



# Adaptive Leadership: Tools and Tactics



+971 4 556 7171  
800 7100 (within UAE)



[www.meirc.com](http://www.meirc.com)



[meirc@meirc.com](mailto:meirc@meirc.com)



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Training & Consulting

## Why Attend

The overall aim of this course is to provide participants with the competencies required to make their organizations thrive in a changing world. Participants on this interactive course will have the opportunity to strengthen their practice of adaptive leadership no matter what role they play in their organizations. Also, this course presents tools and tactics to help participants lead and mobilize people and tackle tough problems while reaching high.

## Course Methodology

This course features the use of interactive exercises in order to allow participants to develop strategies that will help them improve their competencies in adaptive leadership. The course also relies on the analysis of case studies and real-life examples from the business world.

## Course Objectives

By the end of the course, participants will be able to:

- Distinguish technical problems from adaptive challenges and learn how to observe, interpret and intervene
- Discover the implications of the status quo on their organizations and diagnose the system
- Create an adaptive culture by mobilizing the system
- Devise a plan to identify their roles, prioritize and articulate their purposes in an adaptive challenge
- Apply tactics that will allow them to identify the emotional elements needed to lead an adaptive change

## Target Audience

Managers, business professionals, and individuals who have decided to master the tools and tactics of adaptive leadership in a world where change has become the only constant.

## Target Competencies

- Adaptive leadership
- Envisioning and initiating
- Influencing and motivating
- Decision-making
- Strategic thinking
- Leveraging diversity
- Capacity-building
- Emotional understanding

## Note

## Course Outline

- Purpose and possibility
  - The illusion of the broken system
  - Distinguishing technical problems from adaptive challenges
  - Distinguishing leadership from authority
  - Living the disequilibrium, observing, interpreting, and intervening
  - Experimenting and taking smart risks smartly
  - Engaging above and below the neck and connecting to purpose
  - Living life as a leadership laboratory
  - Resisting the leap to action and discovering the joy of making hard choices
- Diagnosing the system
  - The elegance and tenacity of the status quo
  - Diagnosing the system and discovering structural implications
  - Determining the technical and adaptive elements
  - Identifying the four adaptive challenge archetypes
  - Recognizing the political landscape and uncovering values that drive behavior



- Sharing responsibility for the organization's future
- Valuing independent judgment and building leadership capacity
- Institutionalizing reflection and continuous learning
- Mobilizing the system
  - Reframing the group's default interpretations
  - Generating a diversity of interpretations
  - Designing effective interventions
  - Keeping work at the center of people's attention
  - Managing authority figures
  - Protecting and engaging the voices of dissent
  - Creating a holding environment
  - Nurturing shared responsibility for the organization
  - Developing leadership capacity
  - Institutionalizing reflection and continuous learning
- Seeing yourself as a system
  - Identifying your loyalties
  - Knowing your tuning
  - Broadening your bandwidth
  - Understanding your roles
  - Identifying your scope of authority
  - Articulating and prioritizing your purposes
  - The story you tell yourself
- Deploying yourself
  - Staying connected to your purposes
  - Integrating your ambitions and purposes
  - Engaging courageously
  - Inspiring people
  - Being with your audience
  - Speaking from the heart
  - Running experiments
  - Growing your personal support network
  - Creating a personal holding environment
  - Renewing yourself



## Location & Date

1 - 5 Sep, 2019	English	Dubai	JW Marriott Marquis
10 - 14 Nov, 2019	Arabic	Dubai	Kempinski / Mall of the Emirates

## Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2019 US\$ 4800

Fees + VAT as applicable UAE Tax Registration Number 100239834300003



## Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
30 Jun - 4 Jul, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Results Based Leadership	Arabic	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Supervisory Skills	Arabic	Dubai	US\$ 4800
7 - 11 Jul, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
14 - 18 Jul, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100
21 - 25 Jul, 2019	Leadership and Communication	English	Vienna	US\$ 4800
21 - 25 Jul, 2019	Transformational Change and Strategic Leadership	English	Dubai	US\$ 4800
28 Jul - 1 Aug, 2019	ILM Endorsed Middle Management Skills	English	Kuala Lumpur	US\$ 5100
4 - 8 Aug, 2019	Certified Professional Manager	English	Vienna	US\$ 5100
4 - 8 Aug, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	The Power of Leaders	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leading a Team of Champions	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Managing Up, Down and Across for Better Results	English	Dubai	US\$ 4800
26 - 30 Aug, 2019	Creative Leadership and Innovative Thinking	Arabic	Athens	US\$ 4800
1 - 5 Sep, 2019	The Leadership Challenge Continues®	English	Dubai	US\$ 5100
8 - 12 Sep, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
15 - 19 Sep, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Riyadh	US\$ 5100
15 - 19 Sep, 2019	Leadership and Communication	English	Riyadh	US\$ 4800
22 - 26 Sep, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
29 Sep - 3 Oct, 2019	Organizational Leadership	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Certificate in Leading Innovation and Organizational Transformation	English	Dubai	US\$ 5100
6 - 10 Oct, 2019	Supervisory Skills	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Results Based Leadership	English	Dubai	US\$ 4800
20 - 24 Oct, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100



## Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
20 - 24 Oct, 2019	Certified Team Leader	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Empowering the Workplace for Greater Impact	English	Dubai	US\$ 4800
20 - 24 Oct, 2019	Leadership and Communication	English	Dubai	US\$ 4800
27 - 31 Oct, 2019	Good to Great Management: The Road Ahead	English	Dubai	US\$ 4800
3 - 7 Nov, 2019	Certificate in Business Decision Models	English	Dubai	US\$ 5100
3 - 7 Nov, 2019	ILM Endorsed Leading and Managing Change	English	Dubai	US\$ 5100
3 - 7 Nov, 2019	Managing Self and Leading Others	Arabic	Dubai	US\$ 4800
3 - 7 Nov, 2019	The Certified Supervisor	Arabic	Dubai	US\$ 5100
10 - 14 Nov, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Certified Professional Manager	English	Dubai	US\$ 5100
17 - 21 Nov, 2019	The Power of Leaders	Arabic	Dubai	US\$ 4800
24 - 28 Nov, 2019	ILM Endorsed Coaching and Mentoring Skills for Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	Arabic	Dubai	US\$ 5100
1 - 5 Dec, 2019	Leading a Team of Champions	Arabic	Dubai	US\$ 4800
8 - 12 Dec, 2019	Organizational Leadership	English	Dubai	US\$ 4800
8 - 12 Dec, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	ILM Endorsed Middle Management Skills	Arabic	Dubai	US\$ 5100
15 - 19 Dec, 2019	The Leadership Challenge® Workshop	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
22 - 26 Dec, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
22 - 26 Dec, 2019	Leadership and Communication	English	Dubai	US\$ 4800
29 Dec - 2 Jan, 2020	Certified Team Leader	English	Dubai	US\$ 5100
29 Dec - 2 Jan, 2020	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100





# Meirc Timeline

