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## The role of adaptive leadership styles during paradigm shifts

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**Presentation proposal overview**  
**Academic Chairpersons conference**  
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Adaptivity, agility, flexibility, volatility and shifting- these words only touch the surface of how higher education leaders and chairs have led within a remarkable and ongoing leadership challenge and paradigm shift in higher education. The common theme during these last two years and going into the future has been adaptability. During this interactive best practice session, participants will learn more about the adaptive leadership style including how this style is truly understood and theorized. Participants will take a mini-leadership journey to understand more about their default leadership style and how adaptive leadership tools can help during this massive shift in higher education. Adaptive leadership is applicable to any academic leader or chair in multiple academic area.

This session will take a deeper dive into the nuances of adaptive leadership including strengths and weaknesses and opportunities for chairs and academic leaders to implement this style. The presenter will address how to coach others who are shifting their leadership styles into a more adaptive framework to help ignite and foster innovation and creativity.

Session topics include, exploring Heifetz's adaptive leadership model, when this style is often used and how people integrate adaptive leadership when implementing and understanding change. This will be a highly reflective and collaborative session where participants will be able to share their experiences as adaptive leaders and how they are helping faculty and staff shift their thinking. The presenter will also touch on certain areas that have required adaptation the last two years including, the move to different modalities of learning, the great resignation, changing needs of faculty, staff and students.

The presenter will also share her own experiences with adaptive leadership after shifting to remote work and learning after only three months as a new dean overseeing large academic areas of the college.