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It lays out a simple framework for the (human) transition process, from “Endings” through the “Neutral Zone” to “New Beginnings.” Once you understand Bridges’ basic roadmap, The Practice of Adaptive Leadership is a great next step. Adaptive leaders are courageous leaders. And in this increasingly complex world we need a lot of them.

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Adaptive leadership is a practical leadership framework that helps individuals and organisations to adapt to changing environments and effectively respond to recurring problems. First, the change itself needs to be considered to subsequently take on challenges and respond to the change.

What is Adaptive Leadership? Heifetz & Linsky theory ...

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The Theory Behind the Practice

Adaptive leadership is about finding a way to dissatisfy and disappoint people in order to mobilize the real work that needs to be done. As an adaptive leader, you will often scare people. As an authority figure, you are charged with ensuring the survival of the entity by providing direction, protection, and order.

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