

## Blue Leadership Journey – in a nutshell

### Blue Leadership today

We live in times of multiple crises. With a growing population and increasing resource demand, the planet is facing climate change, biodiversity loss and pollution. The future is highly unpredictable, the working environment changes at a high speed. Options and risks multiply, and courses are being set. At the same time, times of disruption carry the opportunity for profound and positive change. Humankind has the potential to make use of crises and transform society in a way that is beneficial to mankind and nature alike. In this context, many leaders ask themselves how to lead themselves, their teams and their organisations and how to initiate social change well through this time.

This also (and even more) applies for marine environmental leadership (Blue Leadership). Countries are increasingly looking to develop their ocean economies and to set up integrated ocean governance schemes, whilst addressing these crises and meeting international targets such as the Sustainable Development Goals. It is evident that business as usual will not lead to required solutions. In order to improve quality of life and achieve something that does not exist, transformation is needed. And for this, we must provide Blue Leadership in caring for the environment.

The suite of skills needed for leadership in the marine environmental field is unique.

- It needs to be **facilitative**. It's about bringing people to the table, fostering conversation, sometimes about difficult topics, and jointly initiating new things in a collaborative manner. A key question is: **How do we facilitate meaningful and effective dialogue?**
- It asks for leverage. The environmental situation asks for urgent action in a time of increasingly scarce funding and time. Blue leaders need to be able to identify key points for change. A key question is: **How do we identify and implement transformational interventions that can change and develop a complex system?**
- It's a team **effort**. Blue leadership happens in an entangled setting of static highly bureaucratic settings - and at the same time with highly enthusiastic and dedicated individuals. In this maze, blue leaders must act with ease and creativity. A key question is: **How do I inspire and provide orientation in times of uncertainty?**
- It's personally **demanding**. Leaders need to take care of themselves, their energy and resources. They need to be able to deal with hope and frustration in themselves and others. A key question is: **Which daily practices and habits help me to persevere and lead well?**

In a nutshell: Blue Leaders at all levels are developing cutting edge innovative ideas and they are actively integrating them into policies and management efforts. These leaders convince people, guide organizations, build consensus and foster topics. Yet, at the same time, they are facing complex inter-personal and institutional challenges.

Hence, blue leadership needs to **think afresh**. This world is different from some years ago. There is wealth of experiences from research into self-organised systems, effective online collaboration, agile management, complexity science and neuro research.

Our aim is to bring in this underestimated knowledge for stronger Blue Leadership to lead for a better future.

## The Blue Leadership Journey

With the Blue Leadership Journey, marine environmental leaders find their own answers to these questions and engage in cutting-edge leadership learning. The journey **supports change agents** to develop **individual** and **collective** leadership skills, to **facilitate** and encourage meaningful change in systems; to act **consciously** in times of volatility, ambiguity and complexity and to deal with **challenges and blockages**.

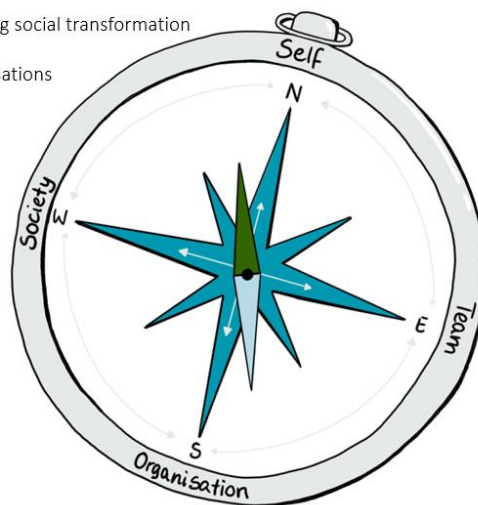
The learning journey consists of

- Four modules to explore **different aspects of leadership relevant for blue leaders** (self, team, organization and society)
- Hands on learning with a focus on **“Simple habits for complex times”**, easy-to-use practices and tools for everyday formal and informal leadership work
- A precise and self-explanatory Blue Leadership workbook (in progress)
- In-person and online group experiences, with interactive workshops, preparation and transfer processes, including **networking and peer-to-peer learning**
- **Experiential** educational concept based on neuroscience and learning theory
- Access to a knowledge hub and the opportunity to collaborate with fresh leadership thinking and inspiration

## Content

### Elements:

- Navigating winds of change: Leading social transformation
- Jointly setting sails: Leading organisations
- All hands on deck: Leading teams
- Finding safe harbour: Leading self



### Exemplary tools:

- Cynefin: Navigating Complexity
- Safe-to-fail-experiments
- Circle of Influence
- Action Planning
- Thinking Pair
- 3-step Feedback
- After Action Review
- Asking Powerful Questions
- Leadership Embodiment
- Action Inquiry

## Laboratory Approach

We walk our talk. Along with the principles of Design Thinking and iterative product development, Blue Solutions has jointly developed and tested the Blue Leadership Journey with leaders from the marine environmental field and pilots in different settings.

These are some of the voices from previous participants:

- This leadership training came in as self-development journey. I re-evaluated my vision at personal capacity and also what I want to achieve through my work. Sometimes we have to swim through stormy seas, and I learned how to do that.
- It was not just a leadership training, but an experience of a lifetime that I never expected especially in these challenging times.
- I was reminded and motivated to „do what I can, wherever I am, with whatever I have“.
- I have been trained on how to be a Leader in the blue environment, by listening well and respecting everyone and their opinions, by having a „guiding star“, a vision in your organisation.

Through the Blue Leadership Journey, strong environmental leaders can contribute to a better future.

*We look for partners for the upscaling of this concept.  
Join us on this journey and help strengthening leadership for the ocean community!*

## Resources

[Blue Solutions - Leadership for the Ocean Community](#)

[Blue Leadership in Namibia](#)

[For more information, please visit bluesolutions.info](https://bluesolutions.info)