Training Course on Oxford Adaptive Leadership

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In a world of constant disruption, volatility, and change, leadership demands more than just authority—it requires adaptability, insight, and resilience. Training Course on Oxford Adaptive Leadership is a transformative program designed for professionals who aim to lead in dynamic environments, solve complex challenges, and drive systemic change with agility and purpose. Rooted in the groundbreaking Harvard-originated Adaptive Leadership framework, this course empowers participants to thrive under pressure, mobilize people around difficult problems, and create sustainable leadership cultures.

Whether you're a seasoned executive or an emerging leader, this course provides the tools to bridge the gap between leadership theory and practice. Participants will explore real-world case studies, hone their emotional intelligence, enhance organizational capacity, and develop critical change management skills. The program’s immersive approach—combining live workshops, digital tools, peer collaboration, and personal coaching—ensures that every learner can effectively apply adaptive leadership principles to their unique professional context.

Programme Curriculum

Training Course on Oxford Adaptive Leadership

Introduction

In a world of constant disruption, volatility, and change, leadership demands more than just authority—it requires adaptability, insight, and resilience. Training Course on Oxford Adaptive Leadership is a transformative program designed for professionals who aim to lead in dynamic environments, solve complex challenges, and drive systemic change with agility and purpose. Rooted in the groundbreaking Harvard-originated Adaptive Leadership framework, this course empowers participants to thrive under pressure, mobilize people around difficult problems, and create sustainable leadership cultures.

Whether you're a seasoned executive or an emerging leader, this course provides the tools to bridge the gap between leadership theory and practice. Participants will explore real-world case studies, hone their emotional intelligence, enhance organizational capacity, and develop critical change management skills. The program’s immersive approach—combining live workshops, digital tools, peer collaboration, and personal coaching—ensures that every learner can effectively apply adaptive leadership principles to their unique professional context.

Course Objectives

1. Understand and apply the Adaptive Leadership framework to organizational change.
2. Identify and diagnose adaptive vs. technical challenges in leadership scenarios.
3. Build leadership resilience through emotional intelligence and self-regulation.
4. Apply systems thinking to navigate complex, uncertain environments.
5. Engage in strategic decision-making under pressure.
6. Strengthen organizational capacity through collaborative influence.
7. Develop tools for leading transformational change initiatives.
8. Master the art of mobilizing stakeholders and managing resistance.
9. Cultivate a growth mindset in self and teams.
10. Leverage feedback loops and reflective practice for leadership development.
11. Lead with authenticity through values-driven decision-making.
12. Create inclusive environments with a focus on diversity, equity, and belonging.
13. Apply adaptive leadership in real-time through action-based case studies.

Target Audience

1. C-Suite Executives
2. HR Leaders & Talent Managers
3. Change Management Professionals
4. Mid-Level Managers
5. Emerging Leaders
6. Nonprofit & NGO Leaders
7. Policy & Government Officials
8. Educational & Healthcare Administrators

Course Duration: 5 days

Course Modules

Module 1: Introduction to Adaptive Leadership

- Define adaptive leadership and its core principles
- Compare technical vs. adaptive challenges
- Identify the key elements of adaptive work
- Explore the historical evolution of the adaptive model
- Understand the leadership equation: authority vs. influence
- **Case Study: The Fall of Kodak – Mistaking Technical Solutions for Adaptive Problems**

Module 2: Diagnosing the System

- Map stakeholder relationships and interests
- Identify systemic patterns and feedback loops
- Distinguish between symptoms and root causes
- Practice systems thinking tools
- Evaluate environmental and internal complexity
- **Case Study: BP Oil Spill – Leadership Accountability in Complex Systems**

Module 3: Regulating Distress and Navigating Disequilibrium

- Learn to identify the productive range of distress
- Use pacing and sequencing to manage uncertainty
- Understand how to “stay in the game” emotionally
- Identify sabotage and resistance patterns
- Develop psychological safety within teams
- **Case Study: NASA Challenger – Groupthink and Emotional Blind Spots**

Module 4: Empowering Others and Mobilizing Change

- Learn how to distribute leadership
- Mobilize teams around difficult conversations
- Use authority without dependency
- Build coalitions and strategic alliances
- Engage frontline and marginalized voices
- **Case Study: The Civil Rights Movement – Grassroots Mobilization**

Module 5: Leading with Purpose and Values

- Clarify your personal leadership narrative
- Align vision, values, and strategic intent
- Create a culture of accountability
- Develop your authentic leadership style
- Navigate ethical dilemmas with integrity
- **Case Study: Patagonia – Values-Driven Business Leadership**

Module 6: Adaptive Leadership in Teams and Organizations

- Assess team readiness for adaptive work
- Design adaptive teams with cross-functional strengths
- Balance competing demands and tensions
- Promote learning and innovation across silos
- Use feedback loops to drive change
- **Case Study: Netflix – Reinventing Organizational Culture**

Module 7: Leading in Crisis and Complexity

- Develop agile responses to rapid change
- Make decisions in ambiguous situations
- Identify long-term impact vs. short-term fixes
- Practice scenario planning techniques
- Strengthen leadership presence during crisis
- **Case Study: COVID-19 Pandemic – Adaptive vs. Reactive Governance**

Module 8: Integration and Personal Leadership Journey

- Synthesize learning into personal leadership blueprint
- Create a 90-day adaptive leadership action plan
- Receive peer coaching and feedback
- Reflect on personal and professional growth
- Plan for continued development post-course
- **Case Study: Participant Capstone Presentation – Real-World Application**

Training Methodology

- Instructor-led interactive sessions (online or on-site)

- Case-based learning and experiential exercises
- Peer-to-peer coaching and accountability groups
- Leadership simulations and group activities
- Personalized feedback and mentoring

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com