

Nex Day Decision Brief

What it is

Nex Day is a **one-day leadership lab for senior executives**.

In one intensive day, you redesign how **decisions, authority, and accountability** work in your organisation and leave with a **90-day rollout plan** you can implement immediately.

Speakers are senior leaders who have redesigned leadership systems in complex organisations such as **BMW, LEGO, ABN AMRO, Bosch, and Roche**.

Why it's worth your time

You already see the patterns:

- Decisions still escalate to you or your top team.
- Ownership is blurred; important work quietly drifts back upwards.
- Coordination, meetings and approvals consume disproportionate time.
- Change depends on someone's heroic effort instead of a reliable system.

These are **system design issues**, not "wrong people". Nex Day is built to address them at the operating-model level, not with another "mindset" session.

What you walk away with

By the end of the day, you will have **nine practical tools you can use the following week**:

- **Purpose-Driven Decision Filter** – when teams can decide without asking, and when escalation is required.
- **Roles & Accountabilities Canvas** – who owns what, what they decide, and what "good enough" looks like.
- **Leadership Intervention Boundaries** – when you step in, when you stay close, and when you stay out.
- **Decision Rights Map** – which recurring decisions live where, so ownership isn't renegotiated every time.
- **Escalation Ruleset** – clear limits and triggers so escalation becomes the exception, not the default.
- **From Leadership Assumptions to Operating Principles** – turning hidden beliefs into explicit rules for work.
- **Safe-to-Challenge Ruleset** – how to raise concerns early without slowing execution or creating drama.
- **Collaboration Ritual Canvas** – meetings and rituals that reliably produce decisions, not status updates.
- **Leadership Load Map** – what you will stop doing, redesign into the system, and keep on your plate.

You're not taking photos of slides – you're sketching how these tools look **in your own structure, roles and decision flows**.

A focused 90-day leadership experiment

In the closing lab you choose **one bottleneck and one tool** to start with and leave with a 90-day plan: what you'll start and stop doing, where you'll test it, and which signals you'll track.

You go home with **decisions and experiments**, not a slide deck of ideas.

Expected business impact (90-day view and beyond)

For a ~100-person organisation, applying even a subset of these tools typically leads to:

- **More execution, less escalation** – managers and teams can decide and move faster.
- **Fewer delays and less rework** – clearer ownership and decision rules.

- **Higher engagement and retention** – people know what they own and how to succeed.
- **Better strategic focus** – less energy spent on work that doesn't move outcomes.
- **5–10 hours per week of senior leader time freed** from approvals and firefighting.

Order-of-magnitude, this is worth **~€400k/year** in avoided waste and improved performance for a 100-person company. The ticket price is a rounding error compared to that upside.

How the day runs

- **Format:** One-day, single-track lab (no expo, no parallel tracks).
- **Flow:** Short practitioner talks → tool walkthrough → work session applying it to your organisation.
- **Finish:** You leave with a **concrete 90-day plan** for where and how to test your redesigned leadership system.

This is designed for **leaders who prefer experiments over lengthy change programmes**.

Who should be in the room

Nex Day delivers the best results when **at least three members of the leadership team** attend.

Redesigning a leadership system is hard to drive alone – it's much easier to implement when several key leaders share the same language, tools, and decisions from day one.

- That's why several Estonian organisations are coming with larger groups – for example, **Verston, Telia, Nortal, LHV and If P&C Insurance** are each sending 5–10 leaders.

You can attend alone, but if you want the 90-day experiment to turn into real change, we recommend joining **with at least 2–3 other members of your leadership team** (e.g., COO, CHRO, business unit heads, transformation lead).

Investment & logistics

- **Date:** 12 March 2026
- **Location:** T1 Venue, Tallinn, Estonia
- **Tickets:**
 - Core Access – **€690 + VAT**
 - VIP Experience – **€890 + VAT**
 - Discounts available for **teams of 3+**
 - **3–5 seats** → **15% discount**
 - **6–9 seats** → **25% discount**
 - **10+ seats** → **35% discount**
- **Flexibility:** Attendee names can be added or changed later.

This is a **small, finite spend** aimed at resolving a structural issue that currently consumes significant time, energy, and opportunity.

Your decision

If you answer **yes** to any of these:

- “We rely too much on individual leaders to hold the system together.”
- “Too many decisions still land on my desk.”
- “We need a cleaner operating model for the next stage of growth.”

...then Nex Day is a **low-risk, high-clarity way** to design and test a better leadership system over the next 90 days.