

THE PRIMA LEADERSHIP ACADEMY

MARCH 4–5, 2025 | ALEXANDRIA, VA



DAY ONE

Session One

The Nature of Adaptation

What are the conditions that create adaptation and what are the vital adaptations necessary to survive and thrive—individually and organizationally?

Distinguishing Between Technical and Adaptive Work

The single biggest waste of time and resources in every system? Treating adaptive problems as though they were technical. Developing shared language generates clarity and purpose.

Break

Session Two

Case Diagnosis: Exploring Multiple Interpretations

As a large group, participants experiment with diagnosis and multiple interpretations about the nature of the challenges they are facing. Participants apply the adaptive framework to a case using the case coaching protocol they will use in small groups moving forward.

Lunch

Session Three

Case Diagnosis Rounds 1& 2

In small groups, participants rotate through presenting their cases and receiving coaching from their peers.

Break

Session Four

Untangling Leadership & Authority

Authority is a role or position. Leadership involves disappointment and mobilizing the many. Teasing apart these often conflated ideas shines a light on the work ahead.

Reception

DAY TWO

Session One

Balcony Debrief

From the vantage point of the “balcony,” sense-making and application of day one’s experience.

Thinking Politically: Faction-Mapping

Distinct from stakeholder analysis, faction mapping adds three key elements to understanding the groups of people activated by adaptive work.

Break

Session Two

Case Diagnosis Rounds 3/4/5

In small groups, participants rotate through presenting their cases and receiving coaching from their peers.

Lunch

Session Three

Getting in the Productive Zone

Identifying the interventions that raise and lower heat and in turn keep more people working productively on adaptive challenges, participants will identify their own next steps for progress on their cases.

Break

Session Four

Assess, Reflect & Launch

Participants reflect on the adaptive framework, the impact of the ideas on the group and on the implications for the ways they might work together moving forward.