



ADAPTIVE LEADERSHIP

PRESENTER
SARAH NOLL WILSON

sarahnollwilson.com




ROADMAP TODAY

- 1 Resistance to Change
- 2 Introduce Curiosity First Approach
- 3 Practice and Apply Tools
- 4 Reflection

LOGISTICS

- 1 Chat using all attendees
- 2 Ask Questions
- 3 Tag us on Social!

#BExExchange



MENTI.COM

Use code 27 06 05 9

What **challenges** have you experienced while leading change?

PEOPLE ARE MOBILIZED TO TACKLE TOUGH CHALLENGES AND THRIVE.


— Ronald Heifetz, Marty Linsky

THRIVE -TO PROGRESS TOWARD OR REALIZE A GOAL DESPITE OR BECAUSE OF CIRCUMSTANCES.

THRIVING

A STUDY IN EVOLUTION

- 1 What of the DNA is **held onto**?
- 2 What of the DNA is **let go of**?
- 3 What of the DNA is **transformed**?



MENTI.COM

Use code 27 06 05 9

VOTE:
What situation should we use as our case study?

SHARE IN CHAT:

PEOPLE FEAR CHANGE

AGREE or DISAGREE?

PRACTIC 1

E

Identify and Honor the Loss



MENTI.COM

Use code 27 06 05 9

What **LOSSES** did you identify?



SHARE IN CHAT:

What benefit might we gain by **IDENTIFYING THE LOSS** people are experiencing?

THE
CURIOSITY
FIRST
APPROACH



THE
CURIOSITY
FIRST
APPROACH



TECHNICAL PROBLEMS

- 1 The problem and solution **are clear**
- 2 Can be solved with **current expertise**
- 3 Work completed by **experts or authority**
- 4 You can expect to get it **right the first time**

TECHNICAL PROBLEMS

- 1 The problem and solution **are clear**
- 2 Can be solved with **current expertise**
- 3 Work completed by **experts or authority**
- 4 You can expect to get it **right the first time**

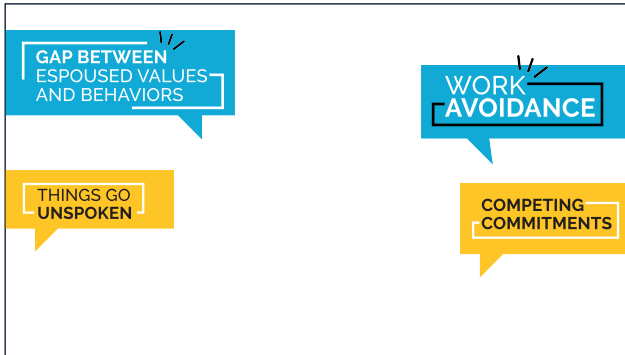
ADAPTIVE CHALLENGES

- 1 The problem and solution **are complex**
- 2 **Requires changing people's** priorities, beliefs, habits, and loyalty
- 3 Work completed by all **stakeholders** through experimentation
- 4 **You won't**

PRACTIC 2

E

Diagnose the Challenge



MENTI.COM
Use code 27 06 05 9

What **TECHNICAL PROBLEMS** did you identify?

MENTI.COM
Use code 27 06 05 9

What **ADAPTIVE CHALLENGES** did you identify?



PRACTICE 3

E Identify **Limiting Rules** and **Assumptions**

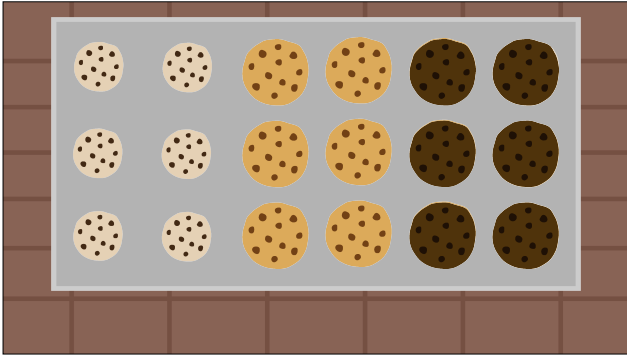
PRACTICE 4

E Run **Experiments**

MENTI.COM
Use code 27 06 05 9

What **EXPERIMENTS** might we try?





 **MENTI.COM**
Use code 27 06 05 9

What strategies might we use to **RAISE THE HEAT**?

 **MENTI.COM**
Use code 27 06 05 9

What strategies might we use to **LOWER THE HEAT**?



 **PRACTICE** **5**
E Reflect and Connect




 **MENTI.COM**
Use code 27 06 05 9

Reflect:
I used to think...
Now I think...



sarahnollwilson.com


 @sarahnollwilson



SARAH NOLL WILSON
Leading to Thrive in a World of Believable Change

A HALF-DAY, IMMERSIVE, VIRTUAL EXPERIENCE

Thanks to Our Event Sponsor



Project Forest
 Rewilding Alberta one forest at a time

Results.



THANK YOU
to our partners for their ongoing support!

Presenting Partners:







Supporting Partners:








Results.



SARAH NOLL WILSON
Leading to Thrive in a World of Believable Change


After the show.

SH♥P LOCAL

Be sure to fill out the form after the event to continue your leadership journey.

Each response will be entered for a chance to win 1 of 2 \$50 Shop Local Gift Cards or a 30 minute coaching session with Sarah.

Results.




SARAH NOLL WILSON
Leading to Thrive in a World of Believable Change

When you receive the bonus content after today's event, check the box to receive a Results **Leadership Development Kit**.

Your Leadership Development Kit contains:

- ✓ A leadership assessment
- ✓ Advice and an action plan
- ✓ Additional resources



Results.

UNLEASHED
SEASON 2

NEXT WEEK ON UNLEASHED

ARE YOU SOLVING THE RIGHT PROBLEM?
 WITH GUEST SPEAKER
 THOMAS WEDELL-WEDELLSBORG

THURSDAY, NOVEMBER 5
 10 - 11 AM MDT



Results.

REGISTER AT [UNLEASHRESULTS.COM/EVENTS](https://unleashresults.com/events)