

# Adaptive Leadership with Pat Reed

## Duration

**In-person:** 2 days

**LiveOnline:** 3 x 4.5 hours

## Intended for

Anyone in, or aspiring to be in, leadership roles with a willingness to challenge the status quo and embrace change.

## Prerequisites

A willingness to challenge traditional thinking and a desire to deliver outcomes for the organisation.

How can we solve new and emerging problems in today's rapidly volatile, uncertain, complex and ambiguous world?

Our Adaptive leadership program with Pat Reed is a strategic program designed for leaders at all levels to drive positive change. The adaptive leadership approach was developed by Ronald Heifetz and Marty Linsky at Harvard University as a response to the inadequacies of current leadership. It recognises the need for adaptive leaders to mobilise teams to tackle adaptive challenges.

This MasterClass with agile thought leader, Pat Reed is designed to help resolve the most pressing and perplexing challenges leaders face. It will help you to break through obstacles, continuously learn, adapt and develop new capabilities to thrive in complex, competitive, and challenging environments where there are no easy answers. You will engage in a learn-by-doing methodology and explore scenarios where you can apply techniques to envision and design the future while experiencing new ways of thinking and working in teams. This experiential program is designed to help leaders to create adaptive learning organisations of the future.

### About Pat Reed

Pat is an experienced agile executive, transformational leader, and adjunct professor. Pat has 40+ years of experience in roles such as Executive Director at the Walt Disney Company/Walt Disney Pictures & Television, Senior Director at Universal Studios Motion Picture Group, CIO at GameWorks and Senior Director at Gap Inc. More recently Pat has worked as a consultant with organisations such as eBay to improve their organisational agility.

Pat's unique skills include transformational leadership, connecting strategy to delivery and solving business challenges by leveraging deep domain knowledge of human behaviour, patterns and design thinking, and empirical methods with a focus on value.

## Learning outcomes

During this course you will learn about:

- Adaptive leadership and the attributes of an adaptive leader
- The growth mindset and culture required for adaptive leadership
- The adaptive framework and systems thinking
- How (and why) to orchestrate creative conflict
- The skills for impacting change and managing uncertainty
- Leading, innovating and mobilising change
- Recognising adaptive vs technical problems and how to solve each
- How to create an environment where everyone can achieve their full potential
- How an adaptive leadership approach can reframe situations to make clear decisions
- Adapting with confidence in the face of disequilibrium, ambiguity, and uncertainty

# Adaptive Leadership with Pat Reed

## Content

- The business case for change and the importance of developing adaptive leaders
- The genesis of adaptive leadership - where these approaches came from and why they work
- Understanding the DNA of an adaptive leader and organisation
- Understanding and diagnosing the organisation as an adaptive, living and dynamic system
- Understanding and diagnosing yourself as a system; and the importance of connecting to purpose
- Creating a growth and systems mindset and addressing blind spots, paradigms and mental models
- Learning how to diagnose adaptive challenges and assess political and leadership landscapes
- Learning to lead adaptively, focus on the future and increase awareness, engagement and confidence
- Understanding the perils and practices of leading change
- Understanding the laws of performance and practice diagnosing and mobilising an adaptive performance management challenge
- Practice adaptive leadership tools like re-framing work in terms of value, designing effective interventions, diagnosing adaptive challenges, storytelling, orchestrating healthy tension, taming complexity, balancing polarities, amplifying learning through reflection and journaling and creating an environment conducive to building an adaptive culture
- Mapping and mobilising customers and stakeholders and effectively navigating political landscapes

## Method used

Lecturing is kept to the minimum necessary, most of the learning is achieved by applying the practices and techniques in group exercises.

## PDUs

This course will contribute 14 PMI® professional development units (PDUs) towards your chosen certification (7 leadership hours and 7 strategic hours).

## Delivery

This program is offered as a classroom-based course as well as a LiveOnline program. Our LiveOnline delivery is over three days (each four and a half hours in duration). The instructor is live and interaction and learning objectives are the same as our in-person classes with the added benefit of being able to take this course from your home, your office or your home office. We use Zoom for our LiveOnline classes. Zoom is an easy to use and reliable cloud platform and we have in place robust security settings to ensure our users and their privacy are protected. For more information please check out our FAQ page.