

Adaptive Collaboration

Creating Solution-Driven and Innovative Organizations

In this age of disruption, the need for innovative and collaborative solutions has wrought extensive changes in the art of leadership. One recent approach is Adaptive Leadership—a ground-breaking capacity building and leadership coaching approach developed at Harvard University.

In this program, you will examine the unique abilities of this transformative framework to create collaborations capable of generating flexible, innovative solutions to change. Build strong, resilient relationships based on trust, self-awareness and solid decision making. Deploy practical tools for fostering consensus and cooperation. Discover new collaborative structures and processes that deliver real-time organizational value.

Available as a stand-alone program or as a follow up to The Art and Practice of Adaptive Leadership, you will gain hands-on experience you can apply immediately back at work.

Takeaways

- Find innovative ways to identify and engage vital stakeholders and partners
- Develop new collaborative structures capable of responding effectively to specific issues
- Identify shared interests with stakeholders and produce win-win responses to address them
- Overcome barriers that hinder effective collaboration
- Evaluate core challenges and open up options for tackling them
- Use cohort feedback and insights to improve the quality of your decisions
- Build consensus through principled negotiation
- Foster a collaborative culture and sustain communities of ongoing support
- Exploit the advantages of adaptive collaboration to lead organizations in rapidly changing contexts

Audience

This program is designed for senior leaders from private, public and non-profit sectors who need to collaborate with key stakeholders in order to effect productive responses to change.

It is also for past participants of The Art and Practice of Adaptive Leadership who wish to further develop their expertise in this area.

Program Content

Review of the Adaptive Leadership Framework

- The advantages of Adaptive Leadership in responding to disruptive change
- Unique mechanisms for building collaboration
- Peer case consultation method

Identifying Adaptive Work

- Exploring gaps between adaptive challenges and personal values
- Thinking critically about challenges
- Considering multiple perspectives on the adaptive work

Leading Without Authority

- Empowering others to take ownership
- Dealing with distractions and avoidance
- Developing strategies for effective collaboration

Building Strong, Resilient Relationships

- Identifying and engaging a variety of stakeholders to define problems and solutions
- Generating a sense of legitimacy, mutual trust, commitment and support
- Using principled negotiation to come to a workable solution

Shaping Organizational Change

- Anticipating future challenges and opportunities
- Creating effective collaborative response strategies
- Mobilizing the full resources of your organization to tackle change

Special Features

Using real-time cases, you will explore innovative ways to form professional alliances, collaborate on organizational challenges and build strong and lasting solutions.

Program Leader

Adel Gamar is CEO of a boutique firm specializing in adaptive leadership, strategy and change management. He is driven to forge effective collaborations among business, government and non-profit sectors while creating lasting solutions. In addition to advising senior leaders of Fortune 500 companies and public sector agencies worldwide, he has taught adaptive leadership and negotiation at Harvard and served as Education Specialist at UNESCO. He also co-facilitated the Think Tank on Global Education: Empowering Global Citizens.

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