

NOMADIC LEADERSHIP JOURNEY EXPERIENCE™



Partnering with Leaders to align teams, shape culture, and navigate change so they lead with calm, clarity, and courage in uncertain times.

KEVIN COTTAM PCC, BSc

Professional Speaker | Executive Leadership
Coach | Author | Facilitator

The Only Global Voice of The Nomadic Mindset™



Move Minds. Move People. Move Futures.

THE WORLD IS MOVING ON

Is Your Leadership and Culture Moving With It?

The **world is shifting faster than leaders can process** markets, technology, expectations and human needs.

Leadership is no longer about managing stability.
It is **about navigating movement**.

A senior leader shared with us:

"I'm making decisions faster than I can think about them."

This is **not failure**.

This is the **reality of leadership today**.

- Uncertainty is constant, not temporary.
- Leaders face increasing speed, pressure and complexity.
- AI and technology are reshaping roles and decisions.
- Organisations are interconnected, yet silos still exist.
- Organisations are restructuring, merging and transforming faster than leaders and culture can align.

Performance pressure is rising while stress and fatigue are increasing.

The **real challenge** is not only the **external change**, it's whether **leadership teams** have the alignment, clarity, and courage to lead their organisations through this **change and uncertainty together**.

BEFORE WE BEGIN

- Are performance results matching the effort?
- Are your teams truly aligned?
- Are difficult conversations being avoided?
- Are you adapting to AI and change?
- Are your people energized or exhausted?

These are **not weaknesses**. They are **signals of transition**.

This is **not a capability gap**.

It is an **alignment and performance gap**.

This **journey turns pressure into possibility**, especially during periods of transformation, AI integration, restructuring and organisational change.



ARE YOUR LEADERS MOVING TOGETHER OR MOVING IN DIFFERENT DIRECTIONS?

Most organisations today are not struggling because of strategy. They **struggle** because **leaders, teams and culture** are moving at **different speeds, in different directions, during times of rapid change, AI transformation, restructuring and increasing pressure to perform.**

The **challenge** today is **not information.**

The **challenge** is **alignment, decision-making, culture and performance in motion.**

“

“We are migrating. Where we were, is not where we are. We are Evolving.”

Benson Muntere,
Maasai Warrior, Kenya

Organisations today are also **migrating** and **evolving**, just as the quote suggests. The **challenge** is **ensuring** that **leaders, teams, and culture evolve together**, not separately.

Alignment at the **leadership level influences** culture, decisions, collaboration, and performance across the organisation. Organisations are therefore **ecosystems**, where everything is **interconnected** and movement in one area affects the whole.



“

“Kevin brings clarity, calm and purpose to every room he enters. The depth of insight he offers is both refreshing and relevant. His unique lens, shaped by global research and lived experience, helps individuals and organisations align who they are with how they lead.”

Binu Balan,
B2B Matchmaker, Singapore

THE NOMADIC MINDSET ECOSYSTEM™

The **Nomadic Leadership Journey Experience™** sits within the broader **Nomadic Mindset Ecosystem™**. The **Ecosystem** is an **interconnected leadership system** designed to support **leadership development** and **organisational performance** before, during and after the journey.



“Working with Kevin Cottam is a game changer... He helps teams break out of rigid thinking and thrive in complexity.”

Ana Locatelli, Site Head,
AstraZenica, Singapore

WHAT IS THE NOMADIC MINDSET™

"The Movement of the Mind."

Batgerel Bat, Head of the Branding Council
of Mongolia

The Nomadic Mindset™ is the freedom to
move, internally and externally.

- It is **curiosity** and connection in action.
- It is the **courage** to expand perspective,
adapt and act with clarity.
- It is the **discipline** to keep learning and
exploring opportunities while conditions shift.



This Nomadic Leadership Journey Experience is drawn from and
based upon the my leadership book, *The Nomadic Mindset: Never
Settle...for Too Long*.



*"If you get the chance to work with Kevin, hear him speak
or read **The Nomadic Mindset**, take it. His wisdom will
open your mind, challenge your perspectives & help you
lead with greater clarity & confidence."*

Darren Loh, Author of Excel for HR, HR Professional,
Top 30 influencer in LinkedIn Malaysia



OUR APPROACH

It was **shaped on the ground**.

It began with **field research** across Mongolia, Kenya, Morocco and
Namibia, learning from **nomadic cultures** how they **adapt, move, decide
and survive in uncertainty**. Along with this, we had **deep conversations**
with over 100 leaders in different sectors and positions.

This led to a simple but powerful question:

We were looking at how can ancient wisdom and nature inform
contemporary leadership.

In dynamic polling a staggering **82%** of leaders in the room champion
The Nomadic Mindset™

It is a **living ecosystem** moving through seasons, cycles and change.

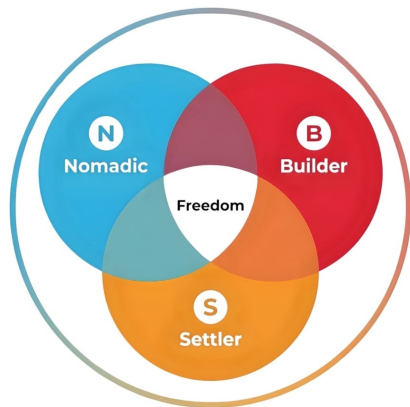
This is why our work focuses not only on **leadership development**, but on
leadership alignment, culture, communication and performance during
real **organisational transitions**.

THE NOMADIC LEADERSHIP COMPASS™

Our **core models and frameworks** together form **The Nomadic Leadership Compass™**, a **practical** leadership navigation system used to work through real leadership and organisational challenges.

The Compass includes:

- **Nomadic Leadership Orientations™** : Nomad · Builder · Settler
- **Nomadic Navigation Model™** : The 5D's: Direction · Departure · Discovery · Destination · Distillation
- **Nomadic Transition Framework™** : The 5E's: Explore · Expand · Emerge · Experience · Evolve
- **Nomadic TRUST Leadership Model™** : Transparency · Respect · Unity · Stillness · Tenacity
- **Nomadic Change Cycle™** : Disruption · Change · Acceptance · Adaptation



Nomadic Leadership Orientations™



Nomadic Transition Framework™

The **Compass** is used to **help** leaders and organisations **navigate** strategy execution, culture integration, leadership alignment, decision-making and performance during periods of uncertainty and change.

Leadership today is **not about** having all the answers.

It is **about knowing how** to orientate, navigate, transform, trust and adapt.



FOUR INTERCONNECTED DIMENSIONS

Self · Team · Organisation · Stakeholder

Through mapping and journeying these **four dimensions** we have found it restores what modern work often drains:

- Energy
- Presence
- Clarity
- Courage
- Culture
- Unity



Leadership becomes less about effort and more about **navigation, awareness, interconnection and flow.**

Performance improves when all four levels are aligned, not treated separately.

Many transformation projects fail not because of strategy, but *because organisations try to change structure and systems without aligning leaders, teams, culture and stakeholders together*



TRANSFORMATIONS WE SEE

- **Leadership teams aligned** around **vision, priorities and decision-making.**
- **Stronger cross-functional** collaboration and reduced silos.
- **Improved communication,** trust and difficult conversations being addressed.
- **Increased adaptability** and readiness for AI, change and organisational transition.
- **Stronger leadership performance,** ownership and execution across the organisation.

This is how organisations **rediscover common-unity.** A **community culture** that **moves together** and **performs together.**

WHY ORGANISATIONS SEEK US OUT

Organisations typically engage this journey when they are:

- **Going through** transformation, restructuring or mergers.
- **Experiencing leadership** misalignment or siloed teams.
- **Implementing** AI or digital transformation and managing the human side of change.
- **Wanting to strengthen** leadership culture, communication and collaboration.
- **Looking to improve** leadership performance, alignment and execution across the organisation.

WHO THIS IS FOR

- Senior leaders
- Middle managers
- High-potential leaders
- Cross-functional teams
- Organisations in transition

Especially organisations in transformation, growth, restructuring, AI integration or strategic change.

CONTENT WE EXPLORE

We focus on the leadership capabilities most needed today:

- Storytelling and Communication
- Leadership Mindset, Behaviour and Decision-Making
- Collaboration, Culture and Breaking Silos
- AI, Innovation and Leading Through Change
- Energy, Resilience and Sustainable Leadership Performance

This is **not content to consume**. It is **content to live**.

HOW WE WORK WITH CLIENTS

We work as **partners** during **real organisational challenges and transitions**, not as external trainers delivering generic content.

A **collaborative, bespoke partnership**. Intentional and practical.

○ Discovery

Executive interviews, shadowing, and data scans to surface root causes, not symptoms.

○ Co-Design

Align senior, middle, and emerging leaders around the same vision and movement.

○ Values & Purpose Creation

Helping leaders define or refresh organisational values, and purpose.

○ Nature as Differentiator

Nature walks and outdoor environments to quiet the noise and allow clarity and creativity to rise.

○ Storytelling & Communication

Leaders craft and carry stories as powerful messaging tools.

○ Coaching & Mentoring Culture

Building coaching and mentoring behaviours into daily leadership.

○ Sustainability

Systems and rituals that sustain transformation long after sessions end.

We work on **what is actually happening**, including the **conversations that are not being had**.



DELIVERY FORMAT AND GROUP SIZE

To ensure meaningful dialogue, reflection, and interaction, we typically work with group sizes that allow for participation, conversation, and psychological safety.

Recommended group size:

- 10 – 15 pax/group (if over 15 – 2 facilitators)
- Larger groups can be split into cohorts

Session format:

- Circle-based facilitation
- Dialogue, reflection and movement
- Minimal slides (if any) and circle seating set-up
- Real organisational topics and discussions
- Flip Charts

Location requirements:

- Quiet room with movable chairs
- No fixed boardroom tables
- Space for circle discussions and movement
- Access to outdoor or nature spaces (when possible)
- Windows and nature outside

Retreat sessions:

- Offsite locations recommended
- Nature-based environments preferred
- Allows deeper reflection, alignment and integration



The environment is important because culture, communication, and leadership behaviour change faster in the right space than in a traditional boardroom/classroom setting.

OUR METHODOLOGIES

A modern approach rooted in ancient wisdom, nature, story, and experiential movement.

We blend:

**Experiential
Learning**

**Creative
Exercises**

**Circle-based
Facilitation**

**Story and
Metaphor**

Embodied Practices
(Movement, Stillness, Breath)

**Nature-based
Learning**

Leaders do not just receive more information.
They **experience transformation**, one **movement** at a time.
Transformation lasts because it **becomes lived**.

THE OUTCOME

Organisations typically experience:



Clearer leadership alignment and faster decision-making.



Improved communication and collaboration across teams and functions.



Reduced friction, silos and political behaviour.



Increased ownership, accountability and execution.



Stronger organisational adaptability and sustained performance.



Elevated confidence, courage and calm under pressure.

The **result** is **sustained performance**. Not temporary change.



"I look for what doesn't fit in the picture."

George, Safari Guide, Namibia

INVITATION

The terrain has changed.

The old maps no longer fit.

Your **leaders** must explore, expand, emerge, experience and evolve.

Your **culture** must reconnect, realign and re-energise.

Your **organisation** must move together toward a shared North Star.

In an **interconnected world**, **leadership is no longer about control.**

It is **about** *awareness, alignment, movement and performance together.*

If your leaders and teams are **ready for clarity, connection, and true transformation...**

Let's Go Nomading Together.



INVESTMENT AND STRUCTURE

Because the Nomadic Leadership Journey Experience is a bespoke, collaborative, and adaptive journey, the exact investment will depend on:

- Number of leaders involved
- Number of facilitation sessions
- Coaching requirements
- Guest speakers
- Retreat requirements
- Sustainability components (Nomadic Weekly Bites, virtual sessions etc.)

We typically structure our engagements across five components:

- Project Fee
- Establishment Fee (organisational research)
- Facilitation and Delivery
- Coaching and Sustainability
- Retreat / Integration (optional)

We would be happy to develop a detailed proposal and investment structure once we confirm the scope, number of participants and delivery structure with you.



“Be prepared for a perspective that is both simple and profound, you’ll leave saying, ‘I want that in MY life!’”

- **Kathy Harman**, MCC, CCM



RAVE REVIEWS



"Kevin's nomading journey has got me to do a lot of deep reflection. His program helped me to deeply process internally who I am as a leader. Thanks Kevin for all the sharings in this very insightful approach."

Nichola Scully,

Site Engineering Lead, Novartis, Singapore.



"Kevin is sincere, stimulating, and inspirational in his engagement and actions with his audience, a true authentic person, who uses his unique nomadic experience to help his clients transition to develop new thoughts, solutions and a nomadic mindset."

Robin Lokerman,

Group President, MCI Group



"Kevin embodies the epitome of empathy, kindness, and unrivaled work ethic, elevating every interaction and learning opportunity. His captivating presence as a speaker spoke for itself. His wisdom, authenticity, and heartfelt delivery left an indelible impression on his audience."

Renu Kapanathy,

Vice President, Sustainability Lead for OCBC Group



"I was amazed how Kevin connected our learning expectations of the big corporate world to the essence of nature and the fundamentals of leadership described in his book. He made us feel at ease from day 1 and guided us through an amazing journey of self / team discovery surrounded by nature and the principles of nomadic mindset."

Kevin is a rare leadership coach who fuses ancient nomadic wisdom with modern insight to unlock meaningful mindset shifts."

Manuel Ungerer,

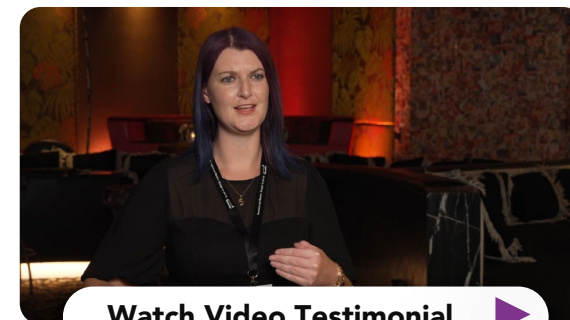
Senior Director of Engineering at AstraZeneca, Singapore



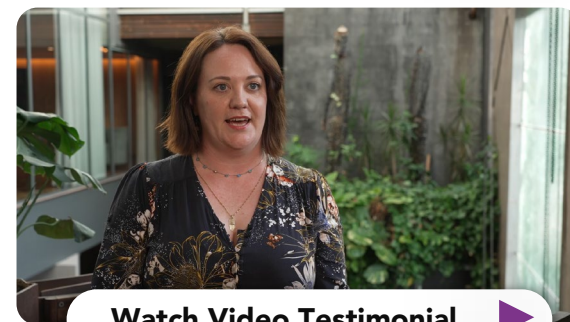
"Working with Kevin Cottam is a game changer. His nomadic mindset approach brings fresh, essential perspectives to leadership, collaboration, and adaptability. He helps teams break out of rigid thinking and embrace curiosity, fluidity, and cultural intelligence. If your team or organization is ready to shift its mindset and thrive in complexity, Kevin is the guide you're looking for."

Ana Locatelli,

Site Head, AstraZeneca, Singapore



Watch Video Testimonial



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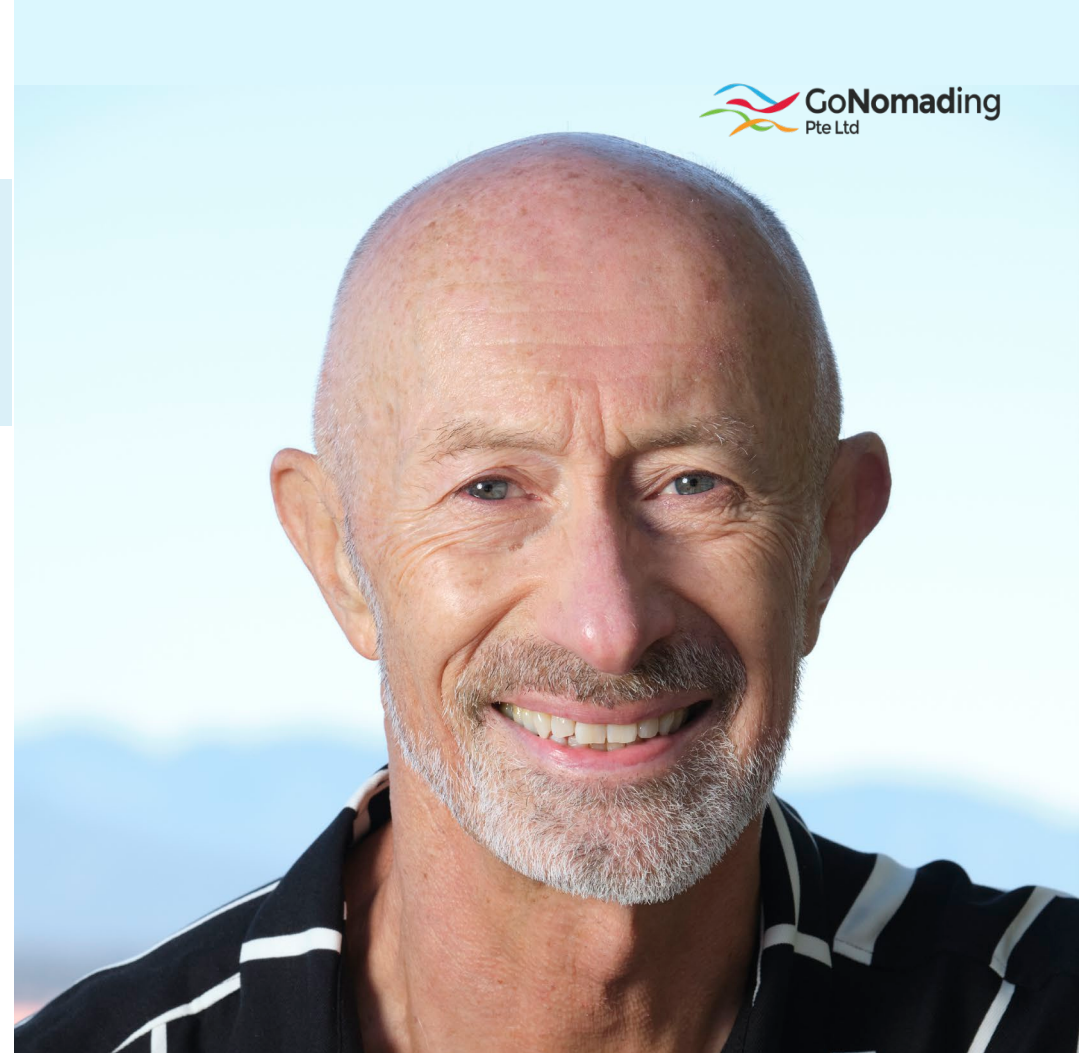
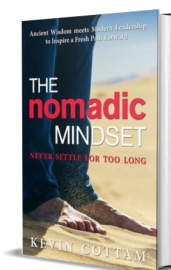
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For over four decades, Kevin Cottam has walked the roads less travelled from coaching World and Olympic figure skating champions to directing the 1988 Olympic Closing Ceremonies, orchestrating productions across four continents, and conducting nomadic research in Mongolia, Kenya, Morocco, and Namibia.

Author of *The Nomadic Mindset: Never Settle...for Too Long*, Kevin has also spent over 20 years coaching leaders within the European Union Institutions and Agencies. Today he works globally as a speaker, facilitator, and coach with organisations including Novartis, Haribo, OCBC, IPOS, and Club Med through the **Nomadic Leadership Journey Experience** and the **Nomadic Leadership Compass** (five integrated leadership frameworks).

Kevin helps leaders and organizations navigate uncertainty, build unity, and lead through interconnection, courage, and the Nomadic Mindset, inspiring them to courageously transform by owning their mission, vision, and leadership journey.

Move minds. Move people. Move futures.



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BOOK AN APPOINTMENT

