

ADEPTION™

Vertical Team Development Experience



Empower your team for today's challenges and tomorrow's opportunities.

Teams drive our business.

Teams also drive our personal performance and growth. Strong teams therefore drive a thriving business and allow us to do our best work. As our work and world gets increasingly complex our teams are more important than ever.

It's why we are excited to bring you this revolutionary approach to supporting your team's performance and the growth and development of every individual in our team.

Three months support to transform your team

This experience helps your team with your challenges. The time investment is minimal and focused on doing the work that you need to do. Team and individual development is an outcome not the core work.

Your teams 3 month process includes:



Evaluation and analysis

Individual assessment and group debrief



AI powered platform

Digital debrief, reflection and insight gathering



Live workshops

Making sense of the VMI, challenges your team is facing and how to make progress with them



Support

Optional support from Adeption coaches and additional digital workouts.

At a Glance



AUDIENCE

Anyone who collaborates with a team and leads through complexity



COMMITMENT

10–20 minute assessment
2x 20 minute digital workouts
1.5 hours group debrief
4 hours workshops

WHAT MAKES THE VMI UNIQUE

Leveraging the power of AI and rigorous research, the VMI offers a fresh perspective on leadership development and lends itself to the fast-paced schedules of today's leaders, while providing an **actionable** path for growth and impact. The Unpack Your Results digital debrief also makes it highly **scalable** for teams and organizations.

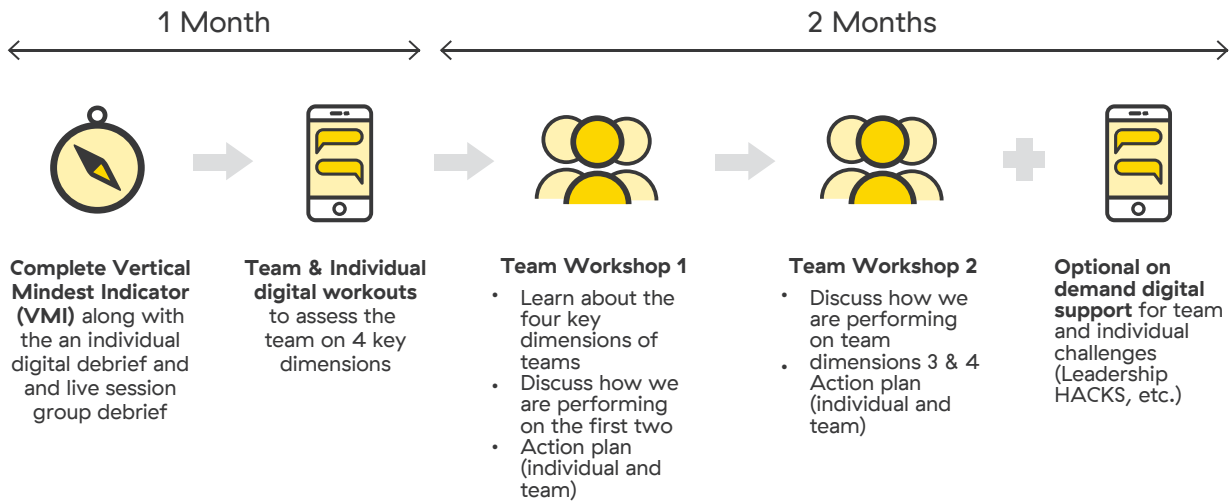
Upon going through the VMI assessment and workout, leaders can immediately reflect on their results, apply learnings, and grow a more adaptive mindset.







RESEARCH BACKING



The VMI assessment is based on the well-respected **Washington University Sentence Stem Completion test (WUSSC)**, research done with Harvard University, and 10,000+ assessments from leaders across nationalities and industries.

The VMI builds on the work of Susanne Cook-Greuter, a world authority on leadership maturity. Her leader maturity profile (MAP) has been validated across many cultures and populations. Since 1980, she has analyzed more than 11,000 MAP tests in more than 200 different academic and business contexts.

The Participant Experience – How Does It Work?



Topic	What's Involved	Time Commitment
<p>Complete VMI</p> 	<p>Individual and team assessment in the Adeption platform. <i>Click the image for an example.</i></p> 	<p>15 mins to complete the workout.</p>
<p>VMI Digital and Group Debrief</p> 	<p>Your individual VMI report is scored within 24hrs and released to you with a link to complete a digital debrief. The debriefs help you make sense of your individual report and provides insight into how you and your team function together. <i>Click the image for an example.</i></p> 	<p>20 mins to complete the individual debrief workout on the platform and 90 min for the virtual live group debrief. Our coaches are on hand to provide feedback and answer questions during the virtual call and via the Adeption.io platform.</p>
<p>Team Workshop 1</p> 	<p>Your team comes together to unpack what your individual and team assessments mean in the context of the core challenges your team face. Based on this diagnosis the facilitators share strategies and inspiration for ways your team can improve.</p>	<p>2 hr virtual, interactive workshop for the team. Includes breakouts and interactive design canvases to support collaboration.</p>
<p>Experiment Workout</p> 	<p>Following your workshop this quick digital workout captures your inspiration and guides you towards an on-the-job experiment (both as individuals and as team collectives). The platform and our coaches then help keep you accountable to complete and reflect on the results of these experiments.</p>	<p>20 min digital workout with one month to complete and then reflect on the experiment.</p>

Topic	What's Involved	Time Commitment
<p>Team Workshop 2</p> 	<p>Workshop two brings together your individual reflections on the experiments where our facilitators guide you to make sense of the learning and create insights and guidelines for your team moving forward.</p> <p>Next iterations are planned and progress and learning is shared</p>	<p>2 hour live virtual and highly interactive workshop with whole team sessions, breakouts and interactive design canvases to support collaboration.</p>
<p>Optional - Ongoing</p> 	<p>Access a selection of prebuilt digital Adeption workouts to support with challenges your team may be facing. These are optional and come with ongoing support from your facilitators and coaches.</p>	<p>A series of 15 min workouts to support team and individual leadership challenges.</p>

Overview of the Adeption Team

Nick, Carl and Jan supported by key members of your team will guide you through the experience. They facilitate the live workshops and are on hand digitally to answer questions and provide help and feedback via the Adeption.io platform.



Carl Sanders-Edwards

Carl has over 18 years experience helping people and workplaces be better with global organizations and startups. Carl holds an MBA from Babson College, Boston, where he was Platinum-Triangle Fulbright Scholar in Entrepreneurship, and graduated top of his class.



Nick Petrie

Nick is a world-renowned author and vertical development thought-leader who has a passion to help organizations become more adaptable, strategic, and resilient.



Jan Rybeck, MCC

Jan is a sought-after coach, consultant, and award-winning teacher. As a partner with the Vertical Mindset Indicator, Jan and her colleagues are blazing the path for making transformational development accessible, scalable, and habitual.

Content and Theory Leveraged

Although the focus is your context and the challenges your team faces this experience has a deeply researched basis of content. Two key fields of interrelated research are leveraged:



Vertical Mindsets

Leaders at all levels are facing challenges they have never known before.

It's no longer enough to be good at what you do...or even the best. Leaders need to have a greater range of understanding, resilience, empathy, and ability to respond that enables them to adapt and lead across constantly changing situations.

Vertical Development builds the capacity to adapt and grow new mindsets for meeting the complex realities of today...and opportunities of tomorrow.

Vertically developed leaders are able to think more systemically, see the long-term possibilities, embrace challenges from multiple perspectives, and lead as interdependent collaborators. They effectively toggle between what's on the horizon, what it takes to get there, how best to engage others in the journey, and how to thrive through it all.

These leaders are needed at all levels, not just in formal or senior leadership roles. Vertical development assessments are an important tool in helping leaders grow more adaptive mindsets. The Vertical Mindset Indicator (VMI) is a quick and accessible way to gauge mindset and where one tends to fall on the vertical development journey to trigger growth and development.



Team Performance

We draw on the research of Harvard professor Richard Hackman who studied 1,000's of teams around the world to see what actually causes high performance. Hackman found that much of what is addressed in team building ("we lack trust") is often just a symptom of the fact that you have not put the right conditions in place to perform. Once those conditions are in place most symptoms disappear.

In this experience we will help you and your team put the right conditions in place to maximise your chance of success.



Learn more about the VMI for Teams and bring it to your organization.

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