

---

# BUILDING ADAPTIVE LEADERSHIP CAPABILITY

---

*Why is it that some problems just keep coming back?*

*How do I survive the complexity of the challenges facing me?*

*Why isn't the team feeling excited about the proposed changes?*

**Are you facing these types of questions?**

**Then the Building Adaptive Leadership Capability workshop is for you.**



**Adaptive Leadership - leading in times of change and uncertainty**

---

## THE PROGRAMME

Building Adaptive Leadership Capability is an experiential learning programme for senior leaders in the community sector.

Over a series of three workshops core concepts and tools will be shared and applied to a workplace challenge you are working with. You will be matched with a fellow participant to offer peer mentoring support in-between the workshop sessions.

---

## LEARNING OUTCOMES

Participants will come away with a deeper understanding about:

- When we need to be adaptive leaders
- Themselves, their role and their values as a leader
- Tools to help work in an adaptive space
- How best to approach an adaptive challenge they are facing
- Providing mentoring support

They will also establish a close relationship with other leaders working with complex challenges and seeking to thrive – personally and organisationally.

---

## PROGRAMME STRUCTURE

---

The programme covers a period of five months and consists of three full-day workshops and support to apply the learning in your workplace in-between sessions.

### Workshop One – Monday 4 July 2016

- Getting to know the team
- Defining adaptive leadership
- Establishing a challenge to work on
- Understanding your stakeholders

### Workshop Two \*

- Reflection & learnings from applying our learning
- Delve further into our understanding of adaptive leadership
- Who am I as a leader: what brought me here, where do I want to go, who do I want to be

### Workshop Three \*

- Reflection & learnings from our applying our learning
- How will I bring my team and other stakeholders further on the adaptive journey I have begun
- Maintaining meaning in complex environments

*\*Precise dates will be set with registered participants.*

### Peer Mentoring

In-between the workshop sessions you will provide support to each other through a peer mentoring structure. It is expected that each month you will put two hours aside to connect with your partner or team to question and offer support on your challenge.

---

## WHEN & WHERE

---

Workshop One - Monday 4 July 2016

Wellington

---

## PRICE

---

\$1,200 incl. GST

*Covers 3 full-day workshops and course materials.*

---

## FACILITATOR

---

Megan Thomas is an experienced facilitator, coach and consultant in the community sector.

She facilitates teams to find their creative edge, question the why and question further until shared viable solutions are implemented. She believes empathy, curiosity, passion and positive use of authority will help change this world for the better.

---

## REGISTRATION OF INTEREST

---

To enquire or register:

Call Megan ph. 027 440 8554

Or email: [megan@kolthoffthomas.com](mailto:megan@kolthoffthomas.com)

***Adaptive Leadership is the practice of mobilizing people to tackle tough challenges and thrive.***

*The Practice of Adaptive Leadership: Tools and Tactics for changing Your Organization and the World by Ronald Heifetz, Alexander Grashow, and Marty Linsky*