

DEVELOPING LEADERS FOR OUR DYNAMIC WORLD

Leadership is a balancing act. It's all about dealing with complexity.

Global challenges posed by the massive disruptions of 2020 have underscored the critical importance of agile, informed leadership in a complex and changing world. Leaders have been forced to evaluate seemingly contradictory options—long-term goals are pitted against short-term survival strategies, teams need to be strengthened while key contributors are acknowledged, opportunities for change have to be encouraged while maintaining short-term viability. To balance these diverse and frequently opposing objectives, leaders have to stop looking for “either/or” choices. There are problems, which can be solved, and there are values that are paired, or “polarities,” that can be managed and leveraged for long-term benefit.

An “either/or” framework limits alternatives and stifles innovation and success, but a “both/and” approach allows leaders to acknowledge interdependencies and make more inclusive choices. What is required to solve one set of problems may be the exact opposite of what’s needed to resolve another set of issues. **The successful leader is one who can lead in the face of these opposing forces by finding multiple routes to success.**

Interdependent Leadership presents a framework for leaders to manage these multiple demands, not by “solving” individual problems, but by understanding and leveraging the interdependencies involved. This two-day experiential workshop accelerates the development of participants’ interdependent leadership capacities. Designed to help leaders, teams, and organizations succeed in an increasingly complex and interconnected world, the workshop days are two weeks apart, allowing plenty of time for reflection and one-on-one coaching.

- The first day focuses on the theory and practice of individual, team and organization-level interdependent leadership. After learning to recognize the difference between “either/or” problems and “both/and” tensions, participants begin to understand the operation of interdependent systems.
- Participants return to work with an action learning project that links their learning to the real world. After the two-week application and practice period, they return for a capstone session, report out on their action learning and identify ongoing practices they can use to maximize their abilities to leverage changing interdependencies.

STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

Peter Dupre is an educator, consultant and performance coach who designs and leads unique and challenging learning experiences. As a Principal and founding partner of Peak Performance, he pioneered high impact training and coaching programs.



Peter is adjunct faculty at the Center for Creative Leadership, providing executive coaching, curriculum design, and custom program training. He developed the highly successful Team Leadership Module for their flagship Leadership development programs, selected by *The Wall Street Journal* as the most effective programs for senior executives worldwide.

Most recently Peter joined Polarity Partnerships as an owner and Vice President of Leadership, Discovery and Delivery. Peter completed a Mastery Program in Polarity Thinking and has integrated his work in team development, leadership coaching and organization development into a polarity framework.

Prior to Peak Performance, Peter was a Senior Leader with the Executive Development Program at the Colorado Outward Bound School. He has worked with many Olympic Teams, military officers, CEOs, the United Nations and was a research assistant and performance coach at the Stanford University Human Performance Lab.

PROGRAM OPTIONS

Interdependent Leadership is an advanced program for leaders and teams who need to make an exponential impact in these turbulent times. It is designed to dramatically leverage your time and energy, providing the next level of skills and insights. It is customized in both content and method, and can be virtual, blended, or in-person. Commitment, and real work toward outcomes, are required.

