



ADAPTIVE LEADERSHIP

Thrive through turbulence

**Transform your organisational
performance by embracing
experimentation and innovation**

Today we live and work in a constantly changing environment. Society is facing increasingly complex challenges that often don't respond to traditional top-down leadership approaches. People come from diverse backgrounds and hold contested views.

So to be effective and make progress we need a new style of leadership that's creative, collaborative and inspires confidence.

Adaptive Leadership is a practical framework that helps individuals and organisations assess difficult situations and flourish through turbulent times. It views leadership as a practice, not a position, democratising leadership and requiring everyone to play a part in making progress on difficult challenges.

To address today's workplace challenges, AGSM in partnership with Harvard have designed a series of Adaptive Leadership programs for leaders that wish to move leadership practices beyond domination and control towards collaboration and care.



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What is Adaptive Leadership?

In a world characterised by volatility, uncertainty, complexity and ambiguity (VUCA), being able to pivot quickly is no longer enough. Leaders, organisations and systems need to respond dynamically, creatively and respectfully to challenges and changes and be equipped to respond to adaptive, rather than technical, problems.

Organisations need to adopt new ways of operating to navigate the complexities of today's world of work with a model that focuses on humanity, democratises leadership and builds capacity so people can adapt to disruption quickly.

Adaptive Leadership is an approach to leadership that enables individuals and organisations to thrive in an environment of constant change. It encourages leaders to be flexible, creative, and responsive to the challenges that arise when navigating uncertainty.

Unlike traditional leadership, which focuses on applying known solutions to familiar problems, adaptive leadership encourages experimentation, learning, and resilience in the face of complex challenges. Differentiating technical problems from adaptive challenges supports more nuanced and effective responses to the challenges of today, and tomorrow.

Core Principles of Adaptive Leadership:

- **Flexibility:** Adjusting strategies based on emerging challenges.
- **Collaboration:** Engaging others in problem-solving and decision-making.
- **Resilience:** Learning and evolving from failures and setbacks.
- **Innovative Thinking:** Encouraging fresh approaches to tackle old problems.



What are the benefits of Adaptive Leadership?

Those organisations who embrace adaptive leadership are more agile, and responsive, equipped with world-class leadership capabilities to orchestrate meaningful change, utilising advanced systems thinking and evidence-based practices to mobilise stakeholders, foster innovation and drive sustainable transformation.



Thriving in Uncertainty

Organisations today face fast-paced change, from technological advancements to market disruptions. Adaptive leadership equips you to navigate this uncertainty, ensuring your organisation can remain competitive and agile.



Employee Engagement & Retention

Adaptive leaders engage their teams by providing them with opportunities to learn, grow, and contribute to solving real challenges. This leads to higher morale, better collaboration, and reduced turnover.



Sustained Innovation

With adaptive leadership, organisations foster a culture of innovation. Leaders encourage risk-taking and creative problem-solving, keeping the organisation ahead of the curve.



Effective Decision-Making

The adaptive leadership model promotes shared decision-making. Leaders empower teams to contribute their unique perspectives, leading to more informed and effective decisions.

“In our world, we have to continuously be conscious of, and deliberate in, how we confront opportunities, as well as problems we face and how we choose to respond. Adaptive Leadership helps you do that.”

Professor Catherine Althaus

Uplift your Senior Leaders' capabilities:

- Develop greater self-awareness and personal growth, enabling them to lead more effectively
- Ask questions and adopt a leadership stance that deliberately and inclusively engages others
- Create more integrated approaches to leverage systems change
- Apply adaptive leadership practices, through hands-on experimentation and feedback with adaptive leadership practices
- Establish ongoing learning practices that extend beyond workshops

Engaging learning experiences from AGSM

AGSM's Adaptive Leadership programs go beyond traditional training—they're a catalyst for mindset shift and lasting impact. Through immersive, hands-on learning, leaders build deep self-awareness, sharpen their ability to navigate uncertainty, and confidently lead complex transformation.

Our programs are grounded in enterprise thinking, human-centered leadership, and inclusive collaboration. Leaders learn to embrace diversity, drive meaningful change, and deliver impact across their organisations and communities.

Real-world application is at the heart of the experience. Participants engage in ongoing practice, tackle real-time challenges, and evolve their leadership alongside a powerful peer network—embedding adaptive leadership for lasting results.

The transformative tools acquired through our programs are designed for immediate use with workplace challenges. Upon returning to their organisations, leaders comment that the tools are invaluable for leading change initiatives, navigating uncertainty, and addressing entrenched issues that require more than technical fixes.



How can Adaptive Leadership help me?

Mindsets, tools and experiences that will elevate your leadership in times of change



Impact to your Leadership Practice

- **Increased Agility:** Learn to pivot quickly when situations change, making you a more effective and trusted leader.
- **Growth Mindset:** Adaptive leadership helps you embrace learning, allowing you to grow from challenges and evolve your leadership style.
- **Enhanced Problem-Solving Skills:** You will develop a deeper capacity to address complex, multifaceted issues by considering multiple perspectives and possible solutions.

Benefit for your organisation

- **Resilience to Market Shifts:** Adaptive organisations are more capable of adjusting strategies, products, and services in response to market dynamics.
- **Stronger Team Cohesion:** Teams work better together when they are guided by adaptive leaders who encourage open communication and shared goals.
- **Faster Innovation:** By embracing adaptive leadership, your organisation can quickly experiment with and implement new ideas to stay competitive.

"Adaptive Leadership helps shift your thinking—it doesn't just offer tools, it offers perspective. It helps you understand why a challenge feels so complex, and importantly, it validates that complexity. And once you can shift your thinking, you can shift behaviour—that's where real change begins. I've seen this firsthand through the 'Leading with Impact' program with AGSM—it's a powerful mindset shift."

Sally Laugesen,
Sydney Children's Hospitals Network



Learn with peers from diverse industry and career backgrounds:

Adaptive Leadership Program

Best for: Leaders seeking immersive, high-impact development.

Format: 4-day residential program

This flagship program delivers a deep and transformational dive into adaptive leadership. Over four immersive days, you'll engage in rich dialogue, experiential exercises, and mindset-shifting reflection. Ideal for leaders wanting to work on real-world challenges, connect meaningfully with peers across industries, and catalyse change in their organisation.

Strategic and Adaptive Leadership

Best for: Senior leaders navigating strategic disruption.

Format: 3-day in-person course

This program combines strategic thinking with adaptive frameworks to help you lead through uncertainty. It focuses on lifting your ability to drive enterprise-wide transformation, work across silos, and lead with flexibility. Designed for those who need to respond quickly to disruption while maintaining alignment with broader organisational goals.

Tackling Complexity Through Leadership

Best for: Leaders managing immediate, complex challenges.

Format: 2-day in-person course

This course equips leaders to navigate uncertainty with agility and authenticity. Through human-centred frameworks, reflective practice, and real-world application, participants develop adaptive leadership skills to drive culture change, lead through disruption, and transform complex challenges into opportunities for impactful, systemic progress.

Foundations of Adaptive Leadership

Best for: Leaders seeking adaptive leadership fundamentals.

Format: Self-paced, 5-module online program

This online program introduces the core concepts and language of adaptive leadership. It's perfect for those beginning their leadership journey or seeking a flexible, entry-level option to build confidence and curiosity in tackling complex, human-centred challenges.

Watch these short videos:

Making messy challenges manageable with adaptive leadership



How to disappoint people and manage change as an adaptive leader



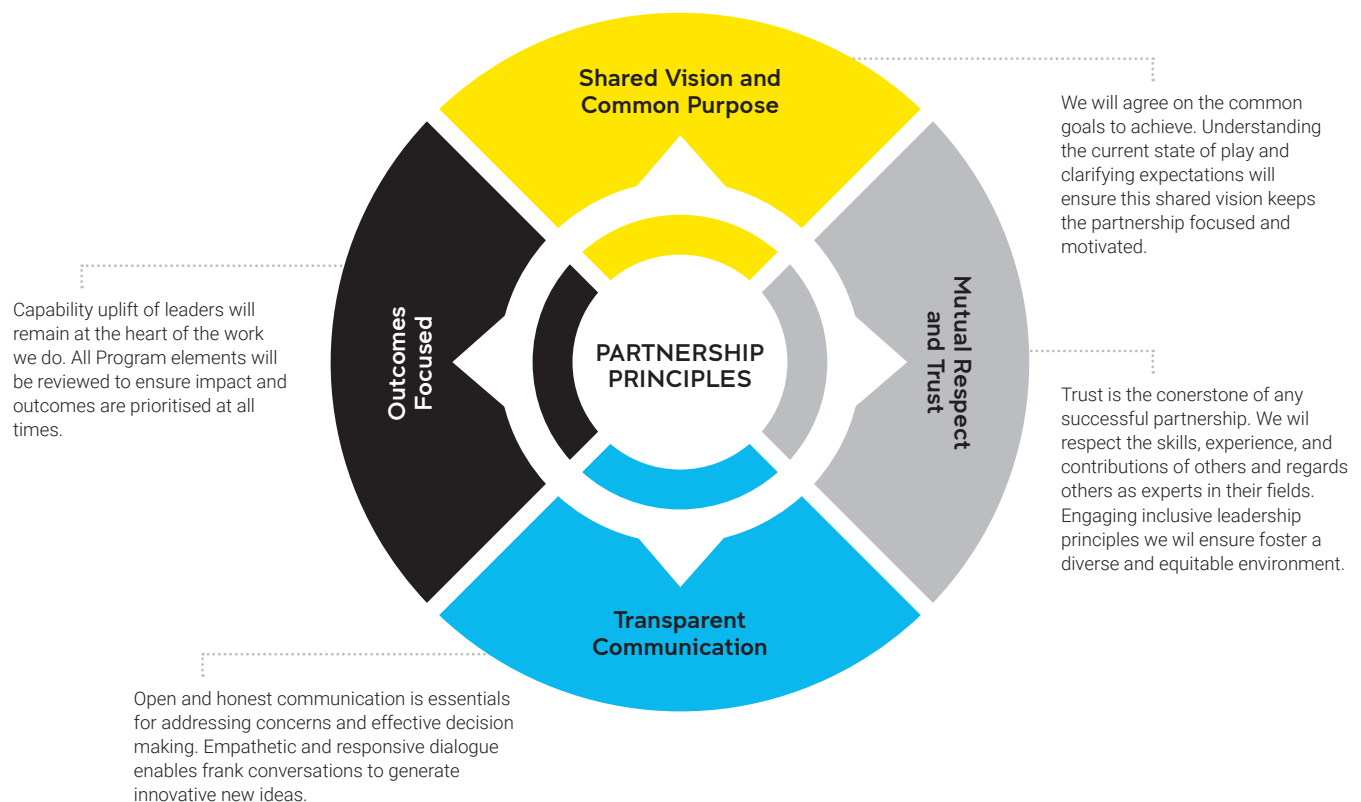
It takes a village: Change doesn't happen in isolation



Partnering for Impact

Co-Designing Leadership Solutions that work

How we partner with you



Our Collaborative Design Approach

Join AGSM to become strategic partners in creating change. Our approach to partnership is rooted in trust, mutual respect, and a shared commitment to building leadership capability that drives real-world impact. We work closely with organisations to understand their context, challenges, and aspirations, aligning our expertise with their strategic priorities to deliver learning that matters.

Through this partnership model, we provide more than just education—we bring insight, adaptability, and a deep understanding of what it takes to lead in today's complex environments. Our programs are enriched by this ongoing collaboration, ensuring they are responsive, relevant, and results-oriented. Together, we empower leaders to navigate uncertainty, mobilise teams, and deliver sustainable transformation across sectors and systems.

We partner with the global founders and leading experts of adaptive leadership at Harvard University, including Professors Ron Heifetz, Marty Linsky and Farayi Chipungu, as well as the award-winning Kansas Leadership Center and previous Harvard-KSG visiting faculty Maxime Fern and Dr. Michael Johnstone.

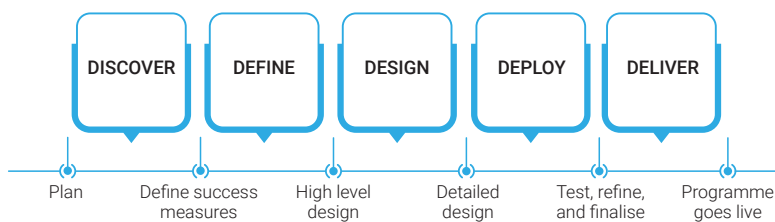
Our faculty, staff and coaches have deep expertise and experience in adaptive leadership practice and scholarship. We build off this combined wisdom of long-standing adaptive leadership practitioners and newly emerging adaptive leadership innovators. We are proud to partner with founders and members of the Australian Adaptive Leadership Institute (AALI) and Adaptive Leadership Australia (ALA)."

Collaborative co-design with the learner in mind

Dynamic discovery and scoping sessions, with your key stakeholders and our subject matter experts, gather insights from experiences and identifies the emerging challenges within your organisation. Our collaborative co-design process ensures your program's learning objectives and outcomes will drive organisational performance.

We believe great leadership programs aren't delivered to clients—they're co-created with them. The heart of our methodology lies in co-design: a collaborative, structured, and outcomes-driven process that ensures each program we build is tailored, targeted, and transformative.

Your development challenges are context-specific. An off-the-shelf solution might tick boxes, but it rarely shifts behaviour or culture. That's why our co-design model is anchored in deep engagement with our clients. We combine your organisational insights with our educational expertise to create something that fits perfectly—not just in content, but in purpose, tone, and delivery.



Digital Credentials

Our digital badges are a simple, trusted and instantly verifiable way to share capabilities and skills developed through our programs. Each badge contains verified data that describes the qualification and the process undertaken to earn it.

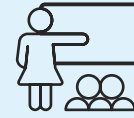


Achievement of 12 CEMD points results in the Certificate of Executive Management and Development being awarded and provides a recognition of Prior Learning (RPL) pathway into Post-Graduate award qualifications at AGSM.



Skills Bites

- Self-paced
- Introductory programs



Masterclasses

- 2-hours online
- Breadth OR depth of topics
- Subject Matter Expert knowledge



Online Learning Journeys

- 90min webinars over 6 to 12-weeks
- Breadth AND depth of topics
- Small Group Coaching embeds learning



Intensive Immersions

- Face to Face interactive sessions
- Deep learning to uplift capability
- Pre and post program supporting resources



Integrated Programs

- Multimodal extended solutions
- Adaptive challenges and action learning
- Annual development planning



Microcredentials

- 50 hours of assessed learning
- 2 Units of Credit at UNSW

The Future of Leadership starts now

Don't just manage change — lead it. Equip yourself and your organisation with the tools to thrive in complexity and uncertainty. AGSM's Adaptive Leadership programs are designed to spark transformation and deliver lasting impact.

Looking to embed Adaptive Leadership in your organisation?

Our team is here to help you explore tailored solutions that meet your leadership goals. Let's co-design a program that works for your context, culture and ambitions.

"Adaptive Leadership is about leading by questions, rather than leading by solutions."

Catherine Althaus,
Director at UNSW Canberra



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