Adaptive Leadership
A Curiosity First Approach to Leading Change

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What challenges have you experienced or observed when leading people through change?
PEOPLE ARE MOBILIZED TO TACKLE TOUGH CHALLENGES
AND THRIVE.
- Ronald Heifetz, Marty Linsky

THRIVING – A study in evolution

1. What of the DNA do we hold onto?
2. What of the DNA do we let go of?
3. What of the DNA do we transform?
How do we build relationships with external customers but also internal co-workers virtually?
EXPLORE

• Diagnose the issues
• Conduct Fearless Audits
• Identify who needs to do the work

TECHNICAL PROBLEMS vs. ADAPTIVE CHALLENGES

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

The problem and solutions are complex.
Requires changing people’s priorities, beliefs, habits, and loyalty.
Work completed by all stakeholders through experimentation.
You won’t.
EXPLORE

- Diagnose the issues
- Conduct Fearless Audits
- Identify who needs to do the work
COMFORTABLE Vs. COURAGEOUS

EXPERIMENT

• Meet people where they are

• Test multiple hypothesis

• Regulate the heat
PEOPLE FEAR CHANGE

PEOPLE FEAR LOSS