

Leading Adaptive Organisations-I



The course Leading Adaptive Organisations-I provides the blueprint for building resilience into your organisation's DNA, enabling you to turn constant change from a threat into a competitive advantage. You'll discover the proven principles that help companies not just survive disruption but actually grow stronger from it.

This comprehensive course is designed for leaders and organisational coaches who need to navigate constant organisational change while building genuinely resilient teams and structures. You'll learn how to balance operational effectiveness with innovative experimentation, master organisational

structures that enable adaptability, and develop leadership styles that support adaptive transformation. The course focuses on practical application of adaptive principles, providing you with proven tools and thinking patterns to break through organisational inertia and become a catalyst for lasting structural change.

Preparatory reading and pre-course exercises will be provided over our online learning platform.

To gain the Leading Adaptive Organisations-I certificate, participants will need to pass an online test after the course. All related details and information will be provided during and after the course.

Your Take-Aways

- a solid understanding of adaptive principles and organisational ambidexterity
- know how to balance operational effectiveness with innovative experimentation
- master organisational structures that enable adaptability, including moving from traditional silos to product-focused teams and distributed decision-making
- know leadership styles that support adaptive structures and learn principles and tools for methodical evolutionary experimentation
- confidently lead transformation initiatives
- break through organisational inertia and design structures that are genuinely future-ready
- create cultures where change becomes second nature
- implement structural changes that turn constant disruption into competitive advantage
- be well prepared for the test to gain the Society for Adaptive Organisations Certification 'Leading Adaptive Organisations'

Course Organisation

The course with a total contact time of 24 hours is delivered in presence or in interactive online mode. The course is split in various modules, none of which exceeds two hours, with short breaks as needed and sufficiently long breaks between the sessions. The actual times for breaks are agreed upon in the group at the beginning of the course.

Pre-course and post-course activities are part of the training and are presented via our interactive online learning platform in various formats (video, text, quizzes, worksheets, further reading, ...).

Course Agenda

- Define organisational ambidexterity and compare organisational forms
- Analyse structural impact on organisational design and leadership roles
- Design feedback systems that evaluate organisational adaptability
- Navigate organisational complexity through evolutionary experiments
- Create adaptive transformation proposals for future-ready structures
- Design adaptive product evolution and define "Products" in complex scenarios
- Accelerate organisational learning through quick feedback cycles
- Build collective accountability systems with shared responsibility
- Model experimentation culture blueprints for sustainable innovation
- Transform organisational learning to break down silos
- Structure for optimal delivery and learning with cross-functional teams
- Enable distributed decision-making for enhanced responsiveness
- Align and empower teams through objective-based alignment
- Drive continuous improvement through systematic experimentation

- Master leadership that supports adaptiveness
- Formulate practical leadership approaches for complex organisational settings

Certification Process

After successful participation in the course, participants are granted access to the respective exam to gain the certification issued by the Society for Adaptive Organisations.

<https://adaptive-organisations.org/en/certifications/>