

between systems and humans. Project managers need to deal with that complex world. Complexity shows itself in glimpses, vague patterns that might become visible. We need project managers that are able to *laissez-faire*, to let those patterns arise so as to be able to act upon them. In Management Drives terminology these are the Green, Purple with Orange/Red profiles. I admit a rare species in project-management land, but then again a lot may change when project managers become more aware of true complexity and adapt their toolkit to deal with it. Writing a complexity preamble, discussing uncertainty (managing uncertainty is another topic) with the project-owner, adjusting the proposed project team towards greater diversity, assessing that team to improve team conversations, steering more loosely on frameworks (Letiche & Lissack, 2011), leading the group through a series of group decisions. These are all (continuous) interventions and quite courageous deeds of leadership in complex situations.

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