



## AALI MASTERCLASS 2023

# The practice of Adaptive Leadership: What is it time for *now*?

**It is clear we are coming to terms with a different world than expected. We need to adapt and help our clients do the same. Our world, in Australia and beyond, has been buffered by extraordinary events since the last AALI Masterclass in early 2022.**

The local and global impact of the war in Ukraine, the long tail of Covid-19 and the ever-apparent global consequences of climate change.

Patterns of our work are changing. Attitudes to race, gender and social issues require all of us to reconsider where to place ourselves, let alone what to do.

**All of these circumstances lead us to ask, "what is it time for in our work now?"**

This question is central to the 2023 AALI Masterclass and we will examine the relevance of the question for us individually and collectively.

What do you feel called to pay attention to and what is required in your professional role to help others do the same?

What needs to be done collectively that can't be done individually?

And given the need for greater collective effort, how do we create shared learning in a time of increasing fragmentation?

## What is required of us?

These questions have direct implications for our work:

- How do we partner in a competitive environment?
- How do we remain a learner while others look to us for our expertise?
- In a time of turmoil and transition what different and new roles do we need to explore?
- How do we deal with the opposition and resistance of others?

## Who should attend?

This Masterclass is an opportunity for both new and experienced adaptive leadership practitioners to experiment with and extend their current repertoire, to practice and share with colleagues, and to be part of a uniquely Australasian leadership development profession.

## Format and Structure

The Masterclass will use elements such as large and small group sessions, time for individual reflection, and opportunities to practice facilitation, coaching and adaptive consulting skills. In addition, special interest groups will meet concurrently to explore how we can use our knowledge of adaptive leadership to address current issues - for example climate change, gender and #Metoo, or reconciliation and the Voice.

In addition, we have listened to feedback from earlier participants and in 2023 the Masterclass will consist of two streams. This will allow participants with different levels of experience with adaptive leadership to reflect, clarify and discuss issues of interest while working to their preferred level.

### Stream A

Intended for new(er) adaptive leadership practitioners, this stream will commence on 16 March and provide participants with an initial day together focused on renewing their understanding of foundation adaptive leadership concepts, how to bring them to life in the classroom and what this means for us as facilitators.

This day will also provide an introduction to the theme for this year's Masterclass and allow participants to explore this theme together.

On Day 2 and Day 3 (17 and 18 March) participants in this stream will combine with participants in Stream B for the core of the Masterclass.

### Stream B

Intended for experienced adaptive leadership practitioners this stream commences with the core Masterclass (17 and 18 March) together with participants from Stream A.

On 19 March the more experienced practitioners in this stream will take part in a final day focused on 'provocation'. This day is for experienced practitioners only.

## LOCATION

Venue: Vibe Hotel, 1 Queen Street, Melbourne

Dates: Stream A: 16 – 18 March 2023 (3 days)  
Stream B: 17 – 19 March 2023 (3 days)

*Note: Days will commence at 9 am and finish at 5 pm on Thursday 16 and Friday 17 March, and commence at 8.30 am and finish at 4 pm on Saturday 18 and Sunday 19 March.*

## INVESTMENT

Melbourne Metro residents: \$1,900+GST

Regional and interstate participants and organisations sending 3+ people: \$1,750+GST.

*(Includes morning tea, lunch and afternoon tea).*

[CLICK HERE TO REGISTER](#)

## Faculty

The 2023 Masterclass faculty team will be led by Maxime Fern and Michael Johnstone who have been AALI's founding faculty since 2017.

Maxime and Michael are known in the Australian adaptive leadership community for their contribution to the original Harvard Kennedy School program, the Art and Practice of Leadership Development, commonly known as APL. They taught in this program with Marty Linsky and Ron Heifetz for over 15 years and have run their own consulting and development practice from Australia since 1988. Recent clients include Google, BHP, Sistema Italy, the APSC, Bank Intesa San Paolo (Italy), AIPM, Cobel Darou (Iran) and the Scottish Government.

In 2022, Maxime and Michael released their long-awaited book titled **'Provocation as Leadership: A roadmap for adaptation and change'**. On Amazon.com the book is described as follows: *"Provocation as Leadership offers a blueprint for people who, using provocation, want to ignite change and help their organizations, group, or community break through to a better future. This book provides a vehicle to see provocation in its potential for necessary disturbance, to lay bare its anatomy, and give access to its possibilities, including how to enable provocateurs to live another day."*

In the 2023 Masterclass Maxime and Michael will work together with a small adjunct faculty team consisting of experienced adaptive leadership development practitioners.



MAXIME FERN



MICHAEL JOHNSTONE