

# PROBLEM TO SOLVE OR POLARITY TO MANAGE? UNDERSTANDING THE DIFFERENCE TO ACHIEVE BREAKTHROUGH RESULTS

## The Need:

Today's Leaders operate in a volatile, uncertain, complex and ambiguous (VUCA) world, often making critical decisions in order to survive, while painfully learning how to deal with change. And yet, they all have a shared experience of hitting the same issue they tried to avoid before, thinking they had 'solved' it.

Problems that arise in these environments are not solved by adopting an Either/Or approach. These 'problems' actually show up not as problems, but as 'Polarities' (also known as Paradox or Dilemmas). The way Polarities are to be managed is very different from the way problems are to be solved, and can make the difference in whether a business survives or thrives.

## The Objective:

The Program provides Leaders a practical, sophisticated method to harness the energy of Polarities (Paradox) to create superior outcomes in the face of complexity. Leaders, teams and organizations that leverage Polarities well add significant value to their client offerings, differentiate themselves in the marketplace, create new revenue possibilities and build long term competitive advantage.

## Program Duration:

2 days (16 hours)

## Program Content:

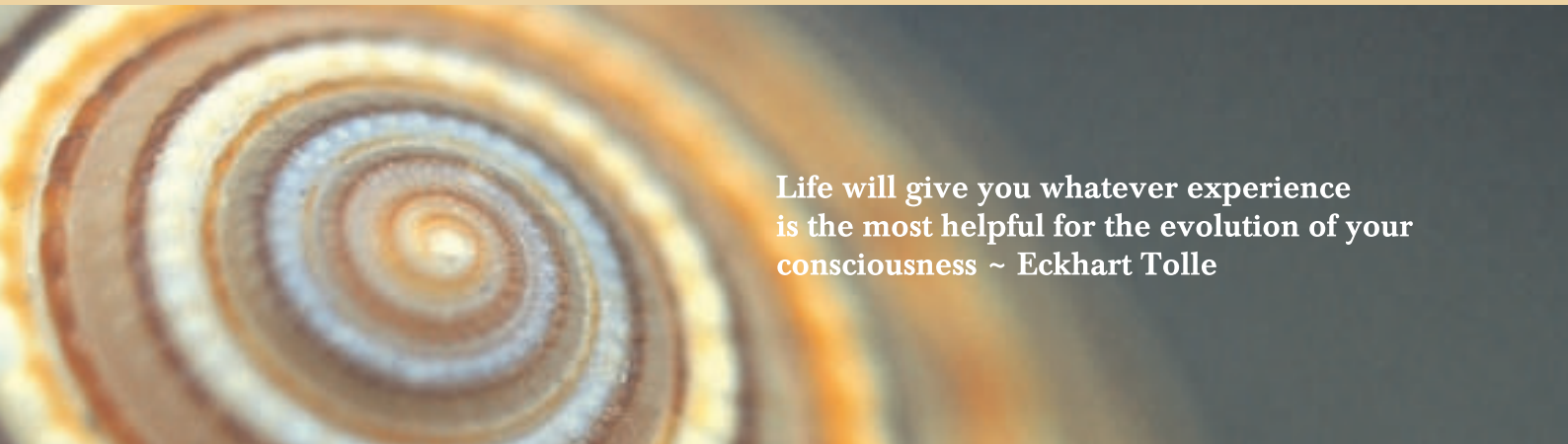
- \* Discover what 'Polarities' are and how they are different from 'Problems'.
- \* See how Leaders get stuck in Polarity tensions and the process to get unstuck.
- \* Understand the Polarity Approach and examine case studies of organizations that have used the Polarity Approach to create unique business advantages.
- \* Use Polarity tools to leverage the inherent power of paradox in everyday work situations.
- \* 5-step SMALL (Seeing, Mapping, Assessing, Learning, Leveraging) process to diagnose and apply Polarity Thinking to evolve solutions.

## Program Outcomes (What You Will Gain):

- \* Interpret business tensions in Polarity terms and sharpen your ability to manage paradox.
- \* Integrate Polarity thinking and tools into your work practices.
- \* Embrace competing values and navigate change, conflict and complexity in day-to-day situations.
- \* Differentiate yourself in the marketplace and with your internal and external clients

## Who Should Attend:

Senior Leaders in Organizations, HR / L&D Professionals, Coaches, Change Management professionals. ★



Life will give you whatever experience  
is the most helpful for the evolution of your  
consciousness ~ Eckhart Tolle