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Summary Outline

When assembling a team, leader are often wary of potential biases. However, we tend to focus on biases associated with demographics, when biases against different problem solving styles are likely more detrimental. Kirton's Adaption-Innovation (KAI) theory explains how some people are more adaptive while others are more innovative in their style of solving problems. Because many of today's

About the Speakers

Dr. Kaufman is an associate professor and Extension specialist at Virginia Tech, where he coordinates a graduate certificate program in Collaborative Community Leadership and heads the Honors Residential College.

Kaufman is the immediate past president of the Association of Leadership Educators.

Dr. Friedel is an assistant professor at Virginia Tech, where serves as the program leader for

problems are complex, if not wicked, we need both adaptive and innovative approaches to problem solving. In this webinar, Dr. Kaufman and Dr. Friedel will summarize 40 years of research (and practice) with KAI theory. They will outline specific strategies for integrating and supporting diverse problem solving styles within a team.

Virginia Tech's undergraduate minor in Leadership and Social Change and the graduate certificate in Problem Solving for Leading Change.

Friedel also serves as an instructor for coursework to become a certified practitioner for Kirton's Adaption-Innovation Inventory, one of the world's foremost measures for problem-solving, teamwork, and creativity.

Key Learning Objectives

- Analyze problems associated with working in a group or team.
- Describe effective leadership and problem solving in groups and teams.
- Recognize how individual problem-solving styles affect group interaction.
- Identify practical strategies to improve team performance in the face of change