

Adaptive Leadership

Is the situation a **technical problem**, or an **adaptive challenge**?

	Technical Problem	Adaptive Challenge
Is the problem / challenge clear?	Yes	No
Do people agree on what the problem / challenge is?	Yes	No
Is the solution clear?	Yes There are known solutions that can be implemented by current knowledge.	No People have legitimate and competing ideas about how to solve the challenge.
Does it require a change in people's values, beliefs, attitudes, or behaviors?	No	Yes
Resolved through...	Authoritative expertise through established structures, procedures, ways of doing things.	Collective intelligence. Changes in people's priorities, beliefs, habits, and loyalties.



uses current evidence-informed research, models, and practices to enhance organizations through experiential consulting and training