



TRIPLE VALUE
LEADERSHIP

Inner Leadership in Times of Chaos

Unlocking Awareness, Energy and Flow

7-Week Program – Live Online

Background & Content

Leading in times of chaos

We are living in a time of profound disruption. Climate change is accelerating, technologies are reshaping our lives faster than we can adapt, political systems are breaking down, and global inequality is deepening. From violent conflict to mass migration, the challenges we face are urgent, complex, and often overwhelming. In the face of such uncertainty, it's easy to feel powerless—exhausted by the daily deluge of bad news, unsure how to respond, let alone lead.

And yet, you feel called and are expected to do more. You want to perform at your peak—to make wise decisions, spark innovation, and contribute to a better world. As old systems seem to die, you want to be part of the new systems that are emerging - from self-destructive to life-sustaining systems. Joanna Macy calls this the 'Great Turning', which is a name for the essential adventure of our time: the shift from the industrial growth society to a life-sustaining civilization.

The intention of our Inner Leadership Program (ILP) – and the larger **TVL Compassionate Systems Leadership & Coaching Program** of which ILP is a part - is to build a community of leaders and practitioners who collectively look inward, go deep, reorganize, and reemerge as stronger, better able to lead in the emergent field of deep social change which is already underway.

The world needs this work more than ever. It is work that none of us can do alone. Our goal is to shed light on a range of new strategies for deep organizational, economic, social, and environmental change - strategies that contribute to a true Metamorphosis, transforming despair into hope, and crisis into a positive future.

"The Great Turning cannot take root and survive without deeply ingrained values to sustain them. They must mirror what we want and how we relate to Earth and each other. They require, in other words, a profound shift in our perception of reality—and that shift is happening now, both as cognitive revolution and spiritual awakening." Joanna Macy

More information: www.triplevalueleadership.com



This work requires that we access our deepest source of awareness, with focus, creativity, and presence. It's the space where *soft power* emerges—where influence is earned not through force, but through connection, insight, and authenticity. Leaders who tap into flow don't just survive turbulent times—they rise above them. They lead not only with intelligence and strategy, but with a centered awareness that inspires trust, fosters resilience, enhances performance and drives meaningful change. They lead by becoming embodiments of the change that is needed.

This course is about unlocking that potential in you. Welcome to a new kind of leadership—one that meets the chaos not with fear, but with flow. This how metamorphosis can arise.

Why take this course?

Adopting awareness as a core component of your personal leadership style not only enhances effectiveness, but also guides teams and organizations into a future where compassion and achievement grow together, turning soft power into measurable success.

Whether you are heading a team, running a company, or embarking on a personal leadership journey, this course will offer you tools to improve stress management, enhance focus and concentration, foster emotional intelligence, and build resilience.

This course has the power to transform not only how you lead but also how you live, providing you with skills to navigate both personal and professional landscapes with greater awareness, less stress and wasted time, and more effective influence and to lead and live with a renewed sense of purpose and empowerment.

Who should take this course?

- Leaders who want to elevate their leadership to a new level and lead with their full presence, with positive impact on the people around them
- Anyone who is looking to impact their energy and flow in a world that seems out of control, moving from disruption to chaos
- Anyone working in a professional change role; change agents, supervisors, sustainability champions, coaches and consultants – how to keep focus, overcome difficulty and find inspiration
- Anyone who wants to lead cultural change and bring renewed energy to the work floor/their organization/team
- Anyone trying to make a difference in a world in a state of continuous change and how to build energy with a sense of purpose and direction?



Program Curriculum

Inner Leadership (module 1)

Grounded in insights from science and inspired by time-tested wisdom traditions, this course will offer practical tools to enhance cognitive function, emotional intelligence, and stress resilience – key attributes of successful leaders. Each session is crafted to help you develop a deeper understanding of your mind, emotions, and motivations, translating this awareness into more effective leadership.

Each class will be comprised of short talks, guided practice, group discussion, and Q&A. You are encouraged to attend as many live sessions as possible. For those unable to attend live, an audio recording of the class will be made available.

The first 7 sessions serve as the introduction for the first Module on Inner Leadership.

Session 1 - Intro to Awareness, Energy and Flow

The first class will focus on what awareness is, the power of awareness, benefits for leaders, and essential aspects of practice. We will also discuss awareness practice as a support for meeting the challenges and suffering of the world, as a means to manage your energy and cultivate flow for yourself and those around you. You are the instrument for change.

Session 2 - Presence in the Body

The second class will help you to become aware of your body—its needs and limitations. It encourages habits like maintaining a balanced diet, exercising regularly, and getting enough sleep. Developing body awareness supports a foundational level of health, fitness, and resilience, which is essential for any self-development process. Being present in your body for all of life's challenges (the highs, lows, and in-betweens) can lead to a more grounded and sustainable approach to leadership.

Session 3 - Self-Care and Resilience

The third class will focus on awareness of emotions, the importance for leaders to be able to work skillfully with the highs and lows of emotion, learning one's window of tolerance, and strategies for tolerating and navigating difficult emotions. We will open up to the subjective world of feelings and emotions. Understanding your emotional triggers, childhood fears,



and attachment styles allows you to cultivate emotional balance, resilience and well-being. With self-care, you build a foundation for taking care of others and leading with care.

Session 4 - Open Mind - Working with Thoughts and Beliefs

The fourth class will explore how awareness is not about getting rid of thoughts, but rather shifts how we relate to them. We will learn to cultivate a neutral, inquisitive, and open mindset. We will look at the changing nature of thoughts, how thoughts feed emotions, and how understanding your thought patterns and belief systems allows for greater recognition of biases, assumptions, and habitual reactions that may impair effective leadership.

Session 5 - Open Heart with Compassionate Leadership

The fifth class will develop a focus on connecting authentically with others. It encourages openness about fears and doubts while also fostering care and compassion. This practice builds genuine and lasting relationships, unlocking the power of human connection—an essential leadership skill. You will learn how to turn suffering into compassion, and to remain steady and clear-headed in challenging situations so as to support effective problem-solving and foster a resilient organizational culture.

Session 6 – Discovering Purpose and Vision

The sixth class will introduce the process of finding your purpose and developing a vision. While these are advanced steps in the journey of a leader, they are also the most critical. Without a sense of purpose and a clear vision of the future, the leader cannot lead. Purpose and vision represent the time dimension of leadership; they will guide people to a better future, one that inspires and creates energy, while retaining what's necessary from the past.

Session 7 - Integration in Daily Life and Business

In this last class you will bring your purpose more fully into the world, with practical tips for sustaining the enriching application of awareness in daily life and leadership. We will also discuss bringing awareness to your ongoing needs on the path of leadership development.

Follow up course – TVL certificate in Compassionate Systems Leadership & Coaching

The Inner Leadership Program is the foundation of a larger certificate program in Compassionate Systems Leadership & Coaching. System change is not merely a technical process, but a human change process.



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Compassionate Systems Leadership & Coaching

Mastering the inner and outer dimensions of leading system change and renewal

Module 1. Introduction – Overview Key Learnings	6 webinars 1 day retreat
Module 2: Inner Leadership: Resilience and Well-being	8 webinars 3 day retreat
Module 3: Relational Leadership: Responsibility and Compassion	8 webinars 1 day retreat
Module 4. Organizational Leadership: Purpose and Culture	8 webinars 1 day retreat
Module 5: Systems Leadership: System Change and Impact	8 webinars 1 day retreat



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The five-module program of Compassionate Systems Leadership provides you with the skills for enacting a true system change. By completing these five modules you will earn a certificate as a **'change leader'** in Compassionate Systems Leadership & Coaching. These next modules will be offered in conjunction with short and longer retreats to help you to deepen your leadership capacity in co-creation with a community of practice. You will learn how to work with the Triple Value Leadership model through an assessment tool and related coaching practice.

What is the tuition for the ILP program?

Tuition for this Inner Leadership Program 6 online webinar course is E395,-.

Program Faculty



Sander Tideman



Anna van Remundt.



Annemieke van der Werff

More information: www.triplevalueleadership.com

BACKGROUND

The Power of Soft Power

The Inner Leadership Program offers a transformative approach to leadership for our turbulent times, integrating key insights from time-tested wisdom traditions and modern science. As the world grapples with escalating crises, we often see the dominance of ‘Hard Power’—rooted in money, status, and control—used to suppress dissent and maintain order. While this ‘Power Over’ may offer short-term results, it ultimately leads to depletion, disconnection, disbelief, distrust and decline.

In contrast, our program introduces a more sustainable, life-affirming alternative: ‘Inner Leadership’ —a journey to foster resilience, grow connections, and strengthen purpose. Triple Value Leadership outlines six distinct leadership mindsets, each embodying a unique expression of inner leadership, through accessing your soft power:

1. The Connector – ‘Power With’: The ability to build trust and align with others through shared values and mutual respect.
2. The Grounder – ‘Power From’: A deep-rooted sense of inner purpose and integrity that provides stability amid uncertainty.
3. The Visionary – ‘Power To’: The capacity to envision a better future and inspire others toward collective goals, with a glimpse of the metamorphosis of the current world.
4. The Learner – ‘Power Within’: A mindset of reflection and curiosity, enabling continuous growth and deeper understanding.
5. The Wise – ‘Empowerment’: The integration of all soft powers into a state of authentic and systemic presence, enabling leadership that transcends and transforms hard power.
6. The Warrior – ‘Power’: soft power is expressed in hard terms in order to enact the wisdom and compassion of the Wise in the service of metamorphosis of the system.

Mindset	 The Visionary	 The Grounder	 The Connector	 The Warrior	 The Wise	 The Learner
Qualities	Creativity Vision Movement Future	Stability Structure Motivation Trust	Collaboration Empathy Care Flexibility	Action Focus Energy Passion	Interdependency Overview Synergy Openness	Clarity Curiosity Attention Presence
Element	 Wind	 Earth	 Water	 Fire	 Space	 Consciousness



By cultivating these six mindsets or six powers, leaders can tap into a more enduring and ethical source of influence—one that nurtures both people and planet. Triple Value Leadership is not just a model for effective leadership, but a roadmap to regenerate the very systems we depend on.

This program will enable you to develop a new, integrative framework through which to see your world and your work, unleashing courage and inspiration to think big and act boldly.

What Is Flow?

In the realm of leadership in complexity and emergence, there's a sweet spot where everything seems to click. Time stretches or disappears. Decisions are made with ease. You feel completely in control and you can see beyond the surface of the challenges at hand. This is *the state of flow*.

First coined by psychologist Mihály Csíkszentmihályi in 1990, flow is a mental state where individuals are fully immersed in an activity, experiencing energized focus, full involvement, and enjoyment. Whether it's an athlete performing a perfect play, a musician improvising in sync with the band, or a leader making a critical decision under pressure, flow is the ultimate state of performance.

In flow, there's no cause for distraction, doubt, or hesitation. Your awareness and abilities are finely tuned to the present moment, and you lead with clarity, creativity, and confidence. You can handle large amounts of information and multiple claims on your time. It's the moment when you're truly operating at your best.

Why Energy and Flow Matter for Leaders

For leaders and managers, accessing energy and flow is not a luxury—it's a necessity. Why? Because in high-stakes moments, when everything is on the line, it's crucial to be able to tap into your best self. One executive who we coached missed a career promotion because he was considered weak under pressure. He froze at critical moments, not because he was a bad leader, but because he was held back by unresolved childhood fears of abandonment. His 'best self' went off line, just when he needed it most.

Flow provides the ability to respond with ease, make decisions faster, deal with complexities and conflicting demands. In times of crisis and chaos, it enables you to lead with greater care, calm and connectedness and have more positive impact on the team.

But how can you achieve that state? And, more importantly, how can you ensure that you can access flow when the pressure is on?

The Neuroscience of Energy and Flow

Research in neuroscience has confirmed the biological basis of flow states. When our nervous system is calm and at ease, it creates the perfect environment for creativity, strong social connections, and deep responsibility. This is our natural, optimal state. However, in modern life, with its constant distractions and misaligned incentives, many of us struggle to stay aligned with this flow state.

The real challenge comes when anxiety, frustration and fear-based thoughts take over. Unconscious, mixed, or opposing intentions can create internal conflict, disrupting the



creative process and draining our energy. On the flip side, when our intentions are aligned—both internally and with the people we’re connected to—we unlock immense creativity and boundless energy.

This alignment is the space of intrinsic motivation, which provides a far more sustainable and dependable energy source than any external incentive could ever offer.

Energy Management is Inner Leadership

In essence, energy management starts with understanding the nature of energy itself. Where does it come from, what is blocking it and how do we grow and cultivate it? For answering this, we have to look within ourselves - this is the practice of *Inner Leadership*.

When energy is sourced from an authentic, intentional space—aligned with our purpose and the needs of those around us—it activates creativity and empowers us to lead with greater influence. By practicing Inner Leadership, we can learn to access and harness this energy, so that we can experience deeper levels of creativity and impact.

In our work with leaders, we’ve identified six distinct levels of energy, each corresponding to a unique Inner Leadership mindset. As you ascend through these levels, you access progressively deeper levels of creativity, which directly influences your ability to perform at your peak.

Ultimately, leaders who master the art of Inner Leadership don’t just perform—they thrive. At the highest level, they are able to stay in flow, unlocking boundless energy, creativity, and innovation, even under the most challenging conditions.

By mastering the flow state and aligning your energy, you not only activate your leadership potential, but also foster a more resilient, creative, and high-performing environment for those you lead. In other words, the practices Inner Leadership provides the basis for effective outer leadership.

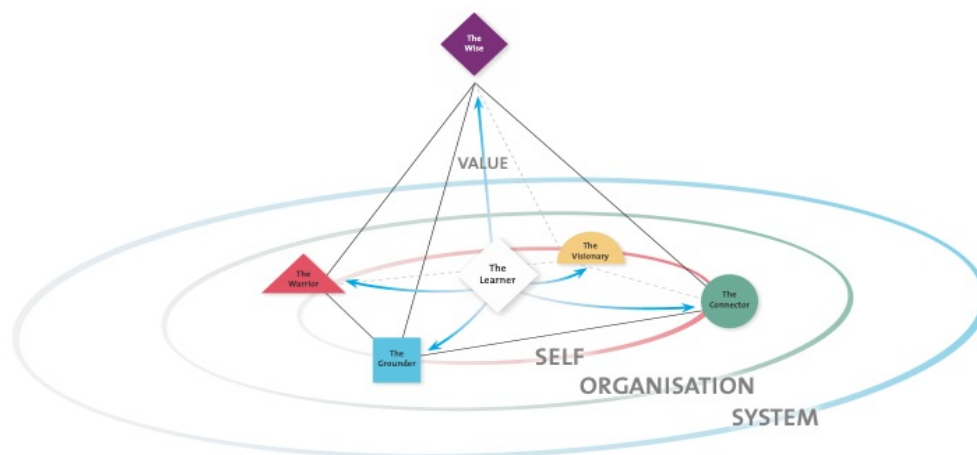
Levels to the core:

<i>Levels</i>	<i>Energy</i>	<i>Qualities</i>	<i>Leadership mindset</i>
1	Presence in the Body	Healthy lifestyle, stable performance	The Grounder
2	Self-Care	Managing emotions, setting boundaries, balance and well-being	The Connector
3	Open Mind	Mindfulness, clear perception and thinking	The Learner

4	Open Heart	Authentic connection, empathy and compassion	The Warrior
5	Purpose & Vision	Finding your truth and following your vision	The Visionary
6	Shared Purpose	Unconditional love for others, alignment with the systemic nature of life	The Wise

There is a natural progression from level 1 to 6, from basic resilience, well-being to high performance and flow. While level 1-3 enables you to access your natural energy for resilience and well-being, at level 4-6 you gain the ability mobilize your energy and direct it to worthwhile goals in the world. At level 5-6 you will demonstrate competence in creating more sustainable futures, required under today's complex societal and regulatory environments.

The six levels correspond to six **Inner Leadership Mindsets** (also mentioned above as six 'powers'), that each manifest energy in a particular quality and style. When mastered both individually and in a dynamic balance with other qualities, these mindsets will positively impact your life and work at various levels of complexity (self, organization and system):



While each of these leadership styles has an external expression, in the context of this course, we apply them internally.



The Inner Leadership Journey: Unlocking Your Full Energy Potential

Activating these six Inner Leadership mindsets allows almost anyone to tap into a deep, internal source of energy—one that can be harnessed, managed, and sustained to achieve goals that might otherwise seem out of reach.

The beauty of these inner sources of energy is that they do not depend on outer circumstances, hence they are more dependable than incentives such as money and status. At the same time, these inner resources are largely renewable – we are talking about accessing one's own renewable energy source, and directing them to positive systems impact.

But this isn't just about boosting performance; it's a personal journey of discovery and growth. The most impactful leaders aren't just those with talent or intelligence—they are the ones who have mastered, controlled, and directed their energy with intention. They moved from achieving basic resilience, experiencing well-being to sustainable high performance, creating flow wherever they go.

We all possess energy in varying degrees, but raw energy alone is not enough. To lead effectively, especially in times of complexity, rapid change, and uncertainty, we must learn to channel our full energy potential. This starts 'within' but expresses itself outwardly. When we learn how to do this, we don't just navigate challenges—we thrive in them, we can transform them by creating value with and for others, naturally, and with flow.

Main sources:

Mihaly Csikszentmihalyi (1990). *Flow: The Psychology of Optimal Experience*.

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Daniel Siegel (2012) *Mindsight, the Science of Interpersonal Neuro-biology*

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Sander Tideman (2022) *Triple Value Leadership – Creating Value for Yourself, Your Business and the World*.