90 Minute Leadership

OD recognise the challenges our leaders have in managing time constraints and setting aside time for development activities. Short, intensive development sessions can be a useful way of learning. Rather than spending a full day covering a relatively wide range of topics, our “90 Minute” leadership sessions will focus on specific topics, concentrating on key issues rather than the broader picture. The next session is:

“Adaptive Leadership”

Adaptive Leadership is a process based on the principle of ‘sharing responsibility for the future success of the organisation’. This responsibility is shared across the workforce as a whole. This means sharing risks, sharing resources, sharing ideas, sharing decision making. The future success of the organisation becomes everyone’s business. The key features of Adaptive Leadership are:

- Focus on the organisation and the team – and not on the leaders and managers.
- Shared ideas, critiques, observations in the interests of making the organisation and team more successful.
- An emphasis on kinship relationships between all employees, based on common goals, mutual support, and kindly attentiveness of each to everyone.
- "Elephants in the room” are exposed and the issues involved are resolved.
- Independent judgment is expected from everyone when considering decisions affecting the success of the organization and team.
- Continuous learning is institutionalised so that everyone reflects on what happens each day and engages others in what has been learnt and applied to the success of the organization and team.
- Leadership capacity is expanded as everyone is effectively taking a lead, and looking out for ways of improving organisational and team success.

Host: Dr Derek Mowbray
Management Advisory Service

Time: 8.30am for 90 Minutes
Date: Tuesday 24th August 2021

Register for the session - https://link.webropol.com/ep/onlineleadershipAugust2021AdaptiveLeadership