



AALI!

Australian Adaptive Leadership Institute

Adaptive Leadership LEARNING LAB 2024

THE PARADOX OF PROGRESS: Fostering real learning in a risk-averse world.

We are increasingly experiencing clients and participants as showing a smaller appetite and robustness for disturbance. Safety and support seem more and more valued with an expectation that professional facilitation avoids provocation that is potentially contentious.

There is a greater hunger for comfort, care and certainty.

We interpret this as a response to an environment which is increasingly turbulent and unsettling: the inescapable effects of climate change, the wars in Ukraine and Gaza, division over the Voice, growing economic inequity and across race, gender and other social issues.

There is increasing distrust, dismay, and disappointment in business and other public institutions. Charity organisations are busier than ever.

These conditions lead us to ask:

“How do we create real learning and progress in a disturbed world, where people crave more certainty, care and safety?”

This question is central to the 2024 Learning Lab - we will examine its relevance to us as leadership educators, facilitators, coaches and consultants, as well as concerned citizens.

- What is the need for continued challenge, even provocation, in our leadership development work?
- What are the risks now and are they the same as before? Or are the costs higher now?
- How can you tell how concerned/vulnerable participants are? What are the signals?
- What type of conditions are required to optimise learning? Are our current holding environments adequate?
- What are the ethical issues we need to consider when challenging people?
- Can you ‘teach’ adaptive leadership if you can’t challenge people?

Who should attend?

This Learning Lab is an opportunity for both newer 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

This year's Learning Lab will use some familiar elements such as large and small group sessions, time for individual reflection and opportunities to practice adaptive facilitation and coaching skills, as well as more expressive and creative endeavours. We will also use a live current adaptive case study to practice our diagnostic skills by inviting a guest to discuss their challenge.

The Lab will consist of two streams which allow participants with different levels of experience of adaptive leadership to reflect, clarify and discuss issues of interest while working at their preferred level.

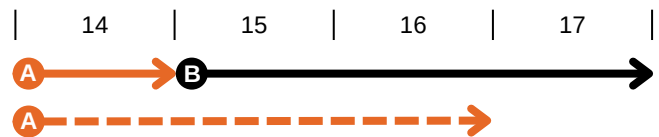
Stream A

For practitioners new(er) to adaptive leadership commences Thursday 14th March. This provides an introduction/review of the foundations of adaptive leadership and how to bring them to life.

Participants can join this as a **one day stand-alone module** to simply build awareness of the framework **or can continue to stream B for two days** (15 and 16 March), guided by their appetite for depth and stretch.

Stream B

This 3-day program (15-17 March) is intended for experienced practitioners and those wanting more stretch. Advanced level learning and practice will be woven into these three days, with a focus on the effective use of provocation and disequilibrium.



LOCATION

Q Station
1 North Head Scenic Drive
Manly NSW 2095

DATES

Stream A: 14 March 2024 (with option to add 15-16th)

Stream B: 15 to 17 March 2024

*Note: Starting time 9am every day.
Finish 5:30pm except Sunday 17th at 4pm.*

INVESTMENT

Stream A - 1 day introduction only: \$900+GST

Stream A - 3 days: \$2,000+GST

Stream B - 3 days: \$2,000+GST

(Includes morning tea, lunch and afternoon tea).

[CLICK HERE TO REGISTER](#)

Faculty

The 2024 Learning Lab faculty 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 Italia, the APSC, Bank Intesa San Paolo (Italy), the World Health Organisation and the University of New South Wales.

In 2023, 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 2024 Learning Lab Maxime and Michael will work together with adjunct faculty **Diana Renner** and **Cameron Bowles**.



MAXIME FERN



MICHAEL JOHNSTONE