

Adaptive & Resilient Leadership in Public Services

Learning Outcomes:

Participants will be able to:

- Apply adaptive leadership principles to public service environments.
- Demonstrate resilience, crisis response, and ethical decision-making skills.
- Cultivate inclusive leadership practices and community partnerships.
- Navigate complex systems and lead through organizational change.
- Design and present a capstone plan applying leadership theory to real-world challenges.

Mode of Delivery:

This course is delivered through a HyFlex model with live Zoom sessions, asynchronous assignments, and in-person capstone presentations during the final week.

Week	Focus/Topic	Assignments/Tasks
1- Foundations of Adaptive Leadership	Learners will identify core principles of adaptive leadership and begin reflecting on personal leadership styles in public service contexts.	Leadership Self-Assessment Identify an Adaptive
		Challenge in their organization or field
		Reading: <i>Leadership on the Line</i> , Ch. 1
2- Systems Thinking in Complex Environments	Learners will analyze VUCA conditions and system dynamics to better diagnose leadership challenges in public service organizations.	Create a System Map of a Public Sector Challenge
		Reading: <i>Leadership on the Line</i> , Ch. 2
3- Emotional Intelligence & Resilience	Learners will demonstrate how self-awareness and emotional regulation contribute to resilient leadership in high-pressure environments.	Develop a Personal Resilience Action Plan
		Reading: <i>Leadership on the Line</i> , Ch. 3
4- Ethics in Leadership Decision-Making	Learners will evaluate ethical dilemmas using structured frameworks and case-based	Case Study Analysis: Ethical Failures and Successes

	reasoning.	Reading: <i>Leadership on the Line</i> , Ch. 4
5- Crisis Communication & Public Trust	Learners will formulate crisis communication strategies that foster transparency and community trust.	Draft a Crisis Communication Plan Reading: <i>Leadership on the Line</i> , Ch. 5 & 6
6- Equity and Inclusive Leadership	Learners will design leadership strategies that prioritize equity and authentically engage diverse communities.	Leadership & Community Partnership Proposal Reading: <i>Leadership on the Line</i> , Ch. 7
7- Culture, Innovation & Psychological Safety	Learners will assess organizational culture and propose change strategies that support adaptive mindsets and innovation.	Organizational Culture Assessment
		Change Strategy Brief Reading: <i>Leadership on the Line</i> , Ch. 8
8- Leading Change & Navigating Resistance	Learners will apply adaptive leadership strategies to drive organizational transformation and address resistance.	Public Sector Leadership Interview & Reflection
		Reading: <i>Leadership on the Line</i> , Ch. 9 & 10
9- Capstone Preparation	Learners will synthesize course concepts into a comprehensive adaptive leadership plan tailored to a real-world public service challenge.	Draft Capstone Project: Adaptive Leadership Implementation Plan
10- Capstone Presentations	Learners will present and defend their Adaptive Leadership Implementation Plan, receiving feedback from peers and instructors.	Final Presentation (In-Person or Synchronous Online)
		Peer Feedback and Reflection