OUR SIGNATURE PROGRAMME

The Thinking **Advantage**

As AI transforms how we work, the quality of human thinking matters more than ever. This unique, interactive two-day workshop supports leaders to stay composed under pressure, look further ahead and think critically when it matters most.

★★★★★
4.8/5
Average leader rating

100%
of participants found it highly relevant to their everyday work

2 interactive days · 3 connected stages · Tailored to your organisation · Also runs as shorter modules

WHY IT MATTERS

No longer a nice-to-have. **A strategic necessity.**

Today's world demands skills and capabilities beyond those that drove yesterday's success. Change is faster, the answers are less clear, and decisions with real strategic weight now land on leaders at every level, not just at the top.

No. 1
The skill to prioritise
Critical thinking is the top skill organisations plan to prioritise over the next five years, across every industry group.

SHRM, 2026 (4,600+ organisations)

56%
The AI shortcut
of workers say they've made mistakes at work because of AI output they didn't check. And the more people trust AI, the less critical thinking they apply to it.

KPMG & University of Melbourne, 2025 (48,000+ people); Microsoft & Carnegie Mellon, 2025

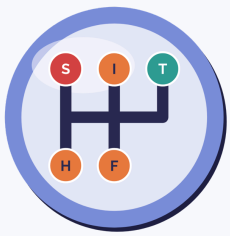
80%+
Use it or lose it
In early MIT research, people writing with ChatGPT showed the weakest brain engagement, and over 80% struggled to quote the essay they had just written. The researchers call it "cognitive debt".

MIT Media Lab, 2025 (early-stage study)

OUR PROPRIETARY FRAMEWORK

SHIFT™ for clearer thinking **under pressure.**

A core framework in The Thinking Advantage, SHIFT™ helps leaders switch from autopilot to manual when the stakes are high, and make better decisions.



- **S** **STOP** · Shift into manual
- **H** **HONE** · Focus the question
- **I** **INTERROGATE** · Challenge the logic
- **F** **FIND** · Explore alternatives
- **T** **TAKE FORWARD** · Commit to action

> *The biggest impact of using SHIFT came from deliberately slowing the group's rush towards solutions. Even the more established voices in the room found themselves being questioned, and they stayed open to it because the process itself legitimised challenge.*
>
> ALAN MOSES, PARTICIPANT, ENGLAND RUGBY

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01 · THE FOUNDATION

Managing mindset

Techniques from elite sport that help leaders manage their inner world and create the headspace to think clearly. Everything else builds on this.

WHAT WE COVER

- Recognising your own stress signals and triggers
- How pressure hijacks thinking, and how to catch it in the moment
- Composure and breathing techniques used by elite athletes
- Reframing and reset routines before high-stakes moments

OUTCOMES

Composure when it counts
Fewer knee-jerk reactions and escalations, and steadier decisions in high-stakes moments.

A pause between react and respond
Leaders learn to notice when pressure is taking over and choose how they respond, even when the situation itself is out of their control.

Performance that holds up
Practical routines leaders keep using, so they stay effective through sustained pressure and change.

02 · EXPANDING FOCUS

Strategic foresight

Leaders step back from the day to day to see what is coming down the track, and what it means for their organisation and their teams.

WHAT WE COVER

- Situational diagnosis and the trends that matter
- Gap analysis: where you are now and where you need to be
- From strategy to action: translating strategy into clear departmental priorities
- Buy-in and keeping it alive: communicating strategy and tracking progress

OUTCOMES

Ready for what's coming
Leaders understand the trends shaping their industry now, and what they mean for its future.

An honest view of readiness
A clear picture of how well equipped the organisation is to thrive, and where the gaps are.

Action within their reach
Leaders focus on what they can control or influence in their own teams and departments to help the business thrive.

03 · COGNITIVE DISCIPLINE

Critical thinking

How the brain takes shortcuts under pressure, and how to catch them before they lead to poor decisions, using SHIFT™ and other practical tools.

WHAT WE COVER

- Thinking traps and cognitive bias
- Deciding under pressure, with SHIFT™ and other decision tools
- Challenging AI, and leading a team that uses it well
- Innovation: turning creative ideas into measurable business solutions

OUTCOMES

A framework for when it matters
Leaders learn to apply SHIFT™, a practical critical thinking framework, when the stakes are high, testing assumptions and spotting bias to reduce the risk of costly mistakes.

Confident, critical use of AI
Leaders question AI outputs rather than simply accept them, and agree clear ground rules with their teams.

The right speed of decision
Knowing when to move fast and when to slow down, so teams aren't left waiting or rushed into the wrong call.

> **"I rarely give a ten but felt this was well deserved… Excellent facilitators, great rapport, good energy, genuinely engaging content."**
>
> PARTICIPANT, MAJOR UK TELECOMS COMPANY

A proven format, **shaped around your organisation.**

The Thinking Advantage has been refined with leaders across many organisations, and we know the core format works. Before every programme, we also take time to understand your world, so we can adapt the finer detail to what your leaders need most.

Talk to Sarah Partridge
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MAKE IT STICK Many organisations build The Thinking Advantage into a wider journey.

1:1 coaching
Each leader applies the learning to their own real challenges.

Team coaching
Teams embed new thinking habits in how they work together.

Action learning
Facilitated sets tackling live business problems with SHIFT™.

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