

Adaptive Leadership & Leading Change

القيادة التأقلمية وقيادة التغيير

#معاً نصنع الأثر
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Training Partner
TRANSFORMATIVE
Transformation Solutions Consulting
حلول التحول للاستشارات الإدارية



Riyadh



17,641



01 Nov 2026

The Adaptive Leadership & Leading Change Program is an advanced executive program designed to build leaders' adaptive capacity and enable them to navigate complex and changing environments. The program helps participants understand deep institutional challenges that cannot be addressed through traditional tools alone. Enabling participants to diagnose complex problems, distinguish between technical problems and adaptive challenges, and lead change from within the organization. The program also strengthens leaders' ability to manage resistance, engage stakeholders, handle organizational tensions, and mobilize teams toward sustainable change.

Program Objectives

- Understand adaptive challenges that require behavioral, mindset, and practice shifts.
- Diagnose complex organizational problems and their root causes.
- Lead change from within and build acceptance for new directions.
- Strengthen influence and stakeholder management in complex contexts.
- Manage resistance and organizational conflict professionally.
- Mobilize teams toward sustainable change.
- Make effective leadership decisions amid ambiguity and complexity.

Target Audience

- Executive and supervisory leaders.
- Directors of departments and strategic units.
- Leaders identified for succession or future leadership roles.

Learning Outcomes

- Diagnose complex organizational challenges and distinguish technical problems from adaptive challenges.
- Analyze root causes instead of relying on surface-level or short-term solutions.
- Lead change by building acceptance, mobilizing teams, and aligning efforts around shared goals.
- Embed sustainable change into leadership behaviors and institutional practices.

DAY ONE Sunday, 1st Nov	
09:00 – 09:20	Opening remarks
09:20 – 10:20	Leadership through history.
10:20 – 10:45	Coffee Break
10:45 – 11:20	The concept of adaptive leadership.
11:20 – 12:00	Adaptive Diagnosis and Leadership Approaches
12:00-12:45	Prayer and Launch Break
12:45 – 01:30	Diagnosing the current situation and understanding the organizational environment.
1:30 – 3:00	Differentiating between adaptive challenges and technical problems. (Includes Exercises)
3:00-3:45	Applying new tools and approaches to deal with complex challenges.
3:00 – 4:00	Reflections * End of Day I

DAY TWO Monday, 2nd Nov	
09:00 – 09:20	The Difference Between Power, Leadership, and Authority
09:20 – 10:20	Building alliances and influential relationships.
10:20 – 10:45	Coffee Break
10:45 – 11:20	Activating tools and sources of influence.
11:20 – 12:00	Motivating individuals to adopt change.
12:00-12:45	Prayer and Launch Break
12:45 – 01:30	Group Exercise
1:30 – 3:00	Leading Change Without Authority Practicing influence and persuasion.
3:00-3:45	Raising the level of challenge.
3:00 – 4:00	Reflections - End of Day 2

DAY THREE Tuesday, 3rd Nov	
09:00 – 09:20	Designing Effective Adaptive Leadership Interventions and Leadership Conversations
09:20 – 10:20	Designing appropriate leadership interventions.
10:20 – 10:45	Coffee Break
10:45 – 11:20	Leading effective dialogue and leadership discussions.
11:20 – 12:00	Working on real adaptive challenges from participants' own experience.
12:00-12:45	Prayer and Launch Break
12:45 – 01:30	Working on real adaptive challenges from participants' own experience.
1:30 – 3:00	Leading from Within: Self-Awareness and Influence Skills
3:00-3:45	Closing remarks and reflections Setting the Plan
3:00 – 4:00	Closing Ceremony

Classroom Sessions
Discussion Groups \ Activity
Time
Break/Meal

About the Financial Academy

Excellent Work Groups

Training at the Financial Academy gives you the opportunity to join and interact with carefully-selected groups of peers, who work at different organizations and job levels. This pool of diverse perspectives will enrich your learning experience and expand your professional network within the financial sector.



An Optimal, Have-It-All Learning Environment

The Academy's facilities offer a unique learning environment, featuring high-quality training rooms equipped with cutting-edge technologies, spacious shared lounge areas, latest technology, dining facilities and a variety of other amenities. Prayer rooms for men and women are available as well.



Easy-to-Reach Offices

The Financial Academy is easily accessible, being directly connected to King Abdullah Financial District (KAFD) Metro Station via a pedestrian bridge. It is alternatively easy to reach using ride-hailing apps or private cars: Once you get to KAFD, head to Building No. 2.07 through Area 2.



At the Heart of KAFD

Being situated at KAFD where most of the financial sector organizations are near, the Financial Academy's location is unique and strategic. Plus, the place is known for being a business and entertainment hub where many cafes and restaurants are located, making the learning experience more thrilling and enjoyable thanks to the exciting surroundings.



Connecting and Learning.

Though it comes from within, transformation often requires a catalyst. And for many business leaders, the Financial Academy (FA) professional training programs and development activities have been that catalyst. Here, you're fully immersed in a transformational living-learning experience, networking with gurus from around the world, and engaging in programs led by prominent local and international financial industry experts . It's a holistic experience that will enrich and develop your career - and your life.

ADMISSIONS

We admit candidates to specific sessions on a rolling space available basis, and encourage you to apply as early as possible. Although most programs have no formal educational requirements, admission is a selective process based on your professional achievement and organizational responsibilities.

FOR MORE INFORMATION

<https://fa.gov.sa/en?language=en>

FOR A PERSONALIZED CONSULTATION

The Financial Academy

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