



Management And Leadership

Adaptive Leadership - Tools and Tactics

Course Introduction

In a traditional business or organization, it is common that actions and directions come from the top down. However, today business world is fast-changing that a new trend of leadership emerged in the study of Dr. Ron Heifetz and Marty Linsky at Harvard University – specifically present in open organizations. Adaptability is one of the key principles in the running an open organization. This kind of organization maintains its flexibility amidst the rapid environmental changes and conditions brought by implementing systems for monitoring and responding to feedback loops while addressing complex issues.

This training program is designed to provide participants with the relevant concepts, tools and strategies of adaptive leadership.

This program will allow participants to understand the competencies required to make an organization thrive in a changing world. Participants will be able to strengthen their practice of adaptive leadership regardless of the roles they play in the organizations.

Target Audience

Mid-to-senior level managers, team leaders, and executives who need to develop the ability to lead in complex, unpredictable environments and manage change effectively while remaining flexible in their leadership approach.

Learning Objectives

By the end of this training course, participants will be able to:

- Gain a comprehensive understanding of adaptive leadership and the competencies required to effectively carry out the role in an organization.
- Create an adaptive culture by mobilizing and utilizing the system.
- Know the implications of the status quo on their organizations and be able to assess and diagnose the system of the organization.
- Identify technical difficulties from adaptive challenges and learn how to observe, interpret and intervene to these challenges.
- Apply strategies in order to identify the emotional elements necessary to lead an adaptive change.

Course Outline

• 01 Day One

Purpose and Possibility

- The illusion of the broken system
- Distinguishing technical problems from adaptive challenges
- Distinguishing leadership from authority
- Living the disequilibrium, observing, interpreting, and intervening
- Experimenting and taking smart risks smartly
- Engaging above and below the neck and connecting to purpose
- Living life as a leadership laboratory
- Resisting the leap to action and discovering the joy of making hard choices

• 02 Day Two

Diagnosing the System

- The elegance and tenacity of the status quo
- Diagnosing the system and discovering structural implications
- Determining the technical and adaptive elements
- Identifying the four adaptive challenge archetypes

- Recognizing the political landscape and uncovering values that drive behavior
- Sharing responsibility for the organization's future
- Valuing independent judgment and building leadership capacity
- Institutionalizing reflection and continuous learning

• 03 Day Three

Mobilizing the System

- Reframing the group's default interpretations
- Generating a diversity of interpretations
- Designing effective interventions
- Keeping work at the center of people's attention
- Managing authority figures
- Protecting and engaging the voices of dissent
- Creating a holding environment
- Nurturing shared responsibility for the organization
- Developing leadership capacity
- Institutionalizing reflection and continuous learning

• 04 Day Four

Seeing Yourself as a System

- Identifying your loyalties
- Knowing your tuning
- Broadening your bandwidth
- Understanding your roles
- Identifying your scope of authority
- Articulating and prioritizing your purposes
- The story you tell yourself

• 05 Day Five

Deploying Yourself

- Staying connected to your purposes
- Integrating your ambitions and purposes
- Engaging courageously
- Inspiring people
- Being with your audience
- Speaking from the heart
- Running experiments
- Growing your personal support network
- Creating a personal holding environment

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 16, 2025	June 20, 2025	5 days	4250.00 \$	UAE - Dubai
July 7, 2025	July 11, 2025	5 days	4250.00 \$	UAE - Dubai
Dec. 1, 2025	Dec. 5, 2025	5 days	4250.00 \$	UAE - Abu Dhabi