



*Real growth starts from the inside out*

# THE ADAPTIVE LEADER JOURNEY

BECOMING CAPABLE OF MORE CHANGE  
THAN YOU THOUGHT POSSIBLE



# Next-Level Leadership

*Skills, frameworks, and insights can only take you so far. Next-level change requires addressing what is really holding you back, overcoming it in your real work, and building the capacity to do it again and again.*

**Grow in 3 leadership domains while building the capacity that makes next-level change possible.**

## 1. SELF LEADERSHIP

“Who” comes before “Do.” Develop awareness, adaptability, and resilience to navigate challenges and lead with purpose.

## 2. PERFORMANCE LEADERSHIP

Align expectations, motivations, measurements, and accountability to grow engagement, drive results and achieve long-term impact.

## 3. INFLUENTIAL LEADERSHIP

Influence across teams and stakeholders by managing relationships, communicating effectively, and mobilizing others toward change.

“*The strength of this program has been its ability to help us quickly identify and then change mindsets and behaviors.*”

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**BRUCE BOULANGER**  
REGIONAL PRESIDENT  
PERMOBIL

# Why this Works

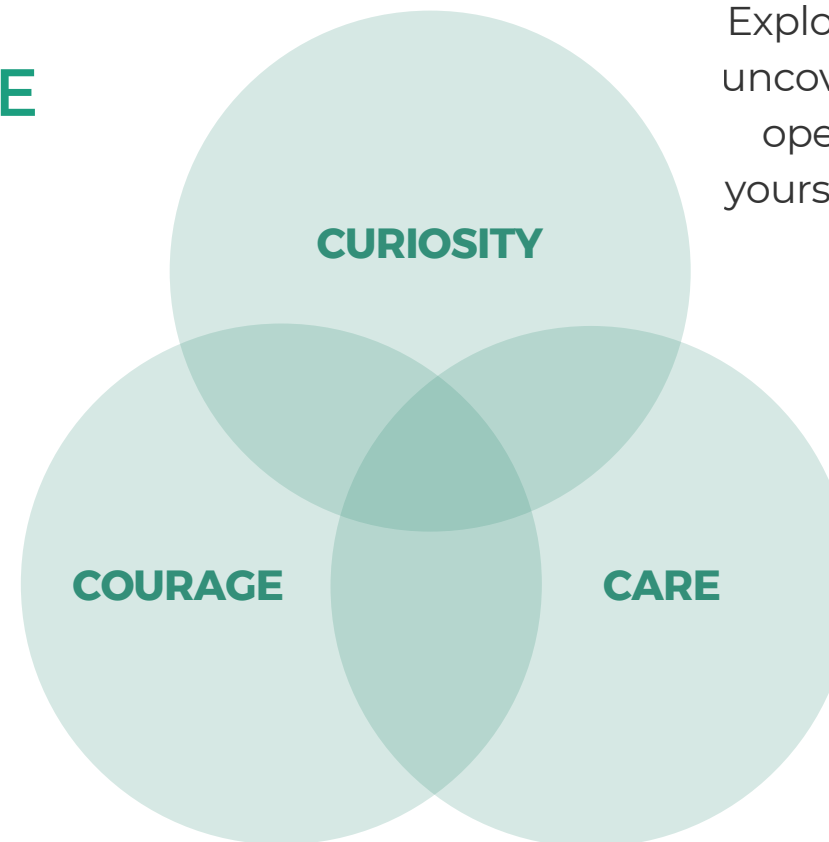
“ I already achieved 50% of my experiments, 80% of my business goal, and 100% of my expectations

Partner, Deloitte

**Most leadership development changes behavior. We change capacity.**

## 3C ADAPTIVE CORE

Overcome worries and limiting beliefs to find the path to your goals, especially in uncertain circumstances.



Explore assumptions, uncover patterns, and open your eyes to yourself and others in new ways.

Care for others and yourself as you lead with empathy, resilience, and accountability to build trust and impact.



# Why a journey?

Dramatic growth rarely happens in a moment. It happens through consistently exploring the edges, testing assumptions, and incorporating new ways of thinking that drive behavior.

“ Adaptive Leaders helped us grow the capabilities of our existing team. I appreciate Adaptive Leaders' approach to providing laser-focused assistance in the areas we need to do better.

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**JAMES LALONDE**  
Co-founder and CEO  
Yodo One



# WHAT YOU'LL GET

## 9 Leadership Labs

Apply new ways of leading to real challenges that matter now

## 3 Adaptive Sprints

Surface what is holding you back and create real breakthroughs

## 3 Hours of Adaptive Coaching

Personal guidance to go deeper, move faster, and drive impact

## Monthly Peer Coaching

Grow alongside other leaders

# WHO IS THIS FOR?

Leaders who know they and their people are capable of more than what they are achieving right now.

Cohorts of mid-senior leaders who work together regularly.  
(Preferred, not required)

\*1:1 and custom team facilitation are available for senior leaders.

\*\*Inquire about our highly scalable digital journey for junior leaders.

# ASSESSMENTS INCLUDED

- Performance Leadership Diagnostic
- Team Motivations Profile





# ADAPTIVE LEADER JOURNEY

Becoming capable of more change than you thought possible, from the inside out.

Lab		
1	Self Leadership	Adaptive Self Leadership
2		Role Clarity and Prioritization
3		<b>Adaptive Sprint</b>
4	Performance Leadership	Setting Clear Expectations
5		Connecting to Motivations
6		Leading with Measurement
7		Effective Accountability
8	<b>Adaptive Sprint</b>	
9	Influential Leadership	3C Influence - Part 1
10		3C Influence - Part 2
11		<b>Adaptive Sprint</b>
12		Next Level Adaptivity

# Personalized Adaptive Coaching

Go deeper, move faster, and turn insights into action with your curious, courageous, and caring coach - to create maximum impact.

## INDIVIDUAL COACHING

- Get expert help on the specific leadership challenge that matters most right now
- Work through obstacles that are less well suited to a group setting
- Turn insight into real change with tailored challenge, feedback, and accountability

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## PEER COACHING

- Learn with peers who can help you see what you cannot see alone
- Test new approaches together and share your learnings and insights
- Keep each other accountable and moving when change starts to get uncomfortable



“

*This might be the  
best meeting I've had  
in my life.*

---

**DANIEL**

After his first Coaching Session  
Project Leader. Fluor

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- Keep each other accountable and moving when change starts to get uncomfortable



“

*During our time together, I experienced a significant transformation in my leadership style and increased my confidence in handling multifaceted issues.*

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**BORIS**  
CFO  
Belgium

# Why Peers Matter

*A powerful catalyst for deeper, lasting change.*

“*Peer coaching in small groups is great! Very grateful for the time and efforts put in by my group each week!*”

OPERATIONS LEADER

Alongside other high-performing leaders, you'll use your real leadership challenges to support mutual next-level change.

In this **confidential, high-trust space**, you'll engage in **thought-provoking discussions, structured peer coaching, and shared problem-solving**, gaining fresh perspectives that unlock new possibilities.

Together, you'll uncover limiting beliefs, test new approaches, and develop the adaptability needed to lead through uncertainty. This **isn't leadership in theory—it's leadership in action**, supported by peers who challenge, inspire, and grow alongside you.





# Immediate Impact

“*My team began to see more through my eyes. They are more in tune with the need to equip themselves to be able to support others around them. This program was powerful- they still use the takeaways years later.*”

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**SARAH**  
REGIONAL GM  
FISERV

“*In the last 3 years our business has been in a successful transformation. Thanks to the Adaptive Leaders team for helping our leaders truly go through the transformation.*”

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**YANGNAN LIU**  
AP CEO & President, China  
Messer Cutting Systems

“*I saw a dramatic improvement in some of my least motivated employees. I was a different leader.*”

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**TIM HAWKINS**  
SENIOR LEADER  
CHINA



Start your  
Journey to the  
Next-Level

APPLY NOW

[www.adaptiveleaders.com/journey](http://www.adaptiveleaders.com/journey)

CONTACT

[info@adaptiveleaders.com](mailto:info@adaptiveleaders.com)



# Self Leadership



*I saw a dramatic improvement in some of my least motivated employees. I was a different leader.*

---

**TIM HAWKINS**  
SENIOR LEADER  
China

## ADAPTIVE SELF LEADERSHIP

2 hours, plus 1 hour peer coaching

### KEY QUESTION

How do I become the leader I aspire to be?

### KEY ELEMENTS

- Curiosity, Courage, Care
- Business goals require personal growth
- Adaptive Journal
- The power of peers

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## ROLE CLARITY AND PRIORITIZATION

2 hours, plus 1 hour peer coaching

### KEY QUESTION

How do I bridge my motivations and time spend to become the leader I aspire to be?

### KEY ELEMENTS

- Work Motivations Profile report
- Role Clarity self-diagnostic
- Investing vs Spending Time
- Effective Prioritization

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## ADAPTIVE SPRINT

2 hours, plus 3 hours peer coaching and 1 hour adaptive coaching

### KEY QUESTION

What's holding me back from becoming the leader I aspire to be?

### KEY ELEMENTS

- Addressing a real Self Leadership challenge by working through what is getting in the way
- Addressing fears and assumptions that are blocking improvement

# Performance Leadership

“ *This process has been so helpful with bringing role clarity, energy and positive accountability to our leadership team, we are now expanding it to all of our employees.* ”

**ARUN**  
CEO  
Landcent

## SETTING CLEAR EXPECTATIONS

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

Where would increased clarity unlock my team?

### KEY ELEMENTS

- Performance Leadership Diagnostic Report
- Role clarity with direct reports

## CONNECTING TO MOTIVATIONS

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

What motivates my team to better performance?

### KEY ELEMENTS

- Motivations Team Profile
- Care-Challenge Grid

## LEADING WITH MEASUREMENT

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

How do the things I measure drive my team's performance?

### KEY ELEMENTS

- Measurements for Performance
- KPI Driver Worksheet

## EFFECTIVE ACCOUNTABILITY

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

What conversations do I need to have to improve my team's performance?

### KEY ELEMENTS

- Effective 1:1s
- Hard conversations
- Role of Appreciation

## ADAPTIVE SPRINT

2 hours, plus 3 hours peer  
coaching and  
1 hour adaptive coaching

### KEY ELEMENTS

- Address a real Performance Leadership challenge by working through what is getting in the way.

# Influential Leadership

“

*After I sent my team through this program, they began to see more through my eyes. They are more in tune with the need to equip themselves to be able to support others around them. This program was powerful- they still use the takeaways years later.”*

**SARA**  
REGIONAL GM  
Fiserv

## 3C INFLUENCE: PART 1

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

How do I team more effectively with people who are different from me?

### KEY ELEMENTS

- The Meeting Game
- Communicating with different processing styles
- Managing difficult relationships

## 3C INFLUENCE: PART 2

2 hours, plus 1 hour  
peer coaching

### KEY QUESTION

How do I navigate difficult stakeholder relationships when nothing seems to be working?

### KEY ELEMENTS

- Identifying Stakeholder Motivations
- The Value Equation for Influence
- Internal and External Stakeholder Strategies

## ADAPTIVE SPRINT

2 hours, plus 3 hours peer  
coaching and  
1 hour adaptive coaching

### KEY ELEMENTS

- Address real Influence challenge by working through what is getting in the way.

## NEXT LEVEL ADAPTIVITY

2 hours

### KEY QUESTION

How much more change am I now capable of - and how will I keep growing?

### KEY ELEMENTS

- What changed?
- What unlocked that change?
- How will I keep growing from here?

# Why Adaptive Leaders

*Most leadership development changes behavior. We change capacity.*

*We help people become capable of more change than they thought possible - so strategy turns into results.*

Adaptive Leaders was founded in 2015 in the fast-changing Shanghai market to help leaders and teams accelerate growth and thrive in complexity. From day one, we've believed in your capacity, shared in your dreams, and cared deeply about your success. Today, our team of expert coaches and consultants spans North America, Europe and Asia Pacific—bringing diverse perspectives and deep expertise to every engagement. We don't just teach leadership; we live it. Our trust, collaboration, and genuine care for each other create an experience that leaders feel—and one that transforms teams from the inside out.



Adaptive Leaders has provided facilitation and coaching to:

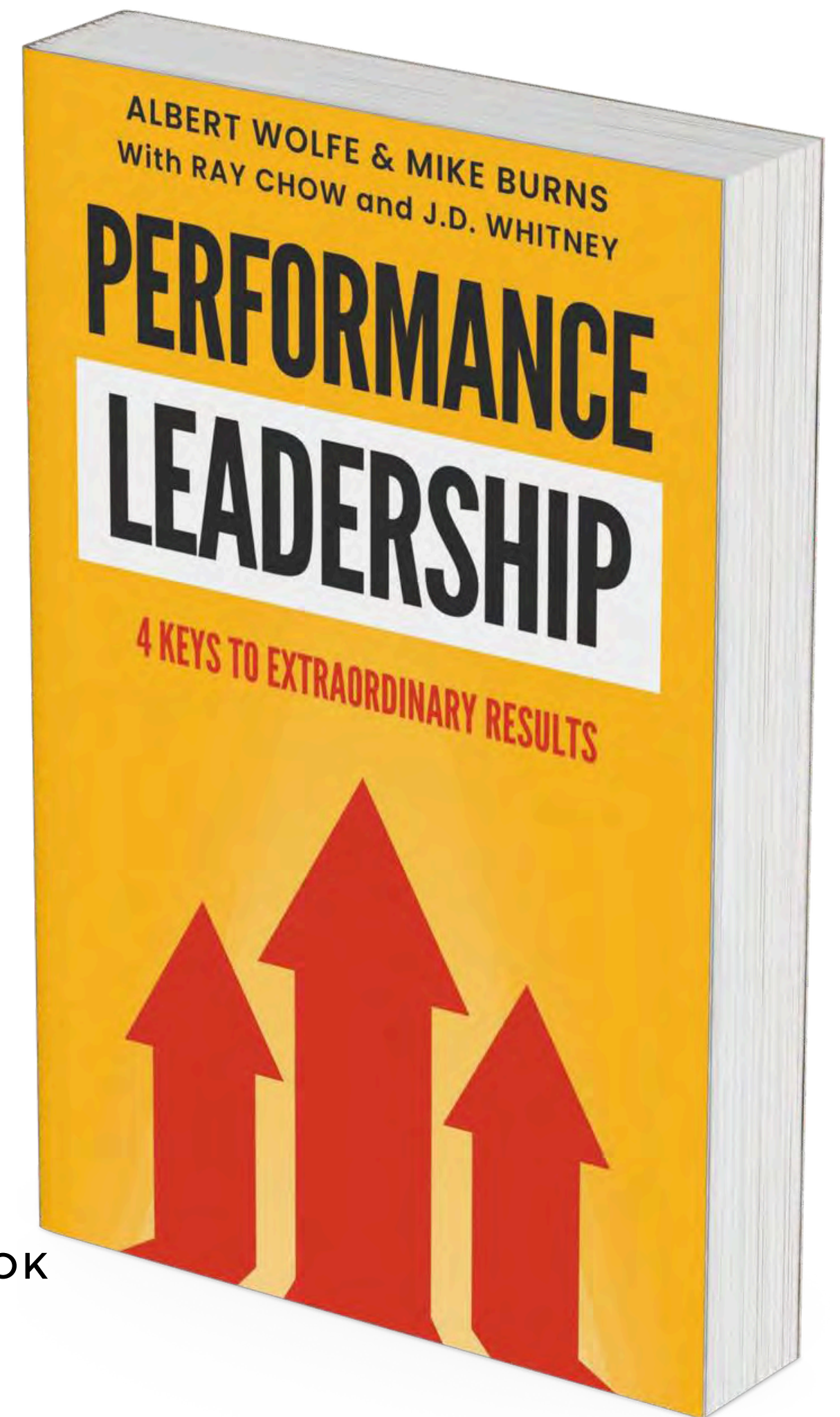
<b>82</b>	<b>1,728</b>	<b>15</b>
Companies	Individuals	Countries

Our clients range from SMEs to Fortune 100 companies across industries, united by a common goal:

**To become capable of more.**

A HUMAN-CENTERED  
APPROACH  
FOR AN  
**AI WORLD**

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