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COURSE BROCHURE

Adaptive Leadership Skills and Stakeholder Loyalties Training Course

14 – 18 June 2027
Madrid

Adaptive Leadership Skills and Stakeholder Loyalties Training Course

Ref: 1832_67331 **Date:** 14 – 18 June 2027 **Location:** Madrid **Fees:** 5600 GBP

Adaptive Leadership Skills and Stakeholder Loyalties is a 1-week training course for managers leading change who must read the system around them, regulate pressure on their people and mobilise groups whose loyalties pull in different directions, producing a Stakeholder Loyalty Map and Mobilisation Plan. Change now stalls less on missing plans than on unspoken losses, divided allegiances and fatigue. Jupiter Prime Training delivers this course on Adaptive Leadership Skills.

Why Adaptive Leadership Skills Matter Now

Three forces shape adaptive leadership today: hybrid and dispersed workforces that hide tension until it surfaces as resistance, restructuring that asks people to give up routines and identities they value, and stakeholder groups such as unions, functional heads and long-serving specialists whose allegiances outweigh a reporting line. An organisation that reads these currents well moves people through loss with trust intact; one that treats every problem as technical repeats failed fixes. The course rests on the distinction between technical problems and adaptive challenges, on systems thinking and on stakeholder analysis, taught in general practitioner terms.

Who Gains Most from Adaptive Leadership Skills

- Managers accountable for moving a unit through a restructure, merger or new operating routine
- Heads of function who broker priorities between competing departments and senior sponsors
- Line leaders who carry the emotional load of change for frontline staff
- Change and transformation leads who must win over informal opinion leaders
- Service and operations managers balancing customer, staff and shareholder expectations

A cross-functional leadership group gains most when several members attend together and map the same factions.

Adaptive Leadership Skills Capabilities

Participants practise noticing patterns in group behaviour, pacing the heat of change and speaking to the loyalties that sit behind resistance.

- Assess whether a problem is technical or adaptive — choosing between expert fixes and shared learning
- Map factions, values and hidden losses across a change — sponsors deciding where to invest attention
- Calibrate the level of pressure on a group — keeping disequilibrium productive rather than paralysing
- Design conversations that honour old loyalties — opinion leaders asked to give up a valued routine
- Apply personal presence under attack — staying in role when criticism turns personal
- Build a mobilisation sequence for key groups — senior sponsors approving the next move

Key Adaptive Leadership Skills Terms

- Adaptive challenge — a problem that can only be resolved when the people involved change their values, habits or loyalties.
- Technical problem — a problem with a known solution that an expert or established procedure can apply.
- Productive disequilibrium — a level of tension high enough to drive learning but low enough to avoid shutdown.
- Holding environment — the relationships, structures and trust that contain conflict while a group works through change.
- Faction map — a picture of the groups in a system, their stakes, their fears and the loyalties they protect.
- Work avoidance — behaviour such as blaming, distraction or quick fixes that lets a group dodge the real adaptive work.

Adaptive Leadership Skills Day by Day

Day 1: Reading the System

- Technical Versus Adaptive Diagnosis — Choosing Expert Fixes or Shared Learning
- Systems Thinking Patterns — Seeing Recurring Conflicts Beyond Individual Blame
- Observation From Above the Action — Separating Events From Underlying Dynamics
- Formal Authority and Informal Influence Charts — Locating Real Decision Power
- Organisational Culture Signals — Reading Norms That Resist New Routines

Day 2: Regulating Pressure

- Productive Disequilibrium Gauge — Setting the Pace of Change Demands
- Holding Environment Design — Containing Conflict Through Trust and Structure
- Work Avoidance Patterns — Spotting Blame, Distraction and Quick Fixes
- Ripeness Assessment — Judging When an Issue Is Ready for Attention
- Giving Work Back to the Group — Resisting Pressure to Rescue

Day 3: Stakeholder Loyalties and Losses

- Faction Mapping — Identifying Groups, Stakes and Protected Values
- Loss Inventory — Naming What Each Group Must Give Up
- Loyalty Conversations — Honouring Past Allegiances While Asking for Change
- Allies, Confidants and Opponents — Deciding Whom to Draw Closer
- Sector Cases From Healthcare and Utilities — Testing Faction Analysis

Day 4: Mobilising People and Personal Presence

- Mobilisation Sequencing — Ordering Which Groups to Engage First
- Orchestrating Conflict in Meetings — Surfacing Disagreement Without Escalation
- Personal Presence Under Attack — Staying in Role When Criticism Turns Personal
- Personal Triggers and Hungers — Protecting Judgement From Self-Interest
- Purpose Narratives — Connecting Hard Change to Shared Values

Day 5: Practising the Stakeholder Loyalty Map and Mobilisation Plan

- Adaptive Diagnosis Rehearsal — Applying System Reading to a Live Case
- Pressure Calibration Role-Play — Applying Pacing Choices to Resistant Groups
- Loyalty Conversation Rehearsal — Applying Loss Inventory With Peer Feedback
- Presence Debrief — Applying Feedback on Behaviour Under Challenge
- Stakeholder Loyalty Map and Mobilisation Plan — Completing the Sponsor Briefing

Applying Adaptive Leadership Skills After the Course

- Run a faction mapping session with your leadership group on a current change and agree the losses each group faces.
- Hold one loyalty conversation with an influential opinion leader, then adjust the pressure and pacing of the change accordingly.

Adaptive Leadership Skills Questions FAQ

What are adaptive leadership skills and why do they matter now?

Adaptive leadership skills are the behaviours for leading change that requires people to shift values, habits and loyalties. They matter now because restructuring, dispersed teams and competing stakeholder groups make purely technical fixes fail repeatedly.

Which roles gain most from adaptive leadership skills and stakeholder loyalties training?

Managers leading change gain most: heads of function, line leaders, change leads and operations managers.

How does adaptive leadership skills training differ from a course on leading rapid experiments?

This course centres on reading the system, pacing pressure and working with stakeholder loyalties. A course on rapid experiments under uncertainty focuses instead on hypotheses, probes and decision rights, which are only touched on here.

What do you bring back from adaptive leadership skills training?

You bring back a faction picture of a real change you lead, a pressure-pacing approach and a sequenced mobilisation plan.

Adaptive Leadership Skills: The Way Forward

The Stakeholder Loyalty Map and Mobilisation Plan first informs which group a manager engages next and how much pressure that group can carry. Sponsors, peers and change leads use it to share the load of hard conversations. After its first use, revisit the loss inventory, because loyalties shift as people see what the change really asks of them.