



An Integrated Approach to Peace-Building

## **ADAPTIVE LEADERSHIP – One Day Introductory Workshop**

Facilitated by Irwin Turbitt

"Adaptive Leadership" is an approach to exercising leadership (with or without authority) that has been designed to deal with situations where there is deep disagreement about the nature of the problem as well as deep disagreement about what needs to be done to solve the problem. "Adaptive Leadership" suggests the work of leadership is about working alongside people to enable them to solve their own problems rather than promising that a leader will do that for them. This approach will be illustrated using a case study about the policing of 'Drumcree', for many years Northern Ireland's most controversial public order policing challenge.

Participants will be invited and supported to work with their own leadership challenges in a highly interactive, mentally challenging session that gets past the idea of 'leadership' as an aerosol solution for all complex situations, i.e. spray some leadership around and suddenly everything will be OK.

**When: 18 June 2010; 09h30-16h00**

**Where: Barholm, Portaferry**  
**(<http://portaferryregeneration.com/barholm>)**

Irwin Turbitt is a senior fellow at Warwick University's *Institute of Governance and Public Management*. Irwin teaches consults and advises internationally on public leadership, strategic management, leading with political awareness and governance. In his previous career he was an Assistant Chief Constable in the PSNI (Police Service of Northern Ireland). In 2002 Irwin became the first serving member of the PSNI to participate in the Glencree Former Combatants Programme. Since 2004 he has been a founding and steering group member of the Sustainable Peace Network between former combatants, survivors and members of the wider society, which since 2008 has been continued as part of the Irish Peace Centres consortium.

*For more information on Irish Peace Centres, see [www.irishpeacecentres.org](http://www.irishpeacecentres.org)*



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