



THE ADAPTIVE LEADERSHIP SYSTEM™

BUILDING LEADERSHIP CAPABILITY
THROUGH PRACTICE-BASED DEVELOPMENT

A NEW APPROACH TO LEADERSHIP DEVELOPMENT

The Adaptive Leadership System™ is a comprehensive framework for developing the leadership capabilities that matter most in today's complex organisations.

Grounded in **behavioural science, systems theory,** and **psychodynamic approaches,** and refined through years of consulting work with organisations including ITV, Google, and Arriva, this system delivers measurable behaviour change that lasts.

Most managers are promoted because they're technically excellent at their jobs - not because they know how to lead.

The Adaptive Leadership System™ is designed for these mid-level to senior leaders who are:

- Navigating complexity without clear precedent - leading through transformation, restructuring, or rapid growth
- Influencing without direct authority - working across matrix structures or leading cross-functional initiatives
- Leading diverse teams - managing people with different communication styles, processing needs, and ways of working
- Facing difficult conversations they can't avoid - addressing performance issues, resolving conflict, or challenging upward

Leadership Development That Actually Works

AI handles data analysis. Hybrid work spans geographies. Matrix structures demand influence without authority. What matters now are the distinctly human capabilities: critical thinking, emotional intelligence, difficult conversations, and adaptive capacity.

Despite **£7.5bn invested annually in UK leadership development¹,** less than 20% translates into sustained behaviour change². Most programmes treat leadership as knowledge to acquire. We build capability through structured practice on real work challenges.

We work at three levels: the behavioural (what leaders do), the psychological (the unconscious patterns that drive behaviour), and the systemic (how individual actions create organisational patterns). The result is measurable behaviour change that lasts.



70% of executives say leaders need to master a wider range of behaviours to meet future needs ³

OUR METHODOLOGY

Effective leadership emerges from the interaction between individual capabilities and organisational conditions. **The Adaptive Leadership System™** develops both.

The Adaptive Leadership System™ integrates three complementary theoretical frameworks and is grounded in:

1 Behavioural Science

We don't just teach concepts, we design interventions that genuinely shift behaviour. Drawing on implementation intentions, habit formation research, and nudge theory, we create conditions that make new behaviours stick.

2 Systems Theory

Leadership doesn't exist in a vacuum. We examine how organisational structures, incentives, and norms enable or constrain leadership behaviour. Individual development without systemic change creates frustration, not transformation.

3 Psychodynamic Approaches

Organisations have unconscious dynamics – unspoken assumptions, historical patterns, and collective defences that shape behaviour more powerfully than any adopted values. We work with these dynamics rather than ignoring them.

This is behaviour change designed using spaced repetition, peer accountability, and real-work application - proven principles that create lasting habits.



THE FRAMEWORK

Interconnected Capabilities

The Adaptive Leadership System™ offers eight modules in two interconnected areas.

- Four develop individual capabilities - the skills leaders need to navigate complexity.
- Four build organisational conditions - the systemic factors that enable those capabilities to stick.

INDIVIDUAL CAPABILITIES



Module 1

Critical Thinking & Decision-Making

Cognitive flexibility, structured problem-solving, recognising biases under pressure.



Module 2

Emotional & Stakeholder Intelligence

Self-awareness and stakeholder insight across diverse communication styles.



Module 3

Critical Conversations

Address performance issues, resolve conflict, challenge upward constructively.



Module 4

Adaptive Capacity

Lead through uncertainty and change whilst maintaining clarity and sustainable performance.



ORGANISATIONAL CONDITIONS



Module 5

Psychological Safety

Environments welcoming diverse voices, processing styles, and sensory needs.



Module 6

Strategic Resilience

Organisational structures enabling rapid response without losing core capacity.



Module 7

Inclusive Decision-Making

Systematically surfacing diverse perspectives and cognitive approaches to problems.



Module 8

Continuous Learning Culture

Systems capturing lessons, enabling reflection, and modelling curiosity.

HOW EACH MODULE WORKS

Practice-based learner journey

Leadership capability develops through practice, not information transfer. Each module follows a four-stage cycle that builds skills through real workplace application.

01



Week 1: Foundation Workshop

Learn the framework through guided practice on real scenarios. Managers leave with a complete toolkit and first critical conversation scripted. Paired with learning partner.

02



Week 2: Practice Period

Have 2-3 critical conversations using the framework. Learning partner check-ins and email support. Submit challenges for coaching clinic.

03



Week 3: Coaching Clinic

Expert facilitation on 3-4 live challenges from the cohort. Peer learning from each scenario.

04



Week 4: Integration

Manager-led conversation using assessment tool. Review impact, ongoing practice plan, ongoing access to expert support.

Continuous Support

Throughout all 4 weeks: Email support • Learning partner paired • Toolkit resources • Expert guidance when stuck

PROGRAMME PRICING & STRUCTURE

Most leadership development delivers short-term satisfaction scores. We deliver sustained behaviour change.

Start with a single module to prove value, or commit to a comprehensive programme that transforms your leadership cohort.

Every programme uses the same practice-based structure - you choose the breadth and depth.



Single Capability Module

£4,500 - £6,500 | 4 weeks

Perfect for: Testing the approach or addressing one critical gap

- One workshop day
- Coaching clinic
- Four-week practice cycle
- Complete toolkit

Three Capability Programme

£12,000 - £17,000 | 6 months

Perfect for: Building foundational leadership capability

- Three workshop days
- Coaching clinics
- Six monthly action learning sessions
- Integrated capability development

Six Capability Programme

£22,000 - £30,000 | 12 months

Perfect for: Developing well-rounded adaptive leaders

- Six workshop days
- Coaching clinics
- 12 x monthly action learning sessions
- Organisational impact assessment

Complete System (8 Capabilities)

£42,000 - £62,000 | 18 months

Perfect for: Transforming organisational leadership culture

- Eight workshop days
- Coaching clinics
- 18 x monthly action learning sessions
- Individual coaching + impact reports
- Alumni community

What's included: All pricing is for cohorts of up to 15 participants and includes all workshop delivery, materials, toolkits, and facilitation. Larger cohorts, bespoke delivery formats, and discounts for not-for-profit organisations available on request.



WHAT MAKES THIS DIFFERENT

Most leadership development treats capability as knowledge to acquire and stops at individual skill-building.

The Adaptive Leadership System™ is designed for how capability actually develops: through structured practice on real work challenges, using behavioural science principles proven to create lasting change. And it addresses both individual capabilities and the organisational conditions that enable leaders to use them.

Traditional Training	The Adaptive Leadership System™
Focuses on individual behavioural techniques	Addresses both individual capabilities and organisational conditions
Assumes neurotypical communication norms	Designs for cognitive diversity and neuro-difference from the start
Generic frameworks applied identically to all organisations	Tailored to organisational context and culture
Assumes one-size-fits-all communication and processing styles	Accommodates different ways of thinking, communicating, and processing information
Short-lived behavioural change without systemic support	Sustainable capability development embedded in organisational practice
Treats surface-level symptoms	Addresses underlying psychological and systemic dynamics

Does your organisation need this? **The Adaptive Leadership System™** is for organisations where technically brilliant managers are struggling with the human side of leadership, and traditional training hasn't created lasting change.

If your leaders are stuck in the gap between technical excellence and leadership effectiveness, let's talk.

Zoe Holland zoe@zingrevolution.co.uk

[Click here for client testimonials, case studies, and detailed module information.](#)

