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COURSE BROCHURE

# Adaptive Leadership for the Modern Business World Training Course

11 – 15 April 2027
Online

# Adaptive Leadership for the Modern Business World Training Course

**Ref:** 1198_45019 **Date:** 11 – 15 April 2027 **Location:** Online **Fees:** 1900 GBP

Adaptive Leadership for the Modern Business World is a 1-week training course for managers and emerging leaders, built around an Adaptive Leadership Playbook that each participant writes for the challenges in their own area. Digital disruption and multigenerational workforces now change the ground under managers faster than annual plans can follow. Jupiter Prime Training shaped this Adaptive Leadership for the Modern Business World course for leaders who must act before the picture is clear.

## Why Adaptive Leadership for the Modern Business World Matters Now

Three forces drive the need. Digital platforms and automation change how work is done and who does it. Workforces span generations, cultures and employment types, each expecting a voice and a reason to stay. Investors, customers and communities ask organisations to show purpose beyond profit. Leaders who adapt well spot early signals, involve the right people and keep momentum through uncertainty; those who rely only on past expertise stall or overreact. The course draws on the Heifetz adaptive leadership model, the Cynefin sense-making framework, the VUCA lens of volatility, uncertainty, complexity and ambiguity, and the OODA decision loop.

## Who Gains Most from Adaptive Leadership for the Modern Business World

- Managers responsible for steering a unit through digital or structural change
- Emerging leaders preparing to take on wider responsibility and visibility
- Function heads who balance competing demands from customers, staff and senior executives
- Project and change leads working where the problem is not yet fully defined

Leadership cohorts from banking, healthcare and energy organisations gain most when several emerging leaders attend together and share a common language for adaptive challenges.

## Adaptive Leadership for the Modern Business World Capabilities

Participants practise telling technical problems from adaptive ones and choosing how to lead each.

- Assess whether a challenge is technical or adaptive — the leadership response it needs
- Apply the Cynefin framework to match decisions to context — speed and risk choices
- Design small safe-to-fail experiments — learning under uncertainty
- Communicate purpose in ways that connect daily work to wider aims — staff engagement
- Weigh competing stakeholder expectations — trade-offs a manager must explain
- Build inclusive habits that draw on diverse perspectives — quality of decisions

## Key Adaptive Leadership for the Modern Business World Terms

- Adaptive challenge — a problem with no known answer, requiring people to learn and change their own beliefs or habits.
- Technical problem — a problem that existing expertise and procedures can solve once correctly diagnosed.
- Getting on the balcony — stepping back mentally from daily action to see patterns and dynamics in a system.
- Cynefin framework — a sense-making model sorting situations into clear, complicated, complex and chaotic domains.
- Safe-to-fail experiment — a small, low-cost trial designed to learn quickly without serious harm if it fails.
- Purpose-led leadership — guiding people by a shared reason for the work that goes beyond financial targets.

## Adaptive Leadership for the Modern Business World Day by Day

### Day 1: Reading a Changing Landscape

- VUCA Lens on Current Business Conditions — Naming the Uncertainties
- Digital Disruption Scan for Your Sector — Threats and Openings
- Heifetz Technical Versus Adaptive Challenges — Choosing the Right Response
- Getting on the Balcony Exercise — Seeing System Patterns
- Leadership Mindset Self-Assessment — Fixed Expertise or Learning Stance

### Day 2: Deciding Under Ambiguity

- Cynefin Sense-Making Framework — Matching Decisions to Context
- OODA Loop for Fast Cycles — Observe, Orient, Decide, Act
- Safe-to-Fail Experiment Design — Probing Before Committing
- Scenario Planning Basics — Preparing for Several Plausible Futures
- Bias Checks in Uncertain Decisions — Overconfidence and Anchoring

### Day 3: Leading Diverse Workforces

- Generational and Cultural Expectations at Work — Adapting Leadership Style
- Inclusive Meeting Practices — Drawing Out Different Perspectives
- Flexible Work Arrangements — Fairness and Performance Trade-Offs
- Coaching Conversations for Growth Mindset — Learning From Setbacks
- Regulating Distress During Change — Pacing the Work People Face

### Day 4: Purpose and Stakeholder Expectations

- Purpose Statement for Your Unit — Linking Daily Work to Wider Aims
- Stakeholder Expectation Mapping — Customers, Staff, Investors and Communities
- Values-Based Decision Test — Handling Ethical Grey Areas
- Change Storytelling — Explaining Why Before What
- Building Coalitions for Change — Allies, Sceptics and Neutrals

## Day 5: Practising the Adaptive Leadership Playbook

- Live Challenge Diagnosis — Applying Technical and Adaptive Lenses
- Decision Simulation Under Ambiguity — Applying Cynefin and OODA
- Stakeholder Briefing Role-Play — Applying Purpose and Storytelling
- Personal Experiment Backlog — Three Trials for the Next Quarter
- Adaptive Leadership Playbook — Final Version for Line Manager Discussion

## Applying Adaptive Leadership for the Modern Business World After the Course

- Sort the unit's top five issues into technical and adaptive challenges and discuss the split with the team.
- Launch one safe-to-fail experiment on an adaptive challenge and review what it taught after two weeks.

## Adaptive Leadership for the Modern Business World Questions FAQ

### What is adaptive leadership for the modern business world and why does it matter now?

It is leading people through challenges that have no ready answer by helping them learn and adjust. It matters now because digital change, diverse workforces and stakeholder pressure outpace fixed plans.

### Which roles gain most from adaptive leadership for the modern business world training?

Managers and emerging leaders gain most. You benefit if you steer a unit through change, balance competing demands or are preparing for wider leadership responsibility.

### How does adaptive leadership for the modern business world differ from change management courses?

It concentrates on the leader's judgement and behaviour, not on project plans for a defined change. You work on diagnosing challenges, deciding under ambiguity and engaging diverse people.

### What do you bring back from adaptive leadership for the modern business world training?

You bring back a playbook for your own challenges. It holds your diagnosis, decision approach, stakeholder map, purpose statement and three experiments to run next quarter.

## Adaptive Leadership for the Modern Business World: The Way Forward

The Adaptive Leadership Playbook first informs which current issue a manager treats as adaptive rather than technical. The manager and their line manager use it to plan experiments and stakeholder conversations. After the first quarter, the experiment backlog deserves a fresh look, because results show which assumptions held and where the challenge has shifted shape.