

Adaptive Leaders Experience



Read the situation and solve complex challenges with Adaptive Leadership

One of the biggest mistakes leaders make is trying to address complex challenges with a Technical rather than an Adaptive approach, wasting both time and effort. In this 3.5 hour on-demand workshop with AI-powered, digital workouts to embed concept into action, leaders will learn the skills to quickly read a situation and address challenges with the most strategic solution fit for their challenges.

Adaptive Leadership

Adaptive Leadership equips people to excel in situations where no known solutions exist, experimentation and a learning mindset are required, and where solutions demand innovation. Adaptive Leaders thrive in complex and chaotic situations, embrace new challenges, stay resilient in times of change, and consistently deliver while safeguarding their wellbeing.

What the experience provides:

This experience focuses on real-time challenges. The time investment is minimal and focused on elevating the response to challenges and opportunities your leaders face today and in the future. Your people will learn to:



Distinguish between technical and adaptive challenges and analyze how this is experienced in the modern workplace.



Understand the essential skills and mindsets required to navigate both types of challenges effectively.



Gain practical strategies and proven techniques for leading through adaptive change.



Apply a vertical development framework to bridge the gap between knowing and doing, turning leadership theory into practice.



Create a personalized, contextual action plan to accelerate development as an adaptive leader.

At a glance



AUDIENCE

Leaders at all levels wanting to build their adaptability in complex and changing environments.



COMMITMENT

- 3.5-hour virtual workshop
- 2x 15-minute self-paced, digital workouts
- Peer coaching and on-the-job actions

ACTION ORIENTED DEVELOPMENT

The average leader spends over 2,000 hours a year engaged in on-the-job experiences, yet only 40 hours on formal development. Since 70% of the reinforcement needed to change behavior happens in the flow of work, development must be integrated into the daily experience, not isolated in a classroom.

Adeption's Be Conscious, Be Curious, Be Better (B3) methodology is a powerful action learning framework that makes this happen. It empowers leaders to turn daily challenges into practical development, building agility and driving success by embedding learning directly into their roles.



The experience

ADEPTION™



WELCOME WORKOUT 15 MIN.

Hear from Carl, CEO of Adeption on applying Adaptive leadership to challenges.

To prepare, leaders will:

- Consider their existing context and challenges, sharing input to inform the workshop.
- Make connections between their situation and the Adaptive Leadership framework.
- Select/watch videos from other leaders on common pitfalls, reading situations, and tips for application.



ADAPTIVE LEADERSHIP WORKSHOP 3.5 HR.

In this highly interactive workshop, facilitated by Adeption, leaders will:

- Understand what goes into diagnosing a challenge and how best to approach it.
- Dig into the key challenges surfaced in the welcome workout with their cohort.
- Share wisdom with small group coaching to get feedback and new perspectives from peers on their approach.
- Increase their Adaptive Leadership skills through facilitated breakout discussion + activities.



COMPANION WORKOUT 15 MIN.

To embed learning, leaders will:

- Identify and commit to an action / short experiment they'd like to try to apply this learning.
- Return later to reflect on the action and share insights.
- Explore application resources, including scenario navigation, stories, and experiment ideas / results from other peers (can be customized).

A smarter path to leadership

With leaders averaging just 24 minutes a week for formal learning, development must be efficient and impactful. This experience is designed for the reality of today's busy professional: succinct, focused, and personalized. We replace lengthy courses with bite-sized learning proven by research to increase engagement by 54% and retention by 80%.

Powering this personalized learning is our AI Leadership Coach. Trained exclusively on the experiences and insights of your own organization's leaders, it delivers uniquely relevant and personalized advice for real-world challenges. This creates a powerful form of social learning, unlocking the collective wisdom within your company whenever it's needed.



Connect with us to learn more about developing more adaptive leaders in your organization.

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