



## Adaptive Leadership for VUCA Challenges

Adapt and Thrive in Challenging Environments

### ► Upcoming Sessions

19-23 Aug 2024	Dubai - UAE	\$5,950
14-18 Oct 2024	Barcelona - Spain	\$5,950
02-06 Dec 2024	London - UK	\$5,950
06-10 Jan 2025	Dubai - UAE	\$5,950
05-09 May 2025	Dubai - UAE	\$5,950
16-20 Jun 2025	London - UK	\$5,950
18-22 Aug 2025	Dubai - UAE	\$5,950
13-17 Oct 2025	Barcelona - Spain	\$5,950
01-05 Dec 2025	London - UK	\$5,950

### ► Training Details

#### TRAINING COURSE OVERVIEW

In the fast-paced world of leadership, it's common for leaders to feel overwhelmed by the weight of their responsibilities. The constant barrage of emails, meetings, and expectations can create a sense of unease, particularly in an environment characterized by ever-increasing demands and challenges. While the term VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) may not be familiar to all, its effects are keenly felt by leaders navigating today's turbulent landscape.

Leading in the presence of VUCA poses one of the greatest challenges humanity has ever encountered. As volatility, uncertainty, complexity, and ambiguity continue to rise, traditional approaches to management and leadership are no longer sufficient. This Anderson training course offers a fresh perspective on leadership, ensuring that leaders can thrive amidst changing circumstances.

In this course, participants will discover the importance of cultivating empathetic behaviors and prioritizing the needs of individuals in their organizations. Drawing from lessons learned during the COVID-19 pandemic, it's evident that meaning and purpose must take center stage in business activities.

#### Key features of this Anderson training course include:

- Building resilience within organizations to navigate volatile challenges effectively.
- Empowering adaptive leaders who are willing to take risks and experiment in uncertain environments.
- Fostering a commitment to lifelong learning to stay abreast of current complexities.
- Equipping leaders with divergent and convergent thinking skills to make sense of

- ambiguity.
- ▶ Encouraging innovation among teams to uncover novel solutions to persistent challenges.

## TRAINING COURSE OBJECTIVES

**By attending this Anderson training course, delegates will be able to:**

- ▶ Make individuals and team members feel valued and respected
- ▶ Effectively manage themselves and develop quality relationships
- ▶ Develop the members of their team, helping them to recognize their true potential
- ▶ Earn the respect of others by practicing what they preach
- ▶ Apply the actions and qualities of effective adaptive leaders

### DESIGNED FOR

**This Anderson training course is suitable to a wide range of professionals but will greatly benefit:**

- ▶ Managers and Leaders implementing change processes
- ▶ Department Heads involved in complex change
- ▶ Strategic decision makers
- ▶ Team Leaders faced with complex change implementation
- ▶ Leaders looking for sustainability in a VUCA world

### LEARNING METHODS

This Anderson training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes experiential group activities, individual exercises, mini-case studies and syndicate discussions. Formal inputs are used to introduce underpinning theory. A key part of the learning process is sharing the differing experiences participants bring, as well as experimenting with novel - and sometimes challenging - techniques.

## ▶ Training Details

### Day One: People - The Key to Business Activities

- ▶ Earn their respect
- ▶ Help them to recognize their true potential
- ▶ Making individuals feel valued and respected
- ▶ Factors in Team Development
- ▶ Dealing with Conflict in Teams
- ▶ Giving Feedback for Improved Performance

### Day Two: Build Resilience to Volatile Challenges

- ▶ Change the Culture
- ▶ Adapt to new technology
- ▶ Developing the Right Attitude
- ▶ Characteristics of Adaptive Leadership
- ▶ Openness to New Ideas
- ▶ Creating a Creative Climate

### Day Three: Risk and Experimentation in an Uncertain World

- ▶ Uncertainty - Many facts may not be known
- ▶ Complexity - You must consider many interrelated factors
- ▶ High-risk consequences - The impact of the decision may be significant
- ▶ Divergent and diverse thinking
- ▶ Interpersonal issues - It can be difficult to predict how other people will react
- ▶ Tools and Techniques in Decision Making

### Day Four: Identifying Future Complexities

- ▶ Goal setting and prioritization

- ▶ Deliberate vs. experimental approaches
- ▶ Formalizing trial and error methods for improvement and innovation
- ▶ Planning for implementation
- ▶ Organizing for implementation
- ▶ Test phases and pilot projects

## **Day Five: Managing Change in an Ambiguous World**

- ▶ Creating a vision to change
- ▶ Managing the principles of change
- ▶ Dealing with resistance
- ▶ Managing the four states & reactions to change
- ▶ Tools & techniques to assist the change process
- ▶ Empowering people to act

## **▶ The Certificate**

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

## **▶ INFO & IN-HOUSE SOLUTION**

For more information about this course, call or email us at:

Call us: [+971 4 365 8363](tel:+97143658363)

Email: [info@anderson.ae](mailto:info@anderson.ae)

Request for a Tailor-made training and educational experience for your organization now:

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