

28th Annual Conference



DURANT, OKLAHOMA

September 23-25, 2024

Necessity of Adaptive Leadership In HR

OSIYO Group

Can You Adapt?
Can Your Organizational Leaders?

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OSIYO Group



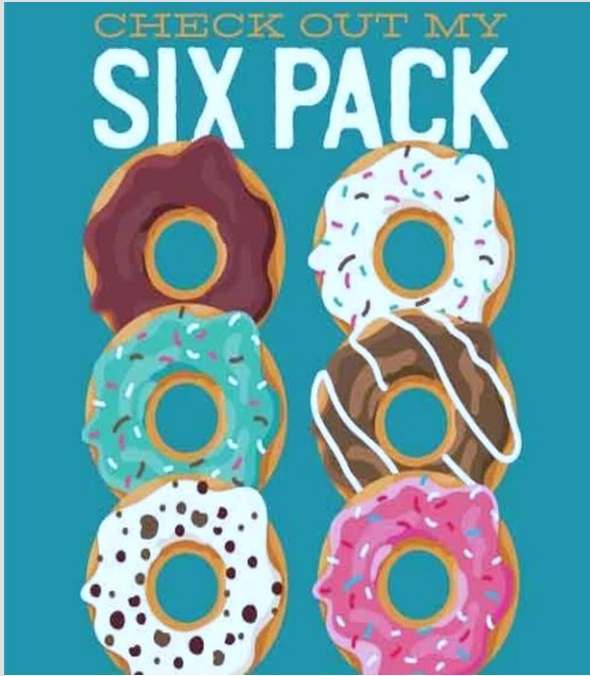
SPEAKER





What have we
had to adapt
to in the past
3 years?

Let's look at an HR "Six Pack"



HR Adapts to Survive & Thrive

1

Remote Work

2

Crisis Management

3

Talent Management and Retention

4

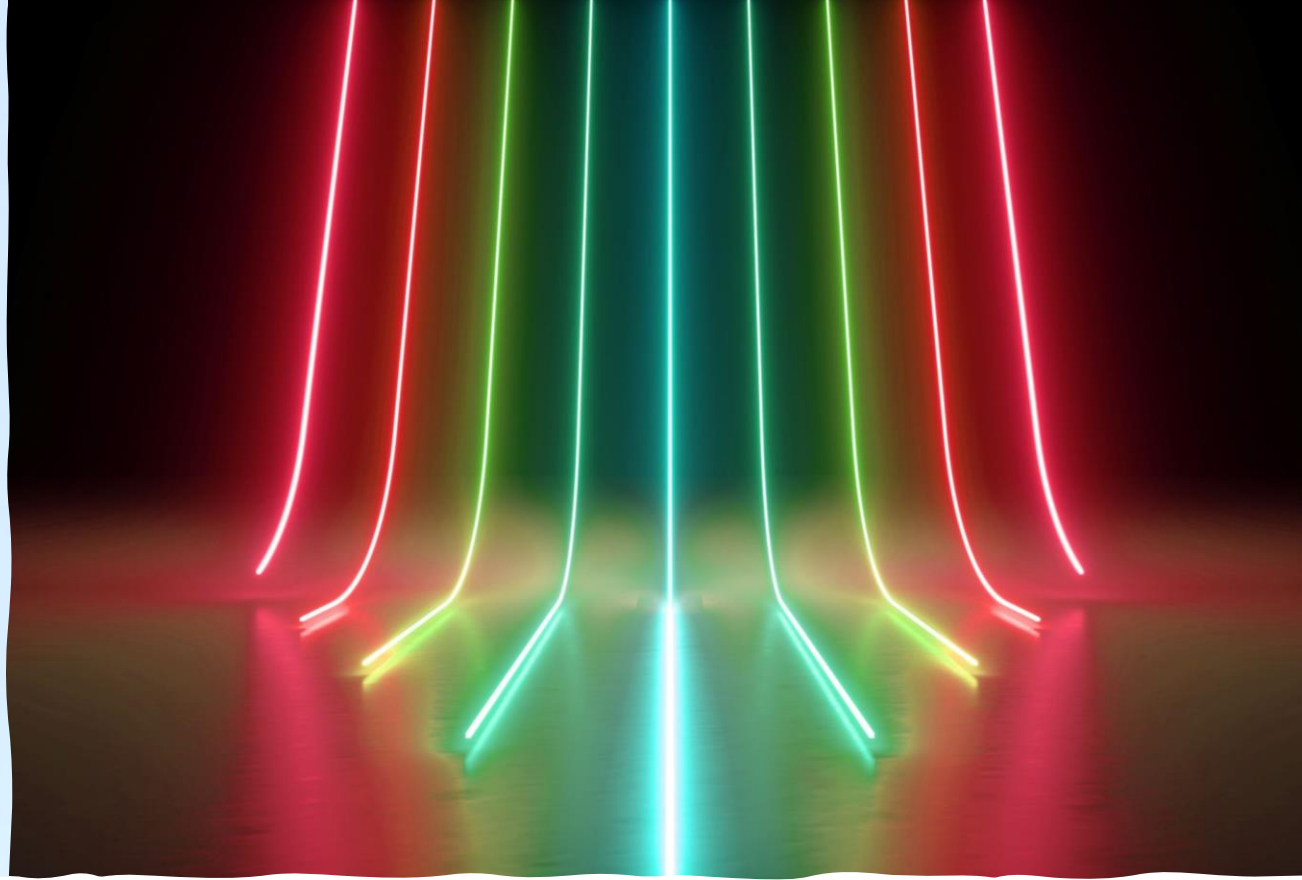
Mental Health and Well-being

5

Technology and Automation "AI"

6

DEI Initiatives



What is Adaptive Leadership

- Adaptive leadership involves being able to adjust to different conditions, situations, or changes in a flexible and resourceful manner.



Principles of Adaptive Leadership

Navigating Change

Learning and Experimentation

Addressing Adaptive Challenges

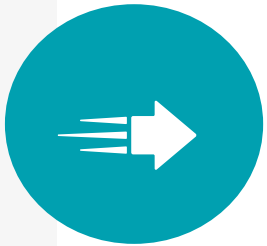
Balancing Authority and Collaboration

Maintaining Purpose and Values

Building Resilience

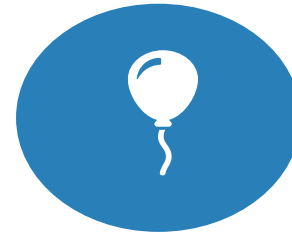
Continuous Adaptation

Why Adaptive Leadership... We All Like A's



Anticipate

Future Needs and Trends



Alterations

Continuous Learning for Adjustments



Articulate

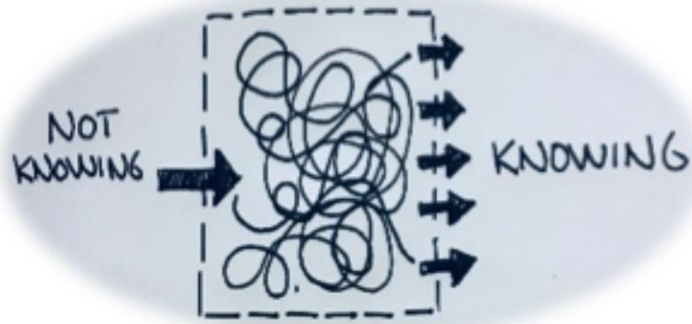
Needs for Collective Support



Accountability

Transparency in Decision-Making

The Outcomes of Adaptive Leadership



**Power shift from
"me" to "we"**



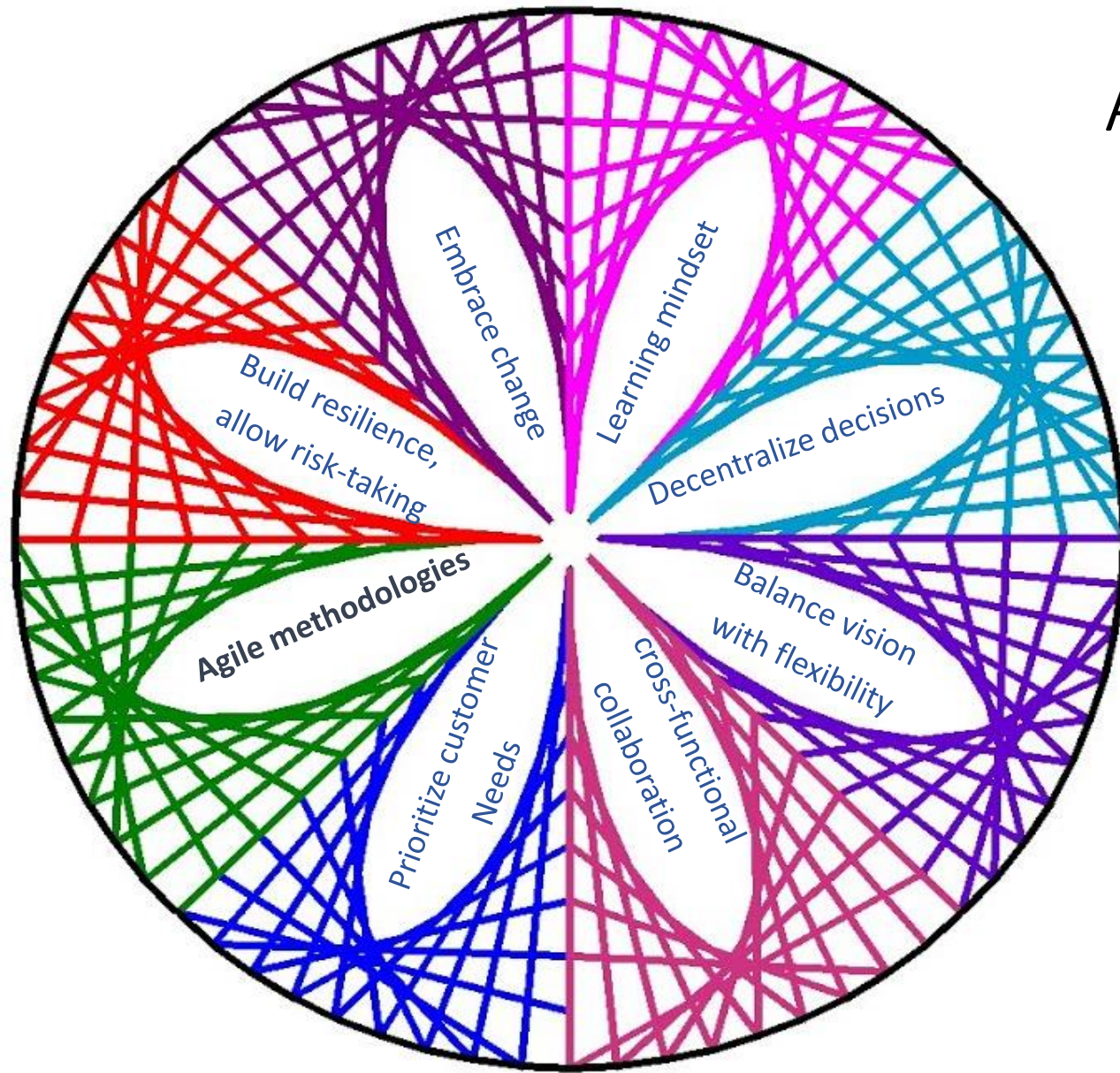
**Shift from overseer
to performance coach**



**structural shift from
static and physical to
digital and fluid**

What is a Leader? A Changing Workforce is Redefining the Role

Adaptive Leadership Drives Organizational Agility



- Adaptive leadership appreciates change, learning, collaboration, and customer focus, which are essential for organizational agility.

Why is Adaptive Leadership Necessary...

- Because promoting flexibility, resilience, and the ability to respond to change effectively is the Magic Potion!



QUESTIONS?

Thank you for participating

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Helping organizations adapt, grow and prosper

- Visioning & Strategic Planning
- Organizational Identity
- Board Governance
- Tribal Consultation
- Leadership Development
- Organizational Health Check
- Cultural Heritage Tourism



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