

Change Management and Adaptive Leadership Toolkit

Tools apply change management skills to real-world challenges, using individual and peer coaching in conjunction with topical trainings to ensure effective uptake of change principles.

IF YOU WANT TO...	CONSIDER...	TO HELP YOU...
Use conflict well, have more productive conversations	Conversational Capacity	... find problem-solving space behind team disagreements, confidently work in higher-conflict topic areas, use curiosity to find new perspectives and potential areas of agreement
Strengthen your team	Team Tune-Up / Warm 360	... share perspectives and feedback, select high-value changes to team behaviors and processes, help individuals identify high-value contributions
Help a group focus on important issues	Strategic Questions	... prevent avoidance behavior, keep the heat up, distribute problem-solving, reduce static, reinforce “growth mindset”
	Keep-Adapt-Let Go	... create space and time for the most important work, combat TMH syndrome (TooManyHats)
Make more decisions faster and better	Decision-Making Assessment and Tips	... identify your personal and team blind spots around decision-making and try out tips and shifts to get unstuck
Put community aspirations at the center of (re)designs	Empathy Map	... appreciate what your customers are trying to achieve, what they are hearing and seeing, where you can support gains and reduce pain
	Appreciative Inquiry Process	... highlight what’s working now and what the group most wants in the future; design to fill the “gap” between current and future state
Fill a new role in your state; work differently	Map Your Change tool	...strategically build internal capacity to enable you to fulfill your new external role, link activity closely with solid strategies for internal and external change, build muscles internally to do external work differently
Uncover power dynamics	Power Egg	...see deeper historical roots of power dynamics; tune in to the narratives that result; develop better narratives; find ways to change power dynamics