

Adaptive Leadership in Changing Times

Key Takeaways

1

Adaptive Leadership is a leadership model that emphasises the **ability to navigate complex challenges** by fostering a culture of **experimentation, innovation, and continuous learning**.



2

Core Principles of Adaptive Leadership



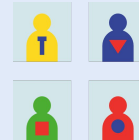
Emotional Intelligence



Organisational Justice



Development



Character

3

Key Barriers to Adaptive Leadership

Resistance to Change



Pushback occurs when change disrupts habits or control.

Fear of Uncertainty



The unknown feels risky and unsettling.

Emotional Discomfort



Change triggers stress and frustration.


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4

What Makes a Leader Truly Adaptive?

1



Seeing the bigger picture

Focus on long-term goals and broader impacts instead of getting stuck in immediate challenges.

2



Managing resistance & discomfort

Acknowledge fears, reframe challenges as growth opportunities, and create space for open discussions.

3



Encouraging ownership & adaptability

Empower others to take initiative, embrace change, and learn through experimentation.

Need a bit more help?

Discuss with your coach on more personalised strategies!



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