



STRATA

Decision-making under pressure, and the structure beneath every good decision.

Your leaders make hundreds of decisions a day. How many are made under pressure?

Under stress, the brain defaults to instinct. Instinct is fast, but it isn't always right. Strata gives senior leaders the structure to respond rather than react when it matters most.

THE PROBLEM

The brain that decides in a calm boardroom is not the brain that decides when a crisis lands on the front page, a major contract is at risk or the pressure is genuinely on. Cortisol and adrenaline narrow thinking, speed up judgement and suppress the rational processing good decisions need. Most leadership development ignores that biology, and most leaders discover it the hard way. Strata makes sure they don't have to.

THE DAY

A full-day immersive workshop for 8–12 senior leaders, combining neuroscience, a structured decision framework and a live stress exposure that makes the science real.

- **Morning: the science of pressure.** What stress physically does to the brain and body, and why even experienced leaders are vulnerable.
- **Morning: the decision framework.** Five stages, adapted from the model the emergency services use to command their most critical operations, anchored in purpose, values and risk appetite.
- **Midday: the pressure test.** A short, controlled exercise triggers a real stress response, followed straight away by a decision scenario. Pulse and cognitive scores taken before and after show leaders how their own thinking changes, and how structure counters it. Every leader completes a short health screen first, and taking part is always optional.
- **Afternoon: application.** Small-group work on real challenges from participants' own organisations. Everyone leaves with a personal decision protocol, not just a concept.

THE DECISION FRAMEWORK

01	02	03	04	05
Sense-making	Risk & opportunity	Authority & boundaries	Options & contingencies	Action & review
<i>What is really happening?</i>	<i>What is at stake?</i>	<i>Who decides what?</i>	<i>What are the choices?</i>	<i>Execute and learn</i>

Foundation: Purpose & values · Risk appetite · Organisational context

YOUR FACILITATOR

Rob Murray spent 20 years in policing, 17 of them in leadership roles. Later in his career, as a Silver and Bronze Commander, he commanded 4,500 officers for a US Presidential state visit. He worked on state visits for three US Presidents, royal events, one of the country's largest sporting occasions, the 2011 riots and the response to a national emergency. He has made high-stakes decisions under real pressure, not simulated pressure, and coached hundreds of leaders to do the same. He went on to lead national graduate leadership programmes before founding New Pangea.

Few people have made life-and-death decisions and studied what that does to the brain. Rob has done both, and that combination sits at the heart of Strata.

MSc Neuroscience candidate

BSc Zoology (Hons)

Silver & Bronze Commander

Senior Police Leader

INVESTMENT FROM £800 PER DELEGATE

Cohorts of 8–12 senior leaders · at your premises or an external venue · options with 1:1s and a follow-up session

To discuss Strata for your leadership team: robmurray@newpangea.co.uk | newpangea.co.uk