



# ADAPTIVE LEADERSHIP NETWORK



2016-17 ACTIVITY REPORT



# ADAPTIVE LEADERSHIP NETWORK

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## MISSION

The mission of the Adaptive Leadership Network (ALN) is to strengthen its members' leadership capacity to meet the complex opportunities and challenges facing organizations and societies around the world. In doing so, the ALN will support people in the practice of leadership, in the teaching and training of leadership, in advising and consulting on leadership, and in research to further advance the Adaptive Leadership framework and teaching methods for leadership developed at the Harvard Kennedy School.

## ALN AT A GLANCE



**MEMBERS**



**COUNTRIES  
REPRESENTED**



# ADAPTIVE LEADERSHIP NETWORK

## LETTER FROM THE EXECUTIVE DIRECTOR

We are living in extraordinary and unprecedented times. The challenges we face globally and locally compel each of us to provide leadership that is both transforming and adaptive – transforming because the change must be significant, and adaptive because those changes need to respect, create new capacity, and take root in local cultures to be sustainable. But executing this vision is often difficult, lonely, and sometimes dangerous.

The Adaptive Leadership Network (ALN) supports members such that they are not alone in facing the world's challenges. It helps harness our collective wisdom in order to amplify each member's impact on the world.

2016 and 2017 have been years of substantial growth for the ALN. The ALN was informally founded in 2015, and formally incorporated in 2016. While we are still in start-up mode, we are very much on our way to building a robust network of skilled and committed members working to improve our world.

In this report you will learn about how the ALN is mobilizing leadership and supporting our members through our services and annual conference. We are thrilled with the progress we have made so far, and look forward to expanding the network and our efforts in 2018 and beyond.

Sincerely,  
Kirsti

Kirsti Samuels  
Executive Director, Adaptive Leadership Network



# CONFERENCES

The flagship of our network thus far has been our annual conference each fall, where members reconnect and reengage with Adaptive Leadership.



## 2016 CONFERENCE

**Location:** Cambridge, MA

**Theme:** Reconnect, Refresh, Develop, and Build

Our second annual conference welcomed 210 participants to the Harvard Kennedy School to reconnect with each other and refresh their knowledge of adaptive leadership.



210

PARTICIPANTS

## 2017 CONFERENCE

**Location:** Washington, DC

**Theme:** To Hold or to Disrupt: Leading in Unsettling Times

The third annual conference piloted a new location - Washington, DC! With 260 attendees, 60 speakers, 30 volunteers, and 18 countries represented, it was our most successful conference yet!

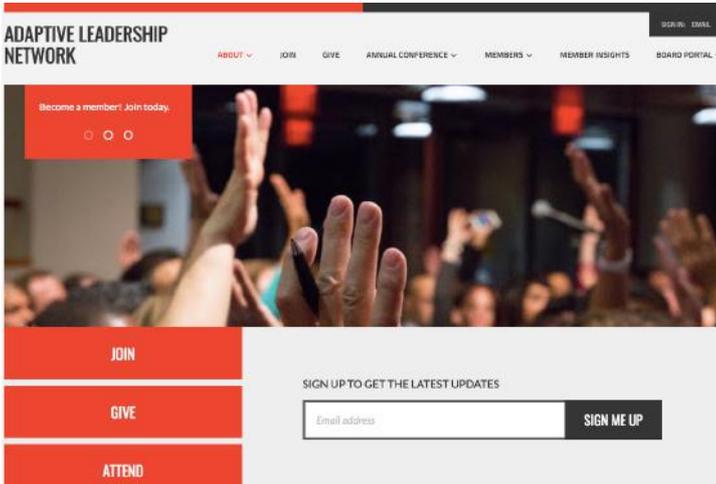


260

PARTICIPANTS



# MEMBER SERVICES



## NEW WEBSITE

In Spring 2017, we launched a new website. In addition to telling the story of our work, our new platform helps us to support our network of practitioners, educators, trainers, and consultants through a member directory, a forum, and our online resource library.

## MEMBER DIRECTORY

One of our primary goals as we scaled was to create an online platform where members could connect. Through our online directory, members of the network can connect with other members and maintain an up-to-date profile.



## ONLINE RESOURCE LIBRARY

On our new website, members can find resources to support them in their practice of adaptive leadership, such as excerpts from our annual conferences. We look forward to building up this library as we grow.



# MEMBER SERVICES



## REFRESHER COURSE

In Fall 2017, we have piloted a member-only online refresher course in Adaptive Leadership, taught by Dr. Ron Heifetz. The course consisted of six lectures and a moderated online discussion forum. The pilot was incredibly successful, with over 130 members signing up for the course. We look forward to running the refresher course again in the future.

## LEADERSHIP COUNCILS

ALN seeks to make real progress on the adaptive challenges facing our world. Our Leadership Councils, piloted in Winter 2017, create a forum for members to support one another through their current adaptive challenges. We match individuals seeking counsel on a challenge (Senior Leadership Fellows) with a small group of members who are willing to be peer consultants. Each Council convenes virtually four times over a six-month period.

