



INVICTUS
LEADER

THE FUTURE IS ALREADY HERE. MOST LEADERSHIP ISN'T.

Every organisation has a strategy.

Every organisation has KPIs.

Every organisation has a risk register.

Every organisation has a transformation roadmap.

Yet history reminds us that organisations rarely fail because they lacked plans.

They fail because they **prepared for the wrong future.**

Kodak did not fail because it lacked technology.

Nokia did not fail because it lacked talent.

Blockbuster did not fail because it lacked customers.

They failed because they interpreted tomorrow
through yesterday's assumptions.

TODAY'S ENVIRONMENT IS DIFFERENT.



Artificial intelligence.



Cyber security.



Geopolitical instability.



Changing demographics.



Climate pressures.



Economic uncertainty.

These are no longer
separate challenges.

They interact, accelerate
one another and reshape
industries in ways that
traditional leadership
models struggle to
anticipate.



The question is
no longer:

Can your organisation adapt?



The real question is:
**Will your leadership
recognise change before
it becomes obvious?**



Because by the time
disruption appears on
a dashboard...

It's already too late.

THE WORLD'S FIRST

FORESIGHT LEADERSHIP™ EXECUTIVE MASTERCLASS

Preparing leaders before certainty exists.

Leadership has changed.
Today's executives no longer succeed
by reacting faster.
They succeed by recognising change
before everyone else does.

The organisations that dominate
The next decade won't simply execute better.
They will anticipate better

THE WORLD CHANGED

AI reshapes industries overnight

Markets shift without warning.

Risk no longer arrives one crisis at a time

Competitive advantage now belongs to
those who see change while others still
debate it

Waiting has quietly become the greatest
strategic risk



BUILT ON THE SCIENCE OF BETTER DECISIONS.



Cognitive Science

Understanding how
leaders perceive and
process complexity



Behavioural Economics

Using real human
behaviour to
improve judgment



Decision Science

Structured approaches
for better decisions
under uncertainty



Strategic Foresight

Anticipating change
to create long-term
advantage

AFTER THIS EXPERIENCE,

leaders begin to see – differently.



Recognise
weak signals
earlier



Ask stronger
strategic
questions



Make better
decisions under
uncertainty



Build
organisational
foresight

WHAT HAPPENS DURING THE DAY?



EXECUTIVE SIMULATIONS

Experience complex scenarios
that mirror tomorrow



REAL CASE STUDIES

Learn from decisions that shaped
industries and organisations.



STRATEGIC CONVERSATIONS

Challenge assumptions and
expand your thinking



PRACTICAL FRAMEWORKS

Design tools you can use
immediately



PEER EXECUTIVE DISCUSSION

Exchange perspectives with
senior leaders

FOUNDATION

Every idea inside this masterclass is
grounded in the Invictus Foresight
Leadership Framework™—an
executive discipline recognised
internationally and accepted as a
conference paper at the Futures
Conference Finland 2025

EXECUTIVE REFLECTION

“I’ve attended executive programmes
around the world, but this was different.
Ravi didn’t simply teach strategic foresight—
he fundamentally changed how I think
about leadership, uncertainty and
decision-making. Every senior executive
should experience this masterclass.”

— Chief Executive Officer,
Manufacturing Group



A MOVEMENT FOR LEADERS
WHO CHOOSE TO SEE TOMORROW FIRST.



THE FORESIGHT LEADERSHIP™ EXECUTIVE JOURNEY

ONE DAY. SIX EXECUTIVE CAPABILITIES.

This is not a conventional leadership programme.

It is a structured executive experience that changes how leaders observe, interpret, question, decide and lead.



01 — SENSE



- Recognise weak signals.
- Environmental scanning.
- Emerging trends.
- Strategic anomalies

02 — INTERPRET



- Complexity.
- Systems thinking.
- Interdependencies.
- Second-order effects

03 — FRAME



- Strategic questions.
- Problem framing.
- Assumption testing.
- Strategic inquiry

04 — IMAGINE



- Scenario thinking.
- Strategic options.
- Adaptive leadership.
- Multiple futures.



05 — DECIDE

- Decision Intelligence.
- Executive judgement.
- Bias awareness.
- Strategic trade-offs.



06 — LEAD

- Future-ready leadership.
- Governance.
- Strategic resilience.
- 90-Day Leadership Action Plan.

INCLUDED



Executive Workbook



Foresight Leadership™ Toolkit



Strategic Conversation Guide™



Practical Templates



Certificate of Completion



Lunch & Executive Networking

SEE FIRST.
THINK AHEAD.
LEAD BEYOND

A ONE-DAY EXPERIENCE
A LIFETIME ADVANTAGE

EXECUTIVE MASTERCLASS

THE FUTURE BELONGS TO THOSE
WHO PREPARE FOR IT.



Make better decisions
before certainty exists.



Prepare their organisations
for what may come next.



PROGRAMME FORMAT

ONE-DAY EXECUTIVE EXPERIENCE

An intensive executive masterclass designed to strengthen how leaders sense change, challenge assumptions, make decisions under uncertainty and prepare their organisations before disruption becomes obvious.



DELIVERY OPTIONS

- ✓ **PUBLIC EXECUTIVE MASTERCLASS**
Join senior leaders from across industries for an intensive cross-sector executive experience.
- ✓ **IN-HOUSE CORPORATE MASTERCLASS**
Bring Foresight Leadership™ into your organisation and contextualise the experience around your strategic environment.
- ✓ **BOARD & EXECUTIVE TEAM SESSION**
A focused intervention for Boards, CEOs and senior leadership teams confronting strategic uncertainty and complex decisions.



WHO SHOULD ATTEND

- Board Members
- Chief Executive Officers
- Managing Directors
- Senior Leaders
- Heads of Department
- Strategy Leaders
- Risk & Governance Professionals
- HR Leaders
- Innovation Leaders
- Business Owners.



DESIGNED FOR LEADERS WHO

- ✓ See beyond today's priorities.
- ✓ Question assumptions before they become liabilities.



AVAILABLE ACROSS

ASIA | EUROPE | AFRICA

Public sessions and organisational engagements are scheduled throughout the year.



FOR UPCOMING SESSIONS, LOCATIONS AND PROGRAMME INVESTMENT:

✉ info@invictusleader.com

🌐 www.invictusleader.com

*THE FUTURE
DOES NOT
REWARD THOSE
WHO REACT
FASTER.*

**It rewards those
who see first.**

CHIEF FORESIGHT STRATEGIST

ARCHITECT OF THE FORESIGHT LEADERSHIP™ FRAMEWORK

Helping Boards and Executive Teams Make Better Decisions Before Certainty Exists.

For more than **38 years**, Ravi VS has worked with organisations across **54 countries**, helping leaders navigate uncertainty, strengthen strategic thinking and build organisations that remain prepared in an increasingly unpredictable world.

His work spans multinational corporations, government agencies, public institutions, universities, family businesses and high-growth organisations across Asia, Europe, the Middle East and Africa.

Rather than teaching leaders how to respond to disruption, Ravi focuses on developing the capability to recognise emerging change before it becomes obvious. His work integrates strategic foresight, leadership intelligence, decision science and organisational preparedness into practical executive capability that leaders can immediately apply.

Over nearly four decades, Ravi has worked with more than **15,000 organisations**, facilitating leadership development, executive coaching, organisational capability building and strategic transformation initiatives across diverse industries including manufacturing, finance, healthcare, technology, telecommunications, logistics, energy, education and the public sector.

HE IS THE CREATOR OF SEVERAL PROPRIETARY FRAMEWORKS, INCLUDING:

-  Foresight Leadership™
-  Future Readiness Management™
-  The Invictus Foresight Leadership Framework™
-  The Invictus Future Readiness Diagnostic (IFRD™)
-  Decision Intelligence Framework™
-  Strategic Inquiry Framework™

Ravi's current research focuses on establishing **Organisational Preparedness** and **Future Readiness Management™** as emerging management disciplines, helping organisations make better decisions before certainty exists.

His work is grounded in research across strategic foresight, cognitive science, behavioural economics, decision science and leadership systems, bridging academic thinking with practical executive application.



Executive Advisor
to Boards, CEOs and
Government Leaders



Developer of Proprietary
Leadership and Future
Readiness Frameworks



Research Contributor
in Strategic Foresight and
Organisational Preparedness

ABOUT INVICTUS LEADER

PREPARING ORGANISATIONS BEFORE CERTAINTY EXISTS.

Invictus Leader is a strategic foresight and leadership intelligence firm dedicated to helping organisations strengthen decision quality, organisational preparedness and future readiness.

**We believe organisations rarely fail
because they lack capable people.**

They fail because they recognise change too late.

Through executive advisory, proprietary diagnostics, capability development and leadership programmes, Invictus Leader helps organisations build the capacity to anticipate change, challenge assumptions and create competitive advantage before disruption becomes obvious.



OUR PURPOSE IS SIMPLE:

**Helping organisations
make better decisions
before certainty exists.**

PROFESSIONAL HIGHLIGHTS



38+
Years of international
leadership advisory
experience



54
Countries across Asia,
Europe, the Middle East
and Africa



15,000+
Organisations supported
across multiple industries

THE NEXT DECISION IS YOURS.

- Every significant organisational success begins with a decision.
- Not a decision made when certainty exists
- A decision made before everyone else recognises what is changing
- **The World's First Foresight Leadership™ Executive Masterclass** has been created for Boards, CEOs and senior executives who understand that sustainable competitive advantage comes from preparing before certainty exists
- Join a select group of leaders committed to strengthening their strategic thinking, improving decision quality and building organisational preparedness for an increasingly uncertain future.



CONTACT

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👤 Connect with Ravi VS on LinkedIn



World's First Foresight Leadership Masterclass



HRD CORP ACCREDITATION & RECOGNITION

HRD Corp Claimable in Full

Application Reference Number: 10001737625



- ✓ HRD Corp Registered Training Provider
- ✓ HRD Corp Claimable Course
- ✓ HRD Corp eTRiS / Approved Training Provider

We don't just
teach leadership.
We develop leaders
who see what
others miss.



BUILT FOR LEADERS WHO:



SEE BEYOND TODAY

Recognise emerging change before it becomes obvious



DECIDE UNDER UNCERTAINTY

Make better strategic decisions when the answers are not yet clear.



PREPARE BEFORE DISRUPTION

Build organisational readiness for what may come next.



WHAT YOU GET



STRATEGIC FORESIGHT

See change before it becomes obvious.



BETTER DECISIONS

Make confident decisions in uncertain times.



ORGANISATIONAL PREPAREDNESS

Strengthen readiness across your organisation.



LEADERSHIP IMPACT

Build capability that drives real impact.



COMPETITIVE ADVANTAGE

Sustainable advantage comes from being prepared early.



GLOBAL PERSPECTIVE

Insights from leaders and organisations worldwide.

“ Helping Boards and Executive Teams
Make Better Decisions Before Certainty Exists.