



Harvard Kennedy School Campus Map

Adaptive Leadership Network

2016 Conference

October 14-16

Harvard Kennedy School
Cambridge, Massachusetts

RECONNECT with colleagues

REFRESH our understanding

DEVELOP our practice

BUILD the Adaptive Leadership Network



HARVARD Kennedy School
Adaptive Leadership Network
www.adaptive-leadership.net

This event is made possible with support and partnership from the
HKS Office of Alumni Relations and Resource Development

Dear Alumni,

Thank you for joining us for this weekend! For those of you who were here last year at our first conference, welcome back!

Nearly 35 years ago, together, we started developing models for leadership practice and education. The classroom became a laboratory for faculty and students to develop new ways to approach the challenges of leadership to lead positive change in our world.

Today we are a community of many thousands of people applying and developing the adaptive leadership framework. This weekend, we again have the wonderful opportunity to take a small pause in our daily lives to re-anchor ourselves, refresh our understanding, reconnect with each other, and create opportunities for collaboration.

The world faces enormous adaptive opportunities and pressures. Technological and scientific advancements are rapidly redefining what's possible, cultures are evolving while people struggle to conserve what's precious and essential from their histories, and economies pull millions out of poverty but convulse under the realities of global interdependence and environmental impact. Politically, we see the public in the United States and around the world angry about the past and worried about the future, more vulnerable than ever to those who promise easy answers. In these realities, the practice of leadership becomes all the more critical as it both challenges and enriches our lives.

The Adaptive Leadership Conference is an opportunity for us to continue to strengthen our bonds of learning, connection, and mutual support. We want each of us this weekend to feel strengthened and refreshed, to discover new collaborators and new insights, so that when we return to our communities and countries we feel fortified to make the world better wherever we live. To grow these opportunities for collaboration, I encourage you to get involved in the Adaptive Leadership Network— join a work group, form a regional chapter, contribute to building an organization that can provide this learning and connection year-round. On behalf of the adaptive leadership faculty and the organizing team, thank you for being part of this initiative!

Ron Heifetz MC/MPA 1983

Co-Founder, Center for Public Leadership

King Hussein bin Talal Senior Lecturer in Public Leadership

Harvard Kennedy School

The Adaptive Leadership Network

The mission of the Adaptive Leadership Network is to catalyze and mobilize leadership capacity to meet the challenges facing our world. With your help and involvement, we are: creating a holding environment for learning, cooperation and networking, supporting people to “lead and stay alive” when facing complex challenges, fostering growth of regional chapters and developing the theory and methods of adaptive leadership practice & education.

Board of Directors, Adaptive Leadership Network

Ron Heifetz, Chair of the Board

Kirsti Samuels, Treasurer

Michael Koehler, Secretary

Jorge Rosenblut

Conference Organizing Team:

April Bang

Sarah Chace

Juan Corvalan

Mitzi Johnson

Andrew Johnston

Michael Koehler

Faton Limani

Patrick Reilly

Ian Palmquist

Kirsti Samuels

Faculty Steering Committee

Ron Heifetz

Marty Linsky

Tim O'Brien

Hugh O'Doherty

Kim O'Leary

Dean Williams

Thank you to the HKS Office of Alumni Relations and Resource Development for their support and partnership.

To get involved

Attend the Sunday lunchtime networking session or reach out to our Executive Director at Mitzi.Johnson@adaptive-leadership.net.

Contact

If you have any questions during the conference, contact one of our volunteers at the help table in the forum (towards the JFK street entrance) or wearing an Adaptive Leadership Network pin.

For urgent matters call or text 617-372-2106

Continued:

Peer Panel 6:

1:30 - **Applying AL in Not for Profit contexts**

3:00pm

Alexandra Aguilar Bellamy, Senior Researcher,
Human Rights Program at Universidad Nacional
Autònoma de México (UNAM)

Dr. Granit Almog-Bareke, Director of the Man-
del Graduate Unit, The Mandel Foundation-Israel

Brooke Mackenzie Ellison, Inclusive Future/
Stony Brook University

Nizar Farsakh, Principal at Farsakh Training &
Consulting LLC

Terrence Gilchrist, Brownfield Conversion

Hayling Price, Senior Consultant, FSG

Facilitator: Andrew Johnston, RTI International
Location: Starr Auditorium

Small Group Case Consultation 5

Location: L-330

Small Group Case Consultation 6

Location: L-332

Small Group Case Consultation 7

Location: L-382

3:00 – **Plenary Session**

4:30pm

*How to make real progress in critical dialogues:
Orchestrating conflict for productive out-
comes, skills & pitfalls*

Facilitated by: **Ron Heifetz**

Location: Forum

4:30- **Closing**

5:00pm

*Bringing closure to our time together. Preparing
us to re-enter our work and communities
refreshed, reoriented and reconnected with the
adaptive leadership community*

Location: Forum

PROGRAM

Friday, October 14

6:00- **Registration** Weil Town Hall
7:00pm

7:00 - **Opening Plenary** John F Kennedy Jr. Forum
8:30pm

Introduction

Mitzi Johnson, MPA2013, Executive Director
Adaptive Leadership Network

Welcome

Amy Davies, Senior Director, Alumni Relations,
Harvard Kennedy School

Keynote Speaker

“Thinking Politically” by Marty Linsky,
Lecturer, HKS and co-author of “Leadership on
the Line” & “The Practice of Adaptive Leadership”

8:30 – **Welcome Reception**
10:00pm Location: Forum

Saturday, October 15

8:00- **Registration** Weil Town Hall
8:30am **Continental Breakfast** Forum

8:30 - **Opening Remarks** Forum
9:00am **Ron Heifetz**, King Hussein bin Talal
Senior Lecturer in Public Leadership, Founding
Director of the Center for Public Leadership,
HKS

9:00 -
10:30am

Concurrent Sessions: Re-immersion

Concepts Refresh

Review of key concepts in the framework

Facilitator: Tim O'Brien, Ed.D Lecturer HKS

Location: L-140

Concepts Refresh, Advanced:

Adaptive Leadership in Practice

Facilitator: Richard Pascale, Professor Said Business School, Oxford University.

Co-author "The Power of Positive Deviance: How Unlikely Innovators Solve the World's Toughest Problems"

Location: L-280

Concepts Refresh, Advanced:

**Exploring where we get stuck:
a conversation with Marty Linsky**

Facilitator: Marty Linsky, Lecturer, HKS and co-author of "Leadership on the Line" & "The Practice of Adaptive Leadership"

Location: L-130

10:30am -

11:00am

Break

Coffee & Tea in Forum

11:00am -

12:30pm

**Concurrent Round Tables:
"How to" in the real world**

Round Table:

How to analyze a leadership challenge case

Facilitators:

Jill Hufnagel, Consultant,

Cambridge Leadership Associates

Adriano Pianesi, Principal, Leadersh1p

Kelly Rappuchi, Founding Partner, CIRCLE

Location: L-140

Continued:

11:30-

1:15pm

Are you seeking an educator's network to help you teach in academic settings?

This will cover teaching practices, curriculum development, and building a support network within the ALN for educators

Location: T-401, Taubman conference room, down 1 floor from Nye ABC

1:30-

3:00pm

Concurrent Sessions:

Case Consultations & Peer Panels

Peer Panel 4: Applying AL in Consulting

Dr. Jenny Gelber, Gelber Leadership

Associates, Inc.

Christopher M. King, Chris King Associates, LLC

Jeneva Leire Patterson, Center for Creative Leadership

Michael Koehler, KONU LLC

Facilitator: Ashraf Hegazy

Location: L-140

Peer Panel 5:

Applying AL in Academic Research

Dr. Mary Christine Banwart, University of Kansas

Dr. Sarah Chace, Christopher Newport University

Dr. Karen Yeyimen, Founding Principal, Motif Dynamics Leadership Consultancy

Dr. Kendall Zoller, Sierra Training Associates

Facilitator: Dr. Tim O'Brien, HKS

Location: L-280

Additional options on the following page

Sunday October 18

8:30 - 9:00am **Breakfast** Forum

9:00 - 10:30am **Concurrent sessions**
Organizing and leadership: citizen engagement and development
Speaker: **Marshall Ganz**, Senior Lecturer, HKS
Location: L-140

Leadership in education: race and equity
Speaker: **Lee Teitel**, Faculty Director, Reimaging Integration: Diverse and Equitable Schools Project, Harvard Graduate School of Education
Location: L-130

10:30 - 11:00am **Break** Coffee, tea & snacks in the Forum

11:00 - 11:30am **Where are we now?**
Gather to introduce the topic you'd like to discuss, and to get lunch, then we will disperse to the following small groups:
Location: Nye ABC

11:30 - 1:15pm **Join a lunchtime conversation or workgroup!**
Do you want to help design and build the Adaptive Leadership Network?
Opportunities and next steps: working groups and conference organization
Location: Alison Dining Hall

Is there a topic you want to dive into with your colleagues?
Luncheon by Discussion Topics -
Location: Nye ABC

Continued
11:00am - 12:30pm

Round Table:
How to design a 1-3 day AL training

Facilitators:
Nick Ellem, Associate Lecturer, University of Technology, Sydney, Australia
Elisabeth Heid, Director Berlin Office, KONU LLC, Germany
Kirsti Samuels, Senior Consultant, Dowling Street, USA
Location: L-382

Round table:
How to move the research agenda forward

Facilitators:
Sarah Chace, Ed.D, Assistant Professor of Leadership Studies, Christopher Newport University
Tim O'Brien, Lecturer, HKS
Tim Steffensmeier, Department Head and Associate Professor, Kansas State University and teacher at the Kansas Leadership Center
Location: L-280

Round Table:
How to use AL in organizational change

Facilitators:
Farayi Chipungu, Associate, McKinsey & Co, Nigeria
Luiz Felipe D'avila, President, Centro de Liderança Pública, Brazil
Location: L-230

Workshop: Risk, Vulnerability and Self Protection in Adaptive Leadership

Facilitator: **Alexander Grashow**, Co-Author, "The Practice of Adaptive Leadership"

12:30 - 2:00pm

Lunch by Geography
Nye ABC Taubman building

2:00 -
3:30pm

**Concurrent Sessions:
Case Consultations & Peer Panels**

Peer Panel 1: Applying AL in Political Contexts

Lilia Aguilar Gil, Member of Parliament for the LXII Legislature, Mexico

Lucinda Glover, Senior Program Manager, Health System Reform, City Hall. New York City

Miguel Santana, City Administrative Officer, City of Los Angeles

Jacquelyne Weatherspoon, Co-Chair, State Advisory Committee - New Hampshire

Facilitator: Faton Limani, Founder and CEO, Leadership Advancement Associates

Location: L-130

Peer Panel 2: Teaching AL in Academic setting

Cristian Carreno, Universidad del Pacifico, Peru

Alejandra Matus, University Diego Portales, Chile

Dr. Sineád O'Flanagan, Senior Lecturer MIT, USA

Ryosuke Watanabe, Keio University, Japan

Dr. Linnette Werner, University of Minnesota, USA

Facilitator: April Bang, Columbia University, USA

Location: L-280

Peer Panel 3: Applying AL in for profit contexts

Nadir Ahmad, Founder and CEO, Dowling Street

Malia K. Du Mont, Director of Strategy,

Amur Capital Group

Emily Felt, Director Renewable Energy Strategy and Policy, Duke Energy Corp

R. Sergio Pereira, CEO, COBEE Bolivian Power Company Ltd

Ling Ling Phung, former Director of New Business, Unilever, PLC

Facilitator: David Holden, Partner, Holden Wealth Management Group of Wells Fargo Advisors, LLC

Location: L-140

Continued
2:00 -
3:30 pm

Small Group Case Consultation 1

Location: L-330

Small Group Case Consultation 2

Location: L-332

Small Group Case Consultation 3

Location: L-380

Small Group Case Consultation 4

Location: L-382

3:30-
4:00pm

Break

Coffee & Tea in Forum

4:00 -
5:30pm

Plenary Session: Leadership Opportunities:

A discussion with **George Papandreou**, former Prime Minister of Greece, and

Ron Heifetz, Senior Lecturer HKS

Location: Forum

5:30 -
7:00pm

Buffet Dinner

Nye ABC, Taubman building

7:00 -
9:00pm

Evening Sessions

Music night: behind and in front of the scenes

Facilitator: **Ron Heifetz**, Senior Lecturer HKS

Location: L-140

Discussion: Adult development in Leadership Development

Speaker: **Tim O'Brien**, Lecturer HKS

Location: L-130