collaboration and deep thinking.

[Click here to book your place now](#)

Session 6: Hope as a Leadership Practice

17 March 2027 (12:30 – 2pm) via MS Teams

Session Outline

In today's workplace, uncertainty has become a constant companion. Restructures, technological change, workforce pressures and competing priorities can leave individuals and teams feeling anxious, overwhelmed and uncertain about the future. While leaders cannot always provide certainty, they can cultivate something equally powerful: hope.

This practical, evidence-informed webinar explores hope not as wishful thinking or blind optimism, but as a leadership capability that can be intentionally developed. Drawing on Charles Snyder's Hope Theory, participants will discover how hope is built through clear goals, multiple pathways and a belief in our ability to take meaningful action.

The session also explores hope through the lens of a **BANI** (Brittle, Anxious, Nonlinear and Incomprehensible) world, where anxiety can narrow thinking and diminish confidence. Participants will learn how curiosity, reflection and purposeful action can expand possibility, helping individuals and teams move from feeling stuck to finding a way forward.

Packed with reflective exercises, practical tools and leadership strategies, this session will enable participants to leave with a personal Hope Practice they can apply immediately in their own work and with their teams.

Learning Objectives

- Understand the difference between hope, optimism and toxic positivity.
- Explore Charles Snyder's Hope Theory and its application to leadership and organisational change.
- Use curiosity as a catalyst for creating hope and possibility.
- Create a personal Hope Practice to strengthen resilience, motivation and leadership effectiveness.

[Click here to book your place now](#)

Meet the facilitator



Susie Edwards (MA, MSc, Post Grad Dip. RSA Fellow)

Over 20 + years of experience working in, healthcare, academia, science, business, and the media, I have three strands of interest: how we lead and manage teams with kindness, communication in the workplace and the complexity of navigating our own careers and leadership journey.

I design and create training programmes and away days for hospitals, Integrated Care Systems and Alliances ranging from Leicestershire Partnership NHS Trust, The Visible Leaders Network NHS England – Midlands, Systems Leaders Approach, NHS – Midlands. For West Hertfordshire NHS Trust and Hertfordshire Community NHS Trust I run 6-month programmes on ‘Developing your Career’ for aspiring leaders. I am a speaker for the Evelina on their inspiring leaders programme and also worked with Senior Managers for Guys and St Thomas. More widely I run masterclasses for NHS East of England and for NHS London and the Southeast and I have coached 100’s of clinicians and on-clinical professionals as they navigate their career and leadership development.

Academically, as a speaker, I have recently spoken at Wroclaw University for Science and Technology on Research Culture and Leadership and next year I have been invited to speak in Lisbon and the Women’s Longevity Summit. I work on various initiatives for the Wellcome Sanger Institute, Academy of Medical Sciences – on their Sustain programme and for Pan-European Research Institutes such as Instruct-Eric. For the London School of Economics, I am an Executive Coach for their Trium and Executive MBA programme. At Imperial College London, I work with STATML programme on Communicating in Action.

Finally, on a pro-bono basis I work for Crisis, homeless charity concentrating on confidence and empowerment of their members as they make their transitions back into work. You can find out more about me and the projects that I get involved with here.

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How does each workshop align with the NHS Management and Leadership Framework?

Workshop	Framework Area and Leadership Stage											
	Personal Impact				Managing People and Resources				Delivering across Health and Care			
	1	2	3	4	1	2	3	4	1	2	3	4
Session 1: To busy to wonder? Using curiosity as your leadership anchor		✓	✓			✓	✓			✓	✓	
Session 2: Curiosity after change – finding direction in uncertainty		✓	✓			✓	✓			✓	✓	
Session 3: Leading with integrity in complex systems		✓	✓			✓	✓			✓	✓	
Session 4: Working wisely with AI		✓	✓			✓	✓			✓	✓	
Session 5: Leading with intention in an uninterrupted world		✓	✓			✓	✓			✓	✓	
Session 6: Hope as Leadership Practice		✓	✓			✓	✓			✓	✓	

Want to know more? Visit the Leadership and Management Framework [microsite](#).

Have questions? Get in touch

However, should you have any questions or queries regarding the masterclasses, please contact the System Leadership team:



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