

Adaptive Leadership in a VUCA World: Leading Through Uncertainty

Duration: 5 Days

Language: en

Course Code: MG1-112

Objective

Upon completion of this comprehensive 5-day course, participants will be able to:

- Foster a culture of respect and appreciation within their teams.
- Empower team members to recognise and leverage their own capabilities.
- Earn the respect of others by demonstrating exemplary leadership qualities.
- Implement adaptive leadership practices and qualities to respond to evolving challenges effectively.

Audience

This comprehensive course caters to a diverse audience, including:

- Leaders and managers involved in driving organisational change processes.

- Department managers navigating complex change initiatives.
- Strategic decision-makers seeking to lead effectively in a VUCA environment.
- Team leaders tasked with implementing challenging change initiatives.
- Leaders striving to maintain continuity and drive success amidst VUCA challenges.

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will view real-world scenarios and case studies on videos to determine the best and worst ways to handle practical situations as managers. They will also review various management tools to prepare them for important decision-making and financial issues.
They will also undergo group activities to understand the impact of their decisions on the environment, economy, and the wider business, emphasising the importance of planning and effective project management. They will then participate in role-playing activities to deal with difficult situations and improve their communication skills to attract and negotiate with key stakeholders.

Summary

In today's fast-paced corporate landscape, leaders often grapple with overwhelming responsibilities amidst the ever-evolving VUCA challenges - Volatility, Uncertainty, Complexity, and Ambiguity. This course offers a candid exploration of leadership strategies essential for navigating through turbulent times. Participants will learn to cultivate empathetic behaviours, prioritise team well-being, and adaptively lead their teams towards success in a constantly changing environment.

Course Content & Outline

Section 1: Building Respectful and Empowering Teams

- Cultivating an environment of respect and value appreciation.
- Guiding team members to discover and embrace their potential.

- Understanding team dynamics and managing potential conflicts.
- Providing constructive feedback to enhance individual and team performance.
- Cultivating a culture of creativity and innovation through adaptive leadership.

Section 2: Navigating Uncertainty and Complexity

- Adapting to unforeseeable circumstances and emerging technologies.
- Acknowledging and managing the complexity of interrelated factors.
- Mitigating high-risk consequences through strategic decision-making.
- Fostering divergent and innovative thinking within teams.
- Addressing interpersonal challenges and unpredictable reactions.

Section 3: Strategic Goal Setting and Implementation

- Establishing clear goals and priorities amidst ambiguity.
- Balancing calculated and experimental approaches to problem-solving.
- Utilising analysis methods to drive progress and foster innovation.
- Developing robust plans for effective implementation and coordination.
- Conducting test phases and pilot projects to mitigate risks.

Section 4: Leading Change and Empowering Action

- Crafting a compelling vision and navigating the principles of change management.
- Understanding the four states and responses to change within teams.
- Employing techniques to facilitate the change process and overcome resistance.
- Empowering individuals to take action and embrace change initiatives.
- Effectively managing resistance and ensuring continuity in a VUCA world.

Section 5: Sustaining Adaptability and Continuity

- Establishing mechanisms for continuous learning and adaptation.
- Encouraging flexibility and agility in response to evolving challenges.
- Leveraging feedback mechanisms to drive continuous improvement.
- Fostering a culture of resilience and adaptability within the organisation.
- Ensuring long-term continuity and success amidst VUCA challenges.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Facilities Management, Consultation & Services, Management & Leadership, Administration & Secretarial, Human Resources Management (HRM)

Tags

Leadership, Risk Mitigation, VUCA, Teams

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