

It is not the strongest of the species that survives, nor the most intelligent. It is the one that is most adaptable to change - Charles Darwin



The Adaptable Organization Workshop

The Adaptable Organization Workshop is an innovative, experiential learning experience that combines adaptability quotient (AQ) and complex organizational systems principles.

We are entering a transformative era where the ability to adapt will determine not just who thrives but who survives. For individuals and organizations, adaptability has become a critical factor for navigating complexity and uncertainty, shaping success in the modern world.

The Adaptable Organization (AO) Workshop explores the concept of **Adaptability Quotient (AQ)**—the capacity to adjust effectively in uncertain and dynamic environments—and its profound impact on personal and organizational performance. AQ encompasses three key abilities:

- **Embracing Change:** Staying open to new ideas and pivoting effectively in response to challenges.
- **Learning New Skills:** Rapidly acquiring and applying knowledge to remain relevant in evolving conditions.
- **Staying Resilient:** Maintaining focus, energy, and a positive outlook despite setbacks or stress.

This hands-on workshop provides an immersive experience where participants delve into **human systems dynamics**, connecting predictable organizational challenges—like communication breakdowns, silos, and misaligned priorities—with the critical role of adaptability.

Through interactive activities, participants identify reflexive behaviors that hinder collaboration and develop strategies to foster partnerships across levels, functions, and departments.

The workshop also tackles key barriers to adaptability, such as resistance to change, ineffective cross-functional collaboration, and the challenges of leading in volatile environments.

By addressing these issues, participants gain practical insights into how adaptability can transform organizational culture, enhance productivity, and improve decision-making.

To ensure the learning is actionable, the workshop concludes with a proven action-planning process. Participants leave equipped with practical steps tailored to their unique organizational contexts, enabling them to apply insights directly to their workplaces. This process fosters sustained change and positions organizations to thrive in a rapidly changing world.

The AO Workshop goes beyond theory to deliver an engaging, impactful experience, preparing individuals and organizations to meet today's challenges with confidence and adaptability.

Workshop Objectives

- ▶ Increase participants understanding of individual and organizational adaptability, and its role in effective leadership.
- ▶ Enable participants to identify specific areas of their own adaptability intelligence (AQ) that they wish to develop.
- ▶ Explore key areas of leadership in relation to AQ
- ▶ Identify how organizational systems, despite our best intentions, become resistant to adaptation, and develop workable strategies for creating effective, robust systems.
- ▶ Increase understanding of human systems dynamics – what powerful systems look like, what regularly gets in the way of their developing, and roles of adaptable leaders in creating them.
- ▶ Create individual action plans applying adaptability (AQ) and system principles to develop powerful, productive partnerships up, down and across organizational lines, including with customers.

Learn How and Why:

- ▶ Front-line employees can become disempowered and disengaged from the organization and its goals.
- ▶ Mid-Level Managers feel that no-one understands their struggles, and that despite their best intentions no-one seems happy with what they are doing.
- ▶ Senior Leaders, despite their best efforts, are perceived as disconnected and uncaring by others in the organization.



Comments from previous Organization Workshop Participants:

“The organization exercise was amazing. I've already successfully applied some of the concepts from this session and have increased empathy for those in other positions.”

“Outstanding exercise to have us role play different positions with limited knowledge and communication - this mirrored many of the frustrations around communication and the challenges of meeting or exceeding external and internal partner's expectations. Eye opener.”

“The Organization Workshop was profound.”

