

LEAD THROUGH DISRUPTIVE TIMES



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TRAINING CENTER



Introduction

LEAD through Disruptive Times Training Course prepares leaders to keep organizations steady when markets, technology, and regulation shift faster than plans can follow. Disruption rarely arrives as a single event; it builds through weak signals that most teams ignore until the pressure becomes urgent. This program develops the judgment to spot those signals early and respond with clarity. It draws on crisis leadership, scenario planning, and change management practice. As a result, participants learn to make decisions with incomplete information, protect team morale, and communicate honestly under pressure. Furthermore, the course covers resilience, adaptive strategy, and recovery planning.

LEAD through Disruptive Times Course Objectives

- Scan for weak signals and early warning indicators of disruption.
- Apply scenario planning to prepare for multiple plausible futures.
- Use the VUCA framework to diagnose disruptive conditions.
- Apply crisis leadership principles during high-uncertainty events.
- Make decisions with structured tools when data is incomplete.
- Communicate change honestly and consistently to stakeholders.
- Apply Kotter's eight steps and the ADKAR model to disruption.
- Build team resilience, psychological safety, and stress management.
- Redesign strategy with the Business Model Canvas and agile cycles.
- Lead recovery and capture lessons with after-action reviews.

Course Methodology

- Facilitated sessions grounded in real disruption case studies.
- Scenario planning workshops building multiple future narratives.
- Simulation of a live crisis and rapid decision-making.

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- Role-play of difficult communication and stakeholder briefings.
- Group exercises in adaptive strategy and business model redesign.
- After-action review practice and resilience planning.
- Peer feedback, reflection, and personal leadership action plans.

Who Should Take This Course

- Senior managers and business unit leaders.
- Crisis management and continuity officers.
- Change and transformation leaders.
- Strategy and planning professionals.
- Operations and risk managers.
- HR leaders supporting workforce resilience.
- Consultants guiding organizations through disruption.

LEAD through Disruptive Times Course Outlines

Day 1: Understanding Disruption and Uncertainty

- Types of disruption: technological, economic, regulatory, and social.
- The VUCA framework: volatility, uncertainty, complexity, ambiguity.
- The Cynefin framework and matching response to context.
- Weak signal detection and horizon scanning.
- Why organizations miss disruption: inertia and cognitive bias.
- Case study: an organization that adapted and one that did not.
- Workshop: building a disruption signal radar.





Day 2: Scenario Planning and Adaptive Strategy

- Scenario planning method: drivers, axes, and narratives.
- Developing three to four plausible future scenarios.
- Stress-testing strategy against each scenario.
- The Business Model Canvas for rapid redesign.
- Agile strategy cycles and the OODA loop.
- Portfolio options and no-regret moves.
- Workshop: building scenarios for a real industry shift.

Day 3: Crisis Leadership and Decision Making

- Crisis leadership principles and command presence.
- Crisis management structures and incident command basics.
- Decision making under time pressure and incomplete data.
- The OODA loop and recognition-primed decision making.
- Managing information overload and conflicting advice.
- Ethics and accountability during crisis decisions.
- Simulation: leading through a live disruption scenario.

Day 4: Communication, People, and Resilience

- Communicating uncertainty honestly and clearly.
- Stakeholder mapping and message sequencing.
- managing rumors, fear, and resistance.
- Building psychological safety during turbulence.
- Supporting team wellbeing, burnout, and stress.

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- The ADKAR model for individual change adoption.
- Role-play: delivering a difficult change announcement.

Day 5: Leading Change, Recovery, and Renewal

- Kotter's eight steps applied to disruption.
- Building adaptive capacity and learning organizations.
- After-action reviews and lessons capture.
- Recovery planning and continuity restoration.
- Leading innovation after disruption.
- Personal resilience and leadership self-care.
- Capstone: presenting a disruption readiness plan.

Conclusion

By successfully completing LEAD through Disruptive Times Training Course, participants will have acquired the knowledge to detect disruption early, plan for multiple futures, lead decisively in crisis, communicate change with honesty, and rebuild momentum after turbulence. They will also understand how to protect team resilience and turn disruption into an opportunity for renewal. Gentex Training Center delivers this program through applied simulations and expert facilitation, so leaders can act with confidence when certainty disappears.

FAQs for the LEAD through Disruptive Times course





Q1 What is the "LEAD through Disruptive Times" course about?

It is a training program that prepares leaders to guide organizations through rapid, unpredictable change. It covers disruption scanning, scenario planning, crisis decision-making, change communication, team resilience, and recovery leadership.

Q2 What are the key benefits of the "LEAD through Disruptive Times" course?

Participants gain earlier warning of emerging threats, faster and clearer decisions under pressure, and stronger team trust during uncertainty. Organizations benefit from better continuity, less panic-driven decision-making, and a workforce that adapts rather than resists.

Q3 What skills will I gain from the "LEAD through Disruptive Times" course?

Participants build disruption scanning and scenario planning, crisis decision-making and command presence, change communication and stakeholder management, and resilience building and recovery leadership.

Q4 What tools, methods, or standards are covered in the "LEAD through Disruptive Times" course?

The course covers the VUCA framework, the Cynefin framework, horizon scanning, scenario planning, the Business Model Canvas, the OODA loop, recognition-primed decision making, Kotter's eight steps, the ADKAR model, and after-action reviews.



Q5 How is the "LEAD through Disruptive Times" course applied in real-world practice?

Learners apply it by running horizon-scanning routines, building scenario sets for strategy reviews, activating crisis structures during incidents, briefing staff honestly, tracking change adoption, and running after-action reviews to capture lessons for the next disruption.