

Adaptive Leadership and Agile Management Training Certification Course (1 Week)

7 – 18 March 2027
Johannesburg

AGILE LEADERS
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Ref: 103600384_55652 **Date:** 7 – 18 March 2027 **Location:** Johannesburg **Fees:** 6400 Euro

Overview

Modern organizations operate in shifting markets that require managers to respond rapidly to complex disruptions and structural ambiguity. The Adaptive Leadership and Agile Management Training Certification Course 1 Week equips supervisory personnel and department heads with operational tools to lead iterative initiatives and guide high-performing groups. Participants examine diagnostic methods to distinguish technical problems from adaptive challenges, alongside core agile delivery frameworks and collaborative practices. This course is delivered by Agile Leaders Training Center.

Who Should Attend

- Operations managers and department heads seeking to strengthen their situational adaptability.
- Project managers and team supervisors transitioning toward agile delivery frameworks.
- Human resources and organizational development business partners supporting transformation programs.
- Functional specialists preparing to step into formal team leadership roles.
- Mid-level professionals responsible for coordinating cross-functional change projects.

Departments and Industries

This course supports operational managers across diverse industries requiring rapid responsiveness and cross-functional alignment.

- Information technology and enterprise software engineering divisions
- Financial services, retail banking, and fintech project teams
- Healthcare administration, clinical operations, and life sciences management
- Supply chain, manufacturing operations, and engineering departments
- Professional advisory, corporate strategy, and client service practices

Learning Objectives

By the end of this course, participants will be able to:

- Distinguish technical problems from systemic adaptive challenges to direct team focus effectively.
- Apply situational leadership models to match coaching styles with individual competence levels.
- Integrate agile project management workflows to balance sprint cadence with stakeholder expectations.
- Utilize agile communication strategies to resolve friction and maintain alignment in distributed teams.
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Implement transformational leadership techniques to engage personnel during structural transitions.
- Formulate an operational leadership development plan addressing organizational pain points.

Course Agenda

Day 1: Principles of Adaptive Leadership

- Distinction between technical challenges and adaptive workplace challenges
- Diagnostic frameworks for assessing organizational systems and team resistance
- Core behavioral competencies of an adaptive leader in fast-changing environments
- Stakeholder mapping to identify competing commitments and underlying interests

Day 2: Transformational Leadership and Team Cohesion

- Application of transformational leadership techniques to build long-term trust
- Aligning operational management responsibilities with strategic leadership visions
- Emotional intelligence principles for managing interpersonal friction under pressure
- Establishing psychological safety and accountability within cross-functional teams

Day 3: Situational Leadership and Change Navigation

- Matching supervisory directives to team maturity using situational leadership
- Diagnosing employee readiness, motivation, and developmental needs
- Mitigating organizational resistance using structured change transition models
- Transparent communication routines for rolling out policy and process adjustments

Day 4: Agile Project Management and Delivery Frameworks

- Foundations of agile project management including iterative scoping and delivery
- Roles, sprint cadence, and workflow visibility using Kanban and Scrum mechanisms
- Executing agile communication strategies across co-located and remote team members
- Managing dynamic project backlogs against shifting strategic organizational priorities

Day 5: Adaptive Decision-Making and Conflict Resolution

- Decision-making frameworks under high ambiguity and limited information
- Root cause evaluation of interpersonal and inter-departmental conflicts
- Mediation techniques for handling competing operational priorities across departments
- Establishing experimentation cycles to test low-risk operational solutions

Day 6: Team Empowerment and Coaching Practices

- Structuring coaching conversations to develop independent problem-solving skills
- Delegation protocols that empower team ownership without losing operational control
- Recognizing and addressing burnout, fatigue, and disengagement in high-tempo units
- Constructing feedback loops that support team leadership and continuous process review

Day 7: Capstone Application and Action Planning

- Integration of adaptive leadership and agile management in workplace scenarios
- Capstone project presentation addressing a real operational disruption
- Peer review and facilitator debrief on adaptive management intervention plans
- Formulation of a personal leadership development charter for post-course rollout

Practical Exercises

Participants engage in structured case evaluations and simulated problem-solving exercises.

- Diagnose an organizational case scenario to separate technical issues from adaptive dilemmas.
- Conduct a simulated coaching conversation to address team member performance variance.
- Build an agile sprint backlog and communication plan for a multi-departmental rollout.
- Draft an adaptive leadership intervention roadmap for an active operational challenge.

Frequently Asked Questions

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

This course welcomes professionals from all industries who hold or are preparing for supervisory and management responsibilities. Formal prerequisites or previous agile certifications are not mandatory, though familiarity with collaborative team settings or project cycles is beneficial.

How long is each day's session, and is there a total number of hours required for the entire course?

Daily sessions run for four to five hours, balancing structured conceptual review with collaborative scenario analysis. Over seven days, the programme comprises twenty-eight to thirty-two hours of active learning.

How is adaptive leadership different from traditional leadership styles, and why is it essential in agile environments?

Conventional leadership models rely on hierarchical directives suited for routine, predictable tasks. Adaptive leadership addresses complex challenges without easy answers, guiding teams to experiment, diagnose systemic dynamics, and pivot effectively in agile environments.

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How This Course Differs

Rather than treating leadership theories and agile project mechanics as separate disciplines, this seven-day syllabus connects behavioral adaptability with iterative delivery practices. Participants analyze real organizational barriers, practice structured team coaching conversations, and construct practical project workflows to guide their departments through periods of disruption.