

LEADERSHIP AGILITY AND RESILIENT TEAMS



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Agility and Resilient Teams Training Course builds two capabilities that reinforce each other: a leader's ability to adapt quickly, and a team's capacity to absorb pressure and recover. Agile leadership keeps direction clear while methods change; resilience keeps people steady while pressure rises. Organizations that develop both handle disruption far better than those that develop only one. This program combines adaptive leadership practice with team resilience building. It covers contextual diagnosis, flexible styles, stress management, psychological safety, and recovery routines. As a result, participants learn to hold standards under strain and help their teams do the same.

Leadership Agility and Resilient Teams Course Objectives

- Apply the three leadership agility levels: expert, achiever, and catalyst.
- Diagnose situations using the Cynefin framework and VUCA conditions.
- Shift deliberately between directive, facilitative, and delegating styles.
- Build team resilience using the resilience pillar framework.
- Apply stress management and recovery practices for teams.
- Strengthen psychological safety and speaking-up behaviour.
- Use the OODA loop and decision rules for rapid, sound decisions.
- Apply agile team practices: sprints, retrospectives, and stand-ups.
- Lead change with Kotter's eight steps and the ADKAR model.
- Measure team resilience and agility with practical indicators.

Course Methodology

- Facilitated sessions built around live leadership and team dilemmas.

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- Diagnostic workshops using agility and resilience self-assessments.
- Role-play of style switching, coaching, and difficult conversations.
- Case studies from high-pressure and fast-changing environments.
- Group exercises in recovery routines and feedback loop design.
- Simulation of leading a team through sustained pressure.
- Peer coaching, reflection, and personal action planning.

Who Should Take This Course

- Managers and team leaders in demanding environments.
- Agile delivery leaders and scrum masters.
- Change and transformation managers.
- Operational and service team leaders.
- HR and organizational development professionals.
- Health, safety, and wellbeing coordinators.
- Executives sponsoring resilience and agility programs.

Leadership Agility and Resilient Teams Course Outlines

Day 1: Foundations of Agility and Resilience

- Defining leadership agility and team resilience.
- The three agility levels: expert, achiever, and catalyst.
- The VUCA framework and the Cynefin framework.
- Elements of team resilience: purpose, support, and adaptability.
- How pressure affects judgment, memory, and behaviour.
- Common blockers: rigid habits, fear, and overload.



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- Workshop: agility and resilience self-assessment.

Day 2: Contextual Diagnosis and Flexible Leadership

- Reading context before choosing a response.
- Situational leadership and readiness levels.
- Directive, facilitative, and delegating styles in practice.
- Sense-making and assumption testing under ambiguity.
- Knowing when to hold course and when to change.
- Delegating decisions with clear guardrails.
- Role-play: adapting style mid-conversation.

Day 3: Building Resilient Teams

- The resilience pillar framework and practical application.
- Workload design, recovery, and energy management.
- Recognizing early signs of stress and burnout.
- Psychological safety and the four stages model.
- Building support networks and peer backup.
- Team routines that restore capacity after pressure.
- Workshop: designing a team resilience plan.

Day 4: Agile Decision-Making and Learning Loops

- The OODA loop for fast-moving decisions.
- Decision rules, reversibility, and delegated authority.
- Running small experiments and rapid learning cycles.
- Retrospectives and after-action reviews as learning tools.



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- Facilitating retrospectives that produce real change.
- Feedback loops and continuous improvement routines.
- Simulation: facilitating a team retrospective.

Day 5: Leading Change with Agility and Strength

- Change leadership with Kotter's eight steps and ADKAR.
- Balancing stability, experimentation, and pace.
- Communicating honestly during uncertainty.
- Coaching teams through setbacks and recovery.
- Measuring agility and resilience with practical indicators.
- Personal resilience habits for leaders.
- Capstone: presenting a 90-day agility and resilience plan.

Conclusion

By successfully completing Leadership Agility and Resilient Teams Training Course, participants will have acquired the knowledge to diagnose context, adapt their leadership style, build team resilience, decide and learn quickly, and lead change without losing direction or exhausting their people. They will also understand how to measure agility and resilience so improvement continues. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders and teams perform under pressure.

FAQs for the Leadership Agility and Resilient Teams course





Q1 What is the "Leadership Agility and Resilient Teams" course about?

It is a training program that develops adaptive leadership and team resilience together. It covers contextual diagnosis, flexible leadership styles, stress and recovery management, psychological safety, agile decision-making, and adaptive change leadership.

Q2 What are the key benefits of the "Leadership Agility and Resilient Teams" course?

Participants gain faster, better-calibrated responses to change and a team that recovers rather than breaks under pressure. Organizations benefit from lower burnout, fewer stress-driven errors, quicker learning cycles, and steadier performance during disruption.

Q3 What skills will I gain from the "Leadership Agility and Resilient Teams" course?

Participants build contextual diagnosis and style flexibility, team resilience and stress management, agile decision-making and rapid learning, and adaptive change leadership and psychological safety building.

Q4 What tools, methods, or standards are covered in the "Leadership Agility and Resilient Teams" course?

The course covers the three leadership agility levels, the VUCA and Cynefin frameworks, situational leadership, the resilience pillar framework, the four stages of psychological safety, the OODA loop, agile practices such as sprints, stand-ups and retrospectives, after-action reviews, Kotter's eight steps, and the ADKAR model.



Q5 How is the "Leadership Agility and Resilient Teams" course applied in real-world practice?

Learners apply it by diagnosing each situation before choosing a style, designing workloads that allow recovery, running retrospectives that lead to action, delegating decisions with guardrails, and reviewing resilience and agility indicators with their teams each quarter.