



Adaptive Leaders Deep Dive Experience



Lead through complexity and thrive in disruption with Adaptive Leadership.

In the modern workplace, disruption is not just a norm but a powerful catalyst for leadership growth. Leaders frequently encounter complex adaptive challenges that lack pre-defined solutions. Unlike straightforward technical problems, solvable with existing expertise or best practices, modern challenges are often ambiguous, involve numerous stakeholders, and have unpredictable outcomes. A common mistake leaders make is addressing complex challenges with a technical rather than an adaptive approach, applying an unsuitable leadership style. This often leads to unsuccessful change and transformation initiatives. Adaptive leadership empowers individuals to step outside their comfort zones, broaden their leadership mindset, and navigate uncertainty more effectively.

What the experience provides:

This immersive experience is tailored to your organization's unique needs, blending expert facilitation, online coaching, and cutting-edge AI-powered tools. We put your leaders' most pressing challenges at the core of the learning, focusing on these key development areas:



Master the framework: Participants will learn to distinguish between technical and adaptive challenges and gain the essential skills to navigate both effectively.



Lead with purpose: Develop a deep understanding of their own leadership style to stay grounded and focused, even in the midst of uncertainty.



Maximize impact: Gain strategic perspective by adopting a 'balcony view' identifying where and how they can provide the most value.



Lead into tomorrow: Cultivate positive habits of mind to stay resilient and effective while leading through demanding situations.

60.2% of leaders are not adaptively approaching their challenges

Analysis of 1532 leader responses on the Adeption platform

At a glance



AUDIENCE

For organizations seeking to equip their leaders with the skills to excel through complex challenges and drive successful transformation.



COMMITMENT

- 5 virtual workshops (9 hrs total)
- 9x self-paced digital workouts
- Leadership Mindset Indicator assessment + digital debrief
- Peer coaching and on-the-job actions
- Access to challenge wikis
- Optional peer connect sessions

ACTION ORIENTED DEVELOPMENT

Leaders spend over 2,000 hours a year on the job but only 40 hours in formal development. Since 70% of behavioral change happens in the flow of work, we must integrate learning directly into their daily experience. Our Be Conscious, Be Curious, Be Better® action-learning framework empowers leaders to turn real-world challenges into practical development opportunities, building agility and driving success.

The Participant Experience – How Does It Work?

Prepare	Leading Today	Purpose	Impact	Adaptive Tomorrow
				
MEET + GREET Workout	LEADING TODAY Workout	PURPOSE Workout	MAKING IMPACT Workout	ADAPTIVE TOMORROW Workout
MEET + GREET WORKSHOP Virtual (120 mins)	LEADING TODAY WORKSHOP Virtual (120 mins)	CHALLENGE WORKSHOP Virtual (90 mins)	CHALLENGE WORKSHOP Virtual (90 mins)	ADAPTIVE TOMORROW WORKSHOP Virtual (120 mins)
 LEADERSHIP MINDSET INDICATOR Assessment	SET YOUR ACTION Companion Workout	SET YOUR ACTION Companion Workout	SET YOUR ACTION Companion Workout	SET YOUR ACTION Companion Workout
 CHALLENGE WIKIS Digital Access	PEER CONNECT (optional)	PEER CONNECT (optional)	PEER CONNECT (optional)	PEER CONNECT (optional)

Mindset matters

Mindset is at the heart of the Adaptive Leaders experience. Different situations require different approaches to influence, communication, and collaboration. Leaders with a broader range of mindsets are more agile in understanding, empathizing with, and skillfully responding to diverse perspectives and challenges. We focus on this as progressing to more complex stages of mindset has a significant impact on a leader's ability to navigate both technical and adaptive challenges effectively.

51.4% of participants had unlocked a more complex mindset post-program

[Adeption Insights Series](#)



Create a culture of development

The Adaptive Leaders experience is just the beginning. Foster a culture of continuous learning by providing participants with ongoing development opportunities. They can stay connected as alumni and mentor future cohorts while accessing resources like:

- Bite-sized add-ons: Topical, on-demand workouts on Adeption's AI-powered platform.
- On-demand coaching: Access to digital coaching conversations whenever they need it.
- Snackable sessions: Topical 90-minute workshops for groups or teams.



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

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