

CHANGE MANAGEMENT: The Adaptive Challenge

*A focused, hands-on session for teams to **lead adaptive change with clarity, alignment, and action.***

Most change efforts fail because they're treated like **technical** problems: issues an expert can fix with the right theories, formulas, or rules.

But effective change management is **adaptive**. Teams need to *learn* their way forward, identifying the right problems to address, and taking actions informed by evolving data ... all while navigating the emotional realities of change.

This 1/2-day session gives executives a **practical, applied approach** to leading adaptive change, with practical tools to **stay aligned and focused on the right things** through the change.

1/2-Day Executive Workshop (4 hours)

1. **The Landscape of Change:** Introduces the Kubler Ross change curve model, including the period of grief and renewal. Distinguishes between **technical problems** (solvable by expertise) and **adaptive challenges** (requiring new learning and behavior). Establishes a shared language for the day.
2. **The 10,000 Feet Conversation:** Structured group dialogue: *What's Going Well* and *What's in the Way*. Captures **the organization's current state** and surfaces which issues are adaptive. Creates alignment around what matters most and clarity around immediate tasks to be done.
3. **Break & Reflection:** Short integration and identification of **key adaptive priorities**.
4. **Leading the Emotional Arc of Change:** Examines the **mindset shift** required to lead through emotional deflation, uncertainty, and renewal. Practical tools for helping teams re-engage and rebuild momentum.
5. **Feedback Listening Tours:** Applies **structured listening** to address the adaptive challenges identified earlier. Leaders practice a repeatable method for gathering feedback from those doing the work, learning in real time, informing adaptive progress.

Facilitation Fee:

\$8,500–\$12,000 for a customized 1/2-day executive workshop, including design, facilitation, interviews with each executive team member, and post-session synthesis.