

Organizational Episode Based Leadership Development Steering Approach

The Challenges We Face: Sustainability Mismatch

Organizations operate under Continues Disruption



At the same time organizations are still steered as if disruption were occasional.



A New Steering Logic

Adjustment happens through consciously defined episodes that create a temporary but stable focus, allowing the organization to act decisively, learn, and then deliberately re-adjust.



What is an Organizational Episode (OE)?

An Organizational Episode is a consciously defined development phase in which the organization focuses on very few priorities until a clearly defined outcome [Definition of Done] is achieved.



The 3 Types of OEBLD Episodes



- 1. Strategy Episode (strategy Execution)
- Crisis Episode (restore Viability)
- Future Readiness Episode (building capacity)

OEBLD: Navigating Permanent Disruption through Episode-Based Steering



1. Strategic Focus Dialogue

The Executive Team decides the episode type and focus areas, establishing a joint commitment to protect focus and pivot when necessary.

The Core: What OEBLD Ultimately Changes

- | | |
|---------------------------|--------------------------------|
| From Managing Initiatives | Leading Episodes |
| From Static Leadership | Context-Appropriate Leadership |
| From Time-Driven Plans | Completion-Driven Roadmap |
| From Chronic Overload | Brutal Prioritization |
| From Silued Organization | Deliberate Alignment |

“Steering Logic for an Unstable World: OEBLD is designed for organizations that want to stay coherent while the world refuses to stabilize.”

3. Appropriate Exercised Leadership Dialogue

Leadership behavior is treated as a situational practice; leaders align their actions to support the specific episode's requirements.

2. Battle Plan Conference

Relevant organizational units translate the focus into concrete contributions, negotiate dependencies, and build a joint episode roadmap.



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