

Aligning Perspectives Training

BRIDGE DIFFERENCES. STRENGTHEN TEAMS. LEAD WITH PURPOSE.

An advanced workshop for leaders ready to move beyond conflict and drive real organizational progress.
Developed by the Kagen Leadership Group

TRAINING OVERVIEW

When perspectives are aligned, technical work becomes more manageable. When they are not, leaders need new mindsets and methods to move forward — this training gives you both.



ABOUT THE PROGRAM

Aligning Perspectives in Adaptive Work is an advanced workshop that helps leaders navigate competing viewpoints, surface underlying tensions, and guide teams toward shared goals. This training is a natural next step for leaders who have completed the Coach Approach to Adaptive Leadership and are ready to go deeper.

Organizations stall not because people lack good ideas; but because competing perspectives create gridlock. This training gives you the frameworks and facilitation skills to move from surface disagreement to genuine shared understanding.

WHY CHOOSE THIS TRAINING

This is not a general leadership course. It is purpose-built for experienced leaders navigating real organizational complexity:

- **Proven frameworks** — Grounded in adaptive leadership practice, not abstract theory
- **Advanced skill-building** — Designed for leaders who already have a foundation in adaptive leadership
- **Practical application** — Scenarios drawn from real organizational challenges
- **Tangible outcomes** — Leave with tools you can apply immediately to move stuck teams forward

WHAT YOU'LL LEARN:

This training is structured around the Aligning Perspectives Framework, a six-step progression:

- **Create Safety** -- Establish psychological safety where all perspectives can be shared openly
- **Listen for Understanding** -- Apply deep listening to hear viewpoints without judgment
- **Find the Kernel of Truth** -- Identify valid elements within competing perspectives and honor what each person brings
- **Reframe the Challenge** -- Help groups see situations from new angles that reveal shared opportunities
- **Build Collective Solutions** -- Facilitate collaborative problem-solving that incorporates diverse insights and shared ownership
- **Sustain Alignment** -- Create accountability structures that maintain focus on shared goals over time

WHO THIS TRAINING IS IDEAL FOR

Best suited for experienced leaders and teams ready to go deeper:

- CAAL graduates ready to apply and expand their training
- Leadership and cross-functional teams facing complex challenges
- Project managers, department heads, and strategic planning committees
- Innovation teams and change champions driving organizational results

READY TO BRING THIS TRAINING TO YOUR ORGANIZATION

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

ellen.b.kagen@gmail.com | (301) 651-9850 |

www.kagenleadershipgroup.com

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ellen.b.kagen@gmail.com



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