

Ade McCormack

Founder, Intelligent Leadership Hub

The Intelligent Organisation How to design organisations that can sense, decide and act in real time: Why traditional organisational models are failing The shift from hierarchy to distributed intelligence Designing for speed, adaptability and resilience.

Leading in an Unknowable World Why leadership must evolve beyond control and certainty: Decision-making under ambiguity Leadership as an organisational 'nervous system', not an individual capability Creating organisations that don't rely on heroic leaders.

Rethinking Organisational Design for Disruption Why structure, not strategy, is now the limiting factor: The hidden constraints inside traditional organisations Moving from static structures to dynamic systems Aligning people, technology and decision-making Rethinking governance.

AI, Cognition and the Future of the Organisation How human and machine intelligence combine to create competitive advantage: AI as part of the organisational 'nervous system' Augmenting decision-making at scale – the player closest to the ball... Avoiding the trap of digital transformation as the solution to increasing disruption.

Audience Takeaways Audiences leave with:

- A clear understanding of why their current organisational model is under pressure
- A new mental model: the organisation as a living, intelligent system
- Practical insights into how to improve sensing, decision-making and execution
- A clearer view of how to translate these insights into improved organisational performance.

His sessions are particularly effective with senior leadership audiences where there is a need to rethink how the organisation operates in response to increasing complexity. Ideal Audience

Public and private events that include:

- CEOs and executive teams
- CHROs / People leaders
- CIOs / Digital and AI leaders
- Public sector leadership teams.

Through his extensive work with FT Live and major brands, Ade also has extensive experience as:

- A conference chair
- Panel moderator
- Private event facilitator, host and speaker.

Ade is often engaged to provide a contrasting perspective at events—bringing strategic clarity and a results-oriented lens that challenges and elevates the core operational agenda. Tone / Style

- Strategic and thought-provoking

- Outcome-focused and commercially grounded
- Engaging and entertaining
- Human-centric and inspiring
- Grounded in real-world experience
- Clear, structured, and commercially relevant
- Challenges assumptions while remaining practical.