



“The big question is whether you are going to be able to say a hearty yes to your adventure.”

~ Joseph Campbell ~

# Develop Your Capacity of Adaptive Leader

Coaching Sessions with Beatrice C. Benne, Ph.D.

Leading in today's environment always seems daunting. If any of the below statements reflect your own reality, you are called, with no doubt, to exercise adaptive leadership.

- The stakeholders who need to be involved do not agree on what the problem is and even less on what the solutions might be.
- You need to address resistances and denial.
- You know you are challenging deeply ingrained beliefs and values and a new reality has not emerged yet.
- The level of complexity and amount of uncertainty are paralyzing.
- You need effective tools to facilitate a co-creative process in a way that generates innovative solutions and develops new capacities.

## Coaching Approach

For this consultative process, I act as your guide, mentor, teacher, and coach. The work is fully focused on your situation, context, needs, requirements and constraints, which we explore collaboratively. I help you shine a new light on your business reality so that you gain perspectives and insights. I give you diverse tools and techniques that you can immediately apply and test in your work environment. In other words, I am shadowing you through the process until you have learned and integrated your own knowledge and transformed it into wisdom.

## How the Engagement Works

The engagement length may vary from several weeks to a few months based on the scope and complexity of your project. Before you commit, we will discuss your needs and scope the level of engagement. Our conversation will cover:

- The context and characteristics of your adaptive challenge.
- The initial project vision, goals, and expected outcomes.
- Your learning goals and specific leadership needs.
- Any questions you might have about the process and approach.

A written scope of engagement will serve as the basis of a mutual contract and fee for the process.