

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Leading Through Uncertainty: Resilience and Adaptive Leadership

5 days | Classroom training | English

SMART HORIZON

info@smart-horizon.eu
Amsterdam
The Netherlands

Explore current programmes

https://smart-horizon.eu



Course content

Why attend

Economic volatility, technological disruption and rapid change have become normal operating conditions. This course helps leaders guide their teams through uncertainty while maintaining focus, morale and performance. Participants explore adaptive leadership principles, personal and team resilience, communication during change, and practical methods for making progress when the future is unclear. The course combines reflection, case studies and practical tools so that participants leave with a clear plan for leading themselves and their teams through ongoing change.

Traditional planning and control approaches struggle when conditions change quickly. Leaders need the ability to stay calm, adapt their approach and help others do the same. This course gives you practical tools to build resilience, communicate honestly in uncertain times and keep teams engaged and productive.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Participants learn through guided reflection, resilience assessments, case studies of organisations facing disruption, scenario exercises, peer coaching and practical planning workshops.

Course objectives

By the end of this course, participants will be able to:
• Explain the principles of adaptive leadership in complex environments
• Strengthen personal resilience and manage pressure effectively
• Build team resilience, psychological safety and adaptability
• Communicate clearly and honestly during uncertainty and change
• Use short planning cycles and experiments to make progress
• Develop a personal and team resilience action plan



Course content

Target audience

This course is suitable for:
• Managers and leaders at all levels
• Leaders of teams undergoing restructuring or transformation
• Project and change leaders
• HR and organisational development professionals
• Professionals preparing for leadership roles in fast-changing sectors

Target competencies

Participants will develop competencies in:
• Adaptive leadership
• Personal resilience
• Change communication
• Psychological safety
• Agile planning
• Coaching under pressure

Course outline

Day 1: Leadership in a Volatile World

09:00–09:54	Understanding volatility, uncertainty, complexity and ambiguity
09:54–10:48	Technical problems versus adaptive challenges
10:48–11:00	How leaders' reactions shape team behaviour
11:00–11:30	**Coffee break**
11:30–12:12	How leaders' reactions shape team behaviour (continued)
12:12–13:06	Self-assessment: your response to uncertainty
13:06–14:00	Exercise: Identifying the adaptive challenges in your role

Day 2: Personal Resilience

09:00–09:54	The science of stress, energy and recovery
09:54–10:48	Mindset, perspective and emotional regulation
10:48–11:00	Practical routines for sustaining performance



Course content

11:00–11:30	**Coffee break**
11:30–12:12	Practical routines for sustaining performance (continued)
12:12–13:06	Recognising early signs of burnout
13:06–14:00	Workshop: Building a personal resilience routine

Day 3: Building Resilient Teams

09:00–09:54	Psychological safety and why it matters in uncertain times
09:54–10:48	Encouraging learning, experimentation and candour
10:48–11:00	Supporting team members through stress and change
11:00–11:30	**Coffee break**
11:30–12:12	Supporting team members through stress and change (continued)
12:12–13:06	Maintaining engagement when plans keep changing
13:06–14:00	Case study: A team that adapted through disruption

Day 4: Communicating Through Uncertainty

09:00–09:54	Being honest when answers are not yet known
09:54–10:48	Structuring change messages for different audiences
10:48–11:00	Listening, sensing and responding to concerns
11:00–11:30	**Coffee break**
11:30–12:12	Listening, sensing and responding to concerns (continued)
12:12–13:06	Handling resistance and rumours
13:06–14:00	Role play: Briefing a team on an uncertain change

Day 5: Making Progress When the Future Is Unclear

09:00–09:54	Short planning cycles, priorities and decision rules
09:54–10:48	Running small experiments and learning quickly
10:48–11:00	Scenario thinking for leaders



Course content

11:00–11:30	**Coffee break**
11:30–12:12	Scenario thinking for leaders (continued)
12:12–13:06	Balancing stability and change
13:06–14:00	Capstone: Personal and team resilience action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Istanbul Confirmed dates	16 Nov 2026	20 Nov 2026	**€2,650.-**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.-**
Cape Town Confirmed dates	30 Nov 2026	4 Dec 2026	**€1,890.-**
Online Confirmed dates	30 Nov 2026	4 Dec 2026	**€1,250.-**
Amsterdam Confirmed dates	7 Dec 2026	11 Dec 2026	**€2,540.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,820.–**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.–**
London Confirmed dates	4 Jan 2027	8 Jan 2027	**€2,450.–**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.–**
Dubai Confirmed dates	18 Jan 2027	22 Jan 2027	**€3,150.–**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**€1,250.–**
Frankfurt Confirmed dates	1 Feb 2027	5 Feb 2027	**€2,650.–**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.–**
Paris Confirmed dates	1 Mar 2027	5 Mar 2027	**€2,860.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,250.–**
Cape Town Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,890.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Istanbul Confirmed dates	15 Mar 2027	19 Mar 2027	**€2,650.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Amsterdam Confirmed dates	5 Apr 2027	9 Apr 2027	**€2,540.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,820.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Rome Confirmed dates	26 Apr 2027	30 Apr 2027	**€2,450.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.–**
London Confirmed dates	3 May 2027	7 May 2027	**€2,450.–**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.–**
Dubai Confirmed dates	17 May 2027	21 May 2027	**€3,150.–**
Online Confirmed dates	17 May 2027	21 May 2027	**€1,250.–**
Frankfurt Confirmed dates	7 Jun 2027	11 Jun 2027	**€2,650.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,450.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.–**
Barcelona Confirmed dates	28 Jun 2027	2 Jul 2027	**€2,840.–**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**€1,250.–**
Paris Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,860.–**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.–**
Istanbul Confirmed dates	19 Jul 2027	23 Jul 2027	**€2,650.–**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Amsterdam Confirmed dates	2 Aug 2027	6 Aug 2027	**€2,540.-**
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,250.-**
Singapore Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,820.-**
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Rome Confirmed dates	30 Aug 2027	3 Sept 2027	**€2,450.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,250.-**
London Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,450.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Dubai Confirmed dates	20 Sept 2027	24 Sept 2027	**€3,150.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.–**
Frankfurt Confirmed dates	4 Oct 2027	8 Oct 2027	**€2,650.–**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,450.–**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.–**
Paris Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,860.–**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.–**
Vienna Confirmed dates	8 Nov 2027	12 Nov 2027	**€2,940.–**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Istanbul Confirmed dates	15 Nov 2027	19 Nov 2027	**€2,650.-**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**€1,250.-**
Amsterdam Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,540.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**
Singapore Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,820.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**



Course content

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

info@smart-horizon.eu
Amsterdam
The Netherlands

View the latest course details online