

Adaptive Leadership in Times of Complexity and Disruption

COURSE OVERVIEW

This is a practical and strategic course that emphasizes distinguishing between technical problems and adaptive challenges that require innovative thinking, emotional intelligence, and stakeholder engagement to solve. It equips leaders with the skills and mindset needed to navigate uncertainty, complexity, and rapid change effectively. Participants will learn to diagnose complex issues, mobilize people across organizational boundaries, manage resistance, and lead transformative change in volatile environments. Through a combination of frameworks, real-world case studies, and experiential learning, leaders will develop resilience, creativity, and the ability to foster collaboration and continuous improvement amid disruption.

WHO SHOULD ATTEND?

This course is designed for mid- to senior-level managers, executives, change agents, and professionals across sectors who face complex leadership challenges in rapidly evolving environments. It benefits those responsible for driving organizational change, innovation, and transformation, including leaders in business, government, nonprofits, and community organizations. Anyone in a leadership position seeking to enhance their capacity to lead with agility, influence stakeholders, and navigate disruption with confidence will find this course particularly valuable.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Identify and differentiate between technical problems and adaptive challenges in leadership contexts.
- Apply adaptive leadership principles to drive change, innovation, and problem-solving in complex environments.
- Engage and mobilize diverse stakeholders to support transformational initiatives.
- Manage resistance and conflict effectively while maintaining trust and collaboration.
- Foster resilience, emotional intelligence, and creativity in themselves and their teams.
- Develop actionable strategies to lead sustainably through disruption and uncertainty.
- Communicate adaptive leadership concepts and practices clearly across organizational levels.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- Core principles and frameworks of adaptive leadership in complex settings.
- Tools for diagnosing adaptive challenges versus technical problems.
- Techniques for stakeholder engagement, collaboration, and managing resistance.
- Building emotional intelligence and resilience to lead through disruption.
- Case studies from corporate, nonprofit, and public sectors on adaptive leadership in action.
- Experiential learning through simulations, role plays, and peer collaboration.
- Strategies for fostering innovation, continuous learning, and organizational agility.
- Practical approaches to sustain leadership effectiveness in volatile, uncertain, complex, and ambiguous (VUCA) environments.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded