

Adaptive Design Training

RETHINK PROBLEMS. REDESIGN SOLUTIONS.

A Collaborative Workshop for Leaders Navigating Complex Change
Developed & Led by Ellen Kagen and the Kagen Leadership Group

TRAINING OVERVIEW

A hands-on, collaborative learning experience for professionals, team leaders, and civic activists ready to create lasting impact — grounded in Adaptive Leadership principles.

KAGEN
LEADERSHIP
GROUP

ABOUT THE PROGRAM

Adaptive Design is a hands-on, collaborative workshop grounded in Adaptive Leadership principles. It moves teams beyond traditional planning to tackle the real, underlying issues that keep organizations stuck. Participants identify core systemic challenges, co-create innovative solutions, and build a practical roadmap for lasting change, all by leveraging the collective intelligence of their team.

This experience centers on the "we" mindset, fostering an environment where every voice is safe, seen, and heard. You will not just learn theory; you will work directly on real-world adaptive challenges your organization is facing right now.

WHY CHOOSE THIS TRAINING

Organizations routinely treat symptoms while missing what truly needs to change. Adaptive Design breaks that cycle:

- **Root-cause focused** -- the process is designed to surface what is actually driving persistent challenges, not just their visible symptoms
- **Built for complexity** -- equips teams to navigate uncertainty with clarity, purpose, and flexibility
- **Collaborative by design** -- every participant contributes; solutions emerge from diverse voices and shared ownership
- **Future-ready** -- you will not just solve today's problems; you will build your team's capacity to handle what comes next

WHAT YOU'LL LEARN:

The workshop moves through four structured stages, giving participants a repeatable process they can apply long after the training ends:

1. **Empathy and Observation (Understand)** -- Listen deeply to individuals and systems to gain insight into underlying dynamics
2. **Interpretation (Analyze)** -- Examine the information gathered, identify root causes, and recognize patterns in the challenge
3. **Ideation (Create)** -- Generate creative solutions through structured brainstorming that explores diverse perspectives and possibilities
4. **Prototype and Intervention (Test)** -- Develop and test targeted interventions, refining ideas to ensure viability and real-world effectiveness

WHO THIS TRAINING IS IDEAL FOR

This workshop is built for anyone invested in driving lasting change, with or without formal authority:

- Leaders, project leads, and practitioners in nonprofit, human services, and mission-driven organizations
- Community-focused teams, coalitions, and civic activists working on systems-level change
- Any team ready to move beyond symptoms to real, lasting solutions

READY TO BRING THIS TRAINING TO YOUR ORGANIZATION

Scheduling fills quickly — reach out today to reserve your cohort date.

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