

LYSSA ADKINS

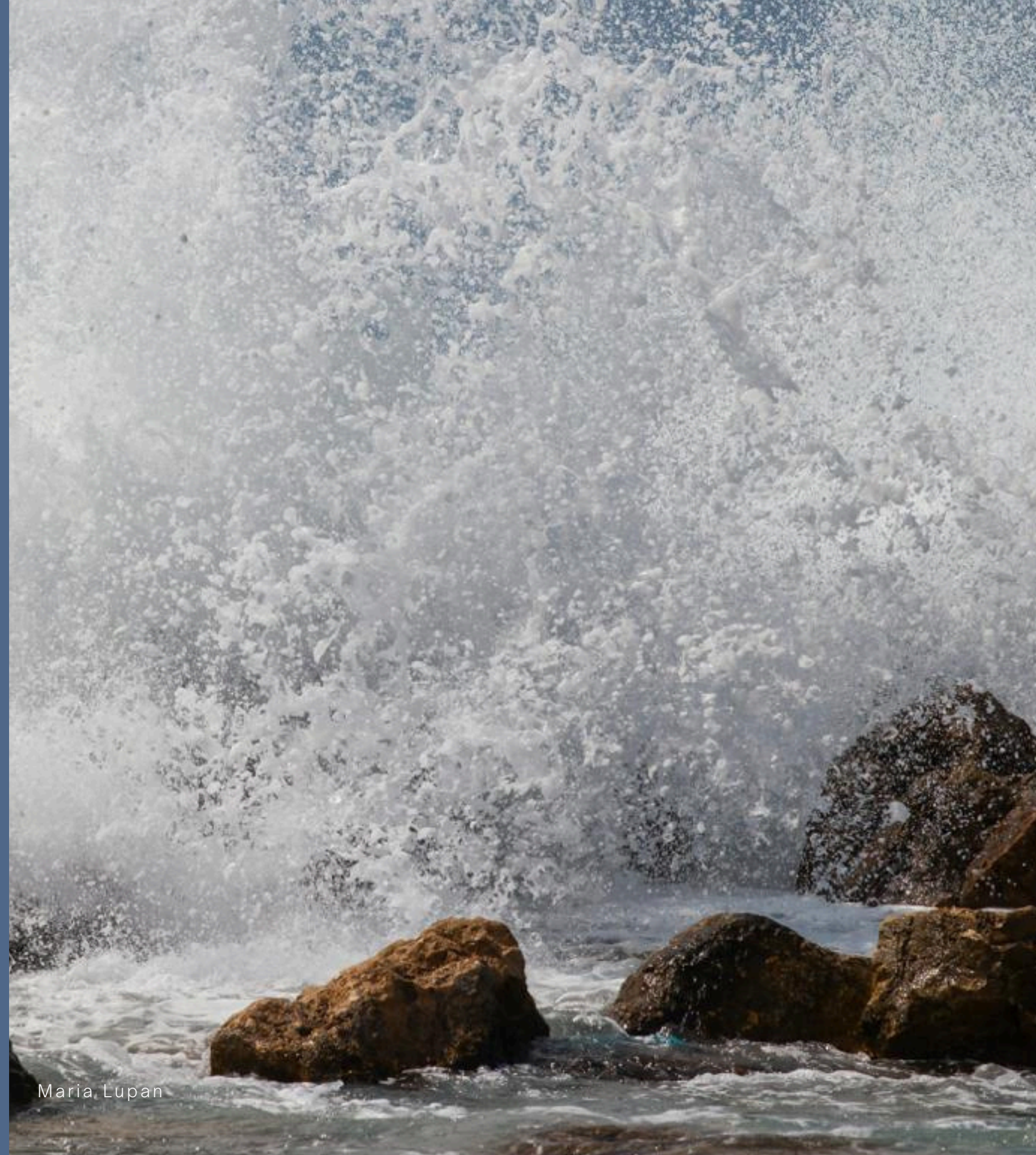
# #future-fit leaders

ARE TOOLED-UP FOR  
CONSTANT AND  
TURBULENT CHANGE

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Maria Lupan



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Waves of change just keep coming. Perhaps you have noticed this in your life and in your organization. These waves are both constant and turbulent. Imagine the literal waves in the ocean. In the churn of the surf, the turbulence knocks you around, drags you down, makes it so you can't tell which way is up. When you get pulled under, you know with every fiber of your being that this situation is truly life-threatening. If this has ever happened to you, you know how intense the experience can be. It happened to me while on vacation in Costa Rica. One moment, I was playing in the waves with my family and the next I was dragged down under the water, into the turbulence of the waves. I could see the white, frothy churn of the surf and I could feel the water pulling me in every direction all at once but I couldn't tell which way was up. My body was tumbling. The only thing I knew for sure was that I was being dragged away from my family and out to sea. It's been a few years since, and remembering it still evokes the panic I felt in that moment of this life-threatening situation.



**Change is both constant and turbulent. To thrive, we must embrace it, transforming ourselves from the inside out with cognitive, emotional, and energetic tools.**





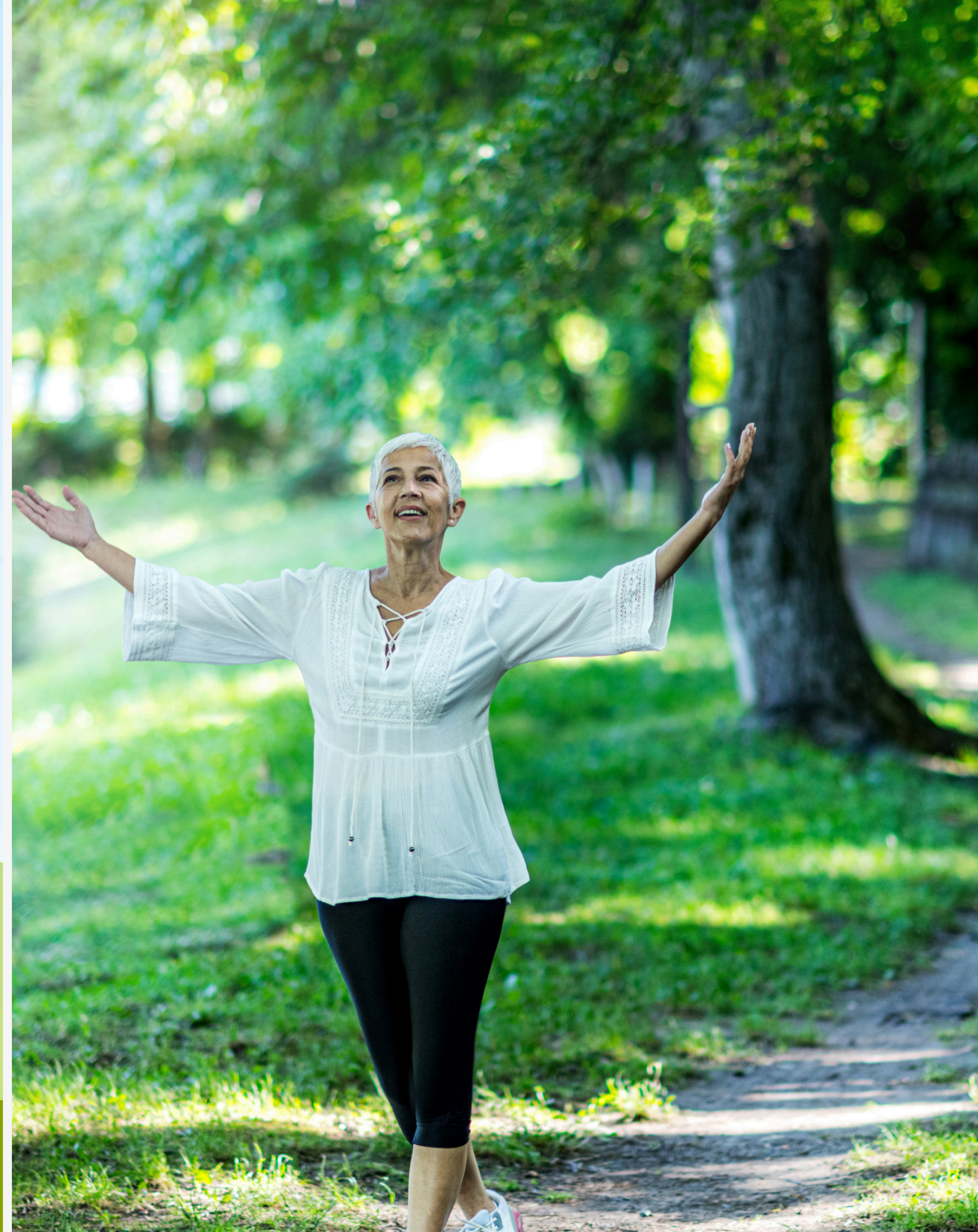
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# The Nature of CHANGE

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While most changes we experience in business are not literally life-threatening, they can still feel like that. They often evoke the same visceral responses and survival strategies. Our bodies react in a split second, something called neuroception, well before the conscious process of perception. The same powerful mix of stress hormones dumps into the body, getting ready for the survival strategy to kick in. The capabilities we need most in such a moment in a business situation, such as reasoning, problem solving, listening and empathy are shut down. We just don't want the turbulence of constant change and for good reason. It feels dangerous.

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# Accepting CHANGE

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Yet, this is the nature of the change that we are in, both constant and turbulent. Since we cannot change how much change comes our way, the logical strategy is to get good at change. Getting good at change means changing yourself. That's why it's a job you do from the inside out: from the inside of yourself to the outer world.

# Inside out TRANSFORMATION

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In broad strokes this job from “inside out” means developing the inner cognitive, emotional, and energetic tools to work with change in the outer world. Notice the phrase “work with change” as a powerful orientation for accepting change, not resisting it and taking an attitude of welcoming it, especially when it is an unwanted change. That might sound like a tall order! Who wants to welcome unwanted change? Those are the very changes that tumble us in the turbulence of the ocean. Yes, they are. And it’s still possible to get good at working with even that kind of change. We might as well. These are often the ones we don’t get to choose. Let’s get tooled-up.

# Cognitive TOOLS

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When you think of tools, you probably think about structures and processes for change. Some of our current best tools even come in toolkits. To name a few: agility, self-org/teal orgs, lean startup and lean change, holacracy and sociocracy, circular economy and doughnut economics. Basically, anything under the “new ways of working” or “future of work” monikers. These are important tools to learn and are essential for how to work with change.

These are powerful cognitive tools. They are the workhorses for working with constant change. You will find plenty of resources to help you tool up in this dimension. The business world has been hard at work creating these tools for the last few decades and I have been hard at work right alongside that, helping leaders and organizational change agents apply these new ways of working. In that time, I have come to see that wielding cognitive tools is not enough. We must also get tooled-up in two other dimensions: emotional and energetic.

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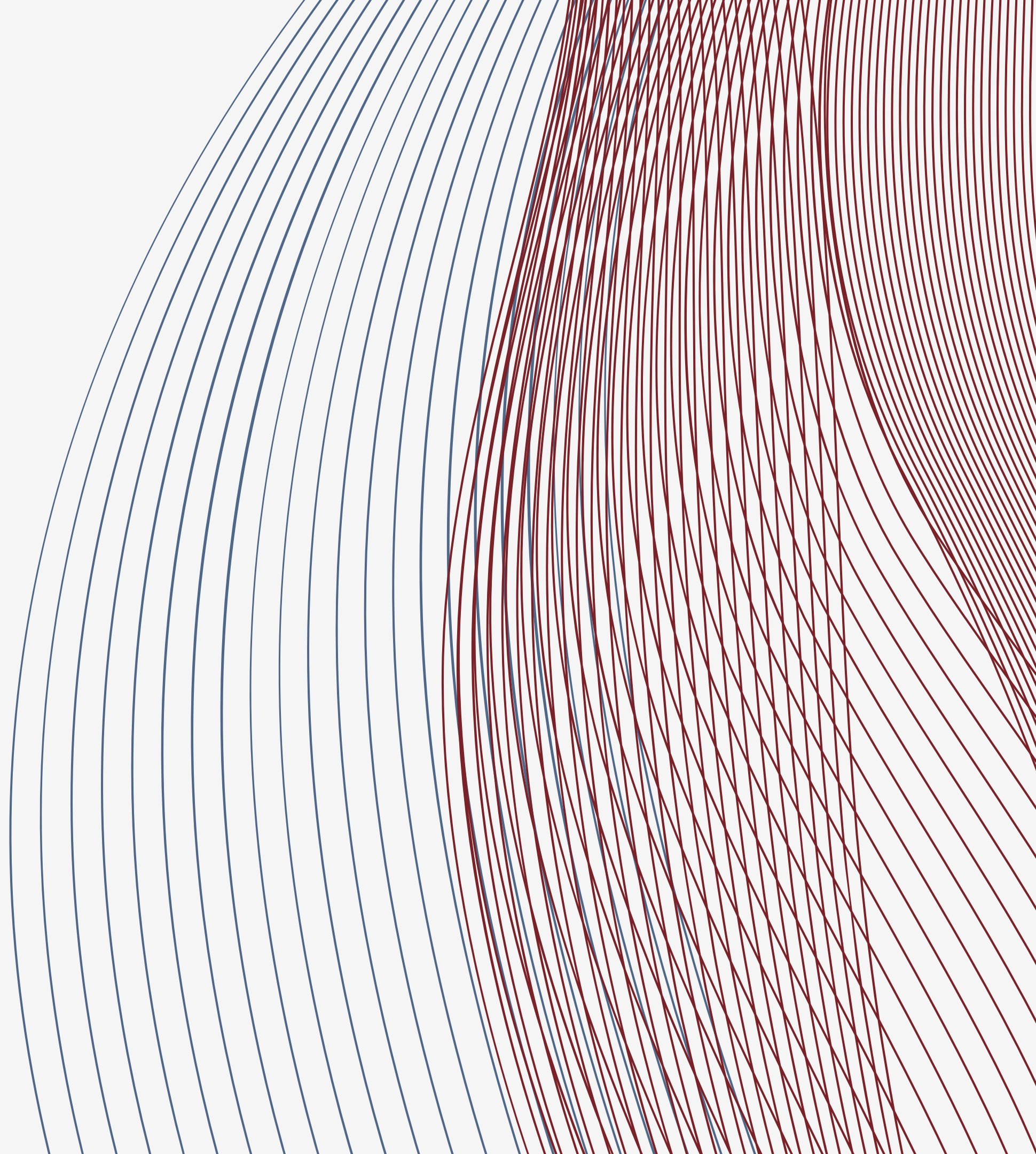
# Emotional & Energetic TOOLS

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It's these dimensions, emotional and energetic, that are not as commonly applied to the context of working with change. Ways to get tooled-up emotionally and energetically are available, though. They are scattered over many different domains, professions, and schools of thought. Over the last decade, I've been gathering these up like little chicks. I work with these tools in myself and with my organizational leader clients. This is what I will share with you in future writings.

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# A Preview of FUTURE-FIT INSIGHTS

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To give you a sense of where we are going, let me whet your appetite with the next headline:

**#Future-fit leaders are  
collapse-aware**

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# LYSSA IS A LEADERSHIP COACH & AN EXPERT IN THE FUTURE OF WORK

Explore being coached by Lyssa

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