

Radical Adaptability as your Secret Weapon to Thrive Through Disruption

SIUE

2025 SIUE Project Management Symposium

Southern Illinois University
Edwardsville

November 21st, 2025

Tyler Norman

MBA | PfMP | PgMP

PMP | PMI-ACP

PMI-PBA | PMI-PMOCP

Today's Reality

Impact of Artificial
Intelligence

60%

Jobs Impacted by
AI in Advanced
Economies
(IMF, 2024)

Changing Workforce
Requirements

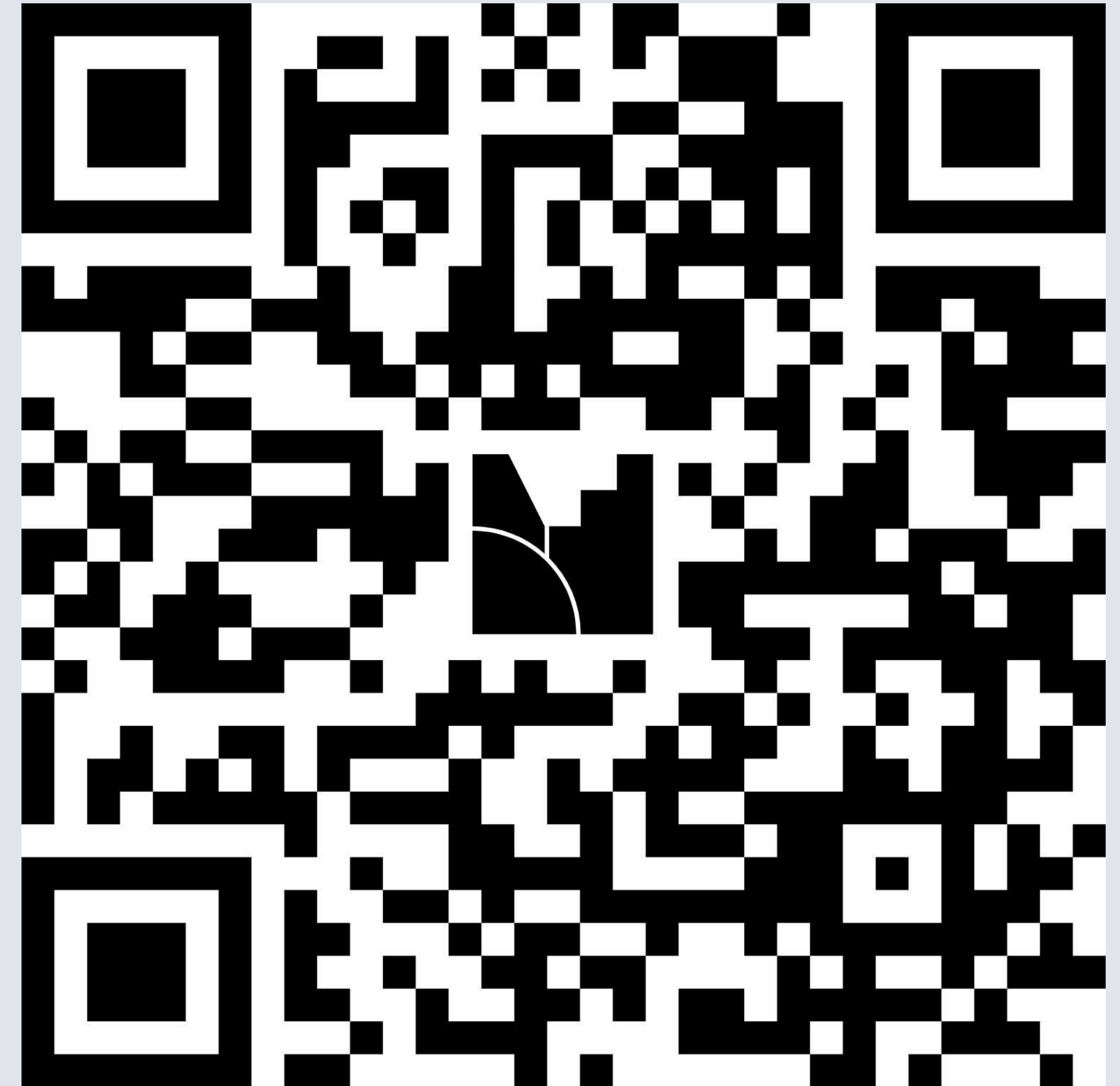
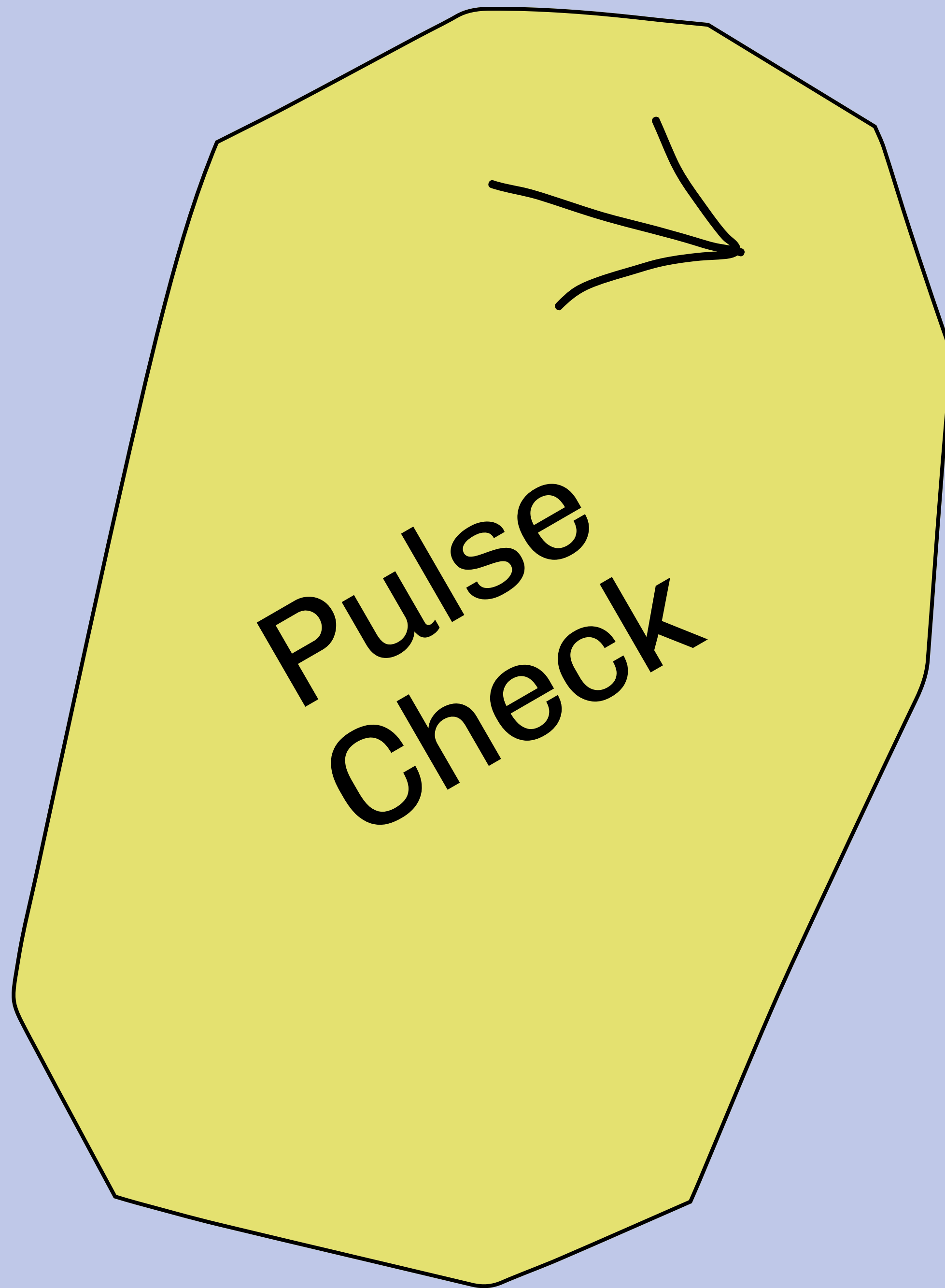
39%

Average worker skill
sets expected to be
transformed or to
become outdated over
2025-2030 (WEF, 2025)

Risk of Job
Obsolescence

41%

Organizations
Expecting to Reduce
Staff Due to Skill
Obsolescence
(WEF, 2025)



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Speaker Intro

Director, Strategic Supply Chain
Programs - Scholastic, Inc

Keynote Speaker and Trainer
NAVIGATE With Purpose

MBA | PfMP | PgMP | PMP
PMI-ACP | PMI-PBA | PMI-PMOCP

16 years of project leadership
across industries, time zones, and
cultures - \$1B+ USD value created

Rising Leader Award Finalist (2025)
Project Management Institute



What Really Matters

“Experts and researchers project an unprecedented wave of job destruction coming with the development of AI, robotics, software, and automation.”

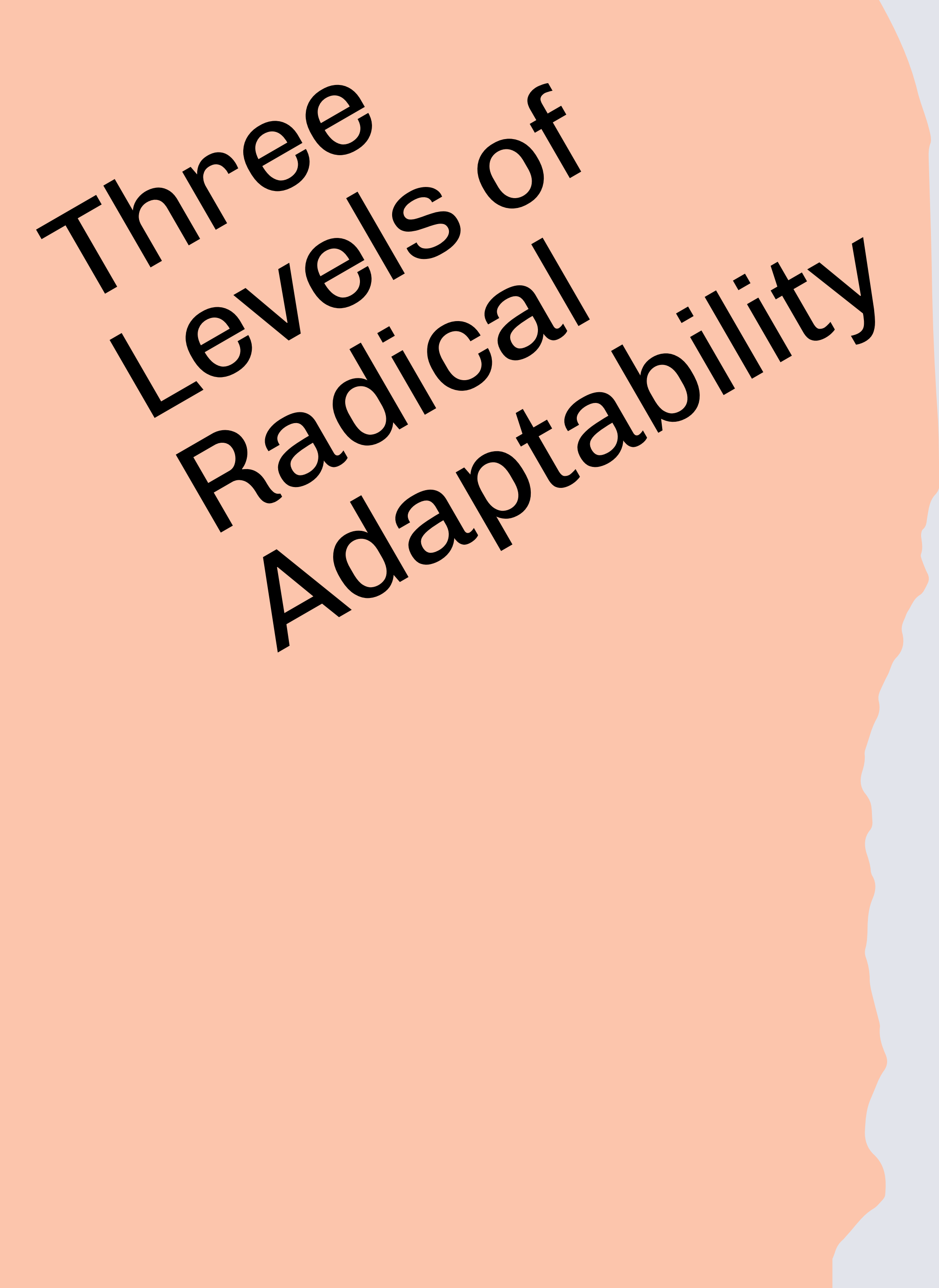
Andrew Yang

(The War on Normal People - April 2018)

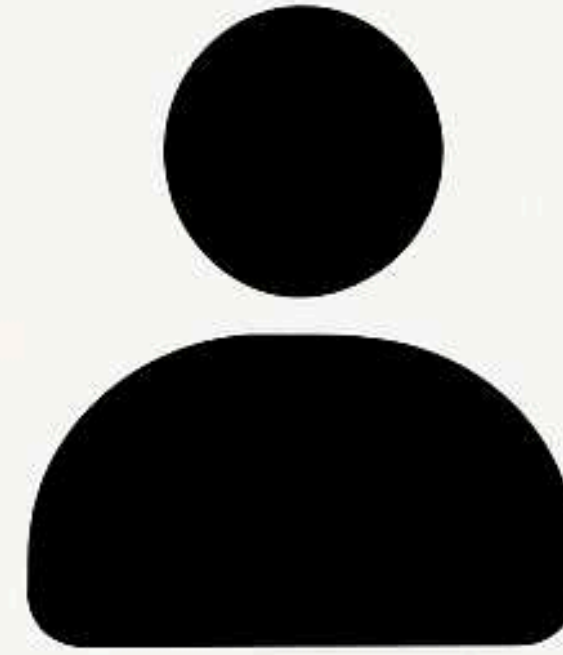
What Does Radical Adaptability Even Mean?

With Help From:
My Friend Amelia

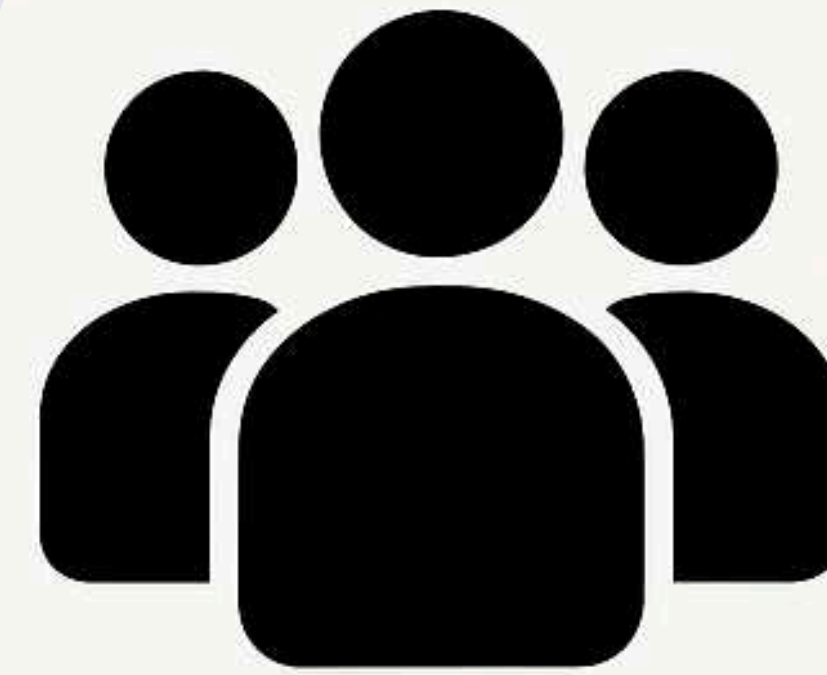




Three Levels of Radical Adaptability



INDIVIDUALS



TEAMS



ORGANIZATIONS

Meet Predictable Peter

Adheres Strictly to
Institutional
Playbook

Uses Historical
Success as a Guide

Pursues Learning
and Networking
Offered by Employer

When Uncertain,
Escalates for
Leadership Direction

Is Protective of His
Practices, Skills, and
Tools

Is Afraid of What AI
and Technology
Means for His Role

PREDICTABLE PETER





Meet Adaptable Annie

Continuously
Experiments with
Methods & Processes

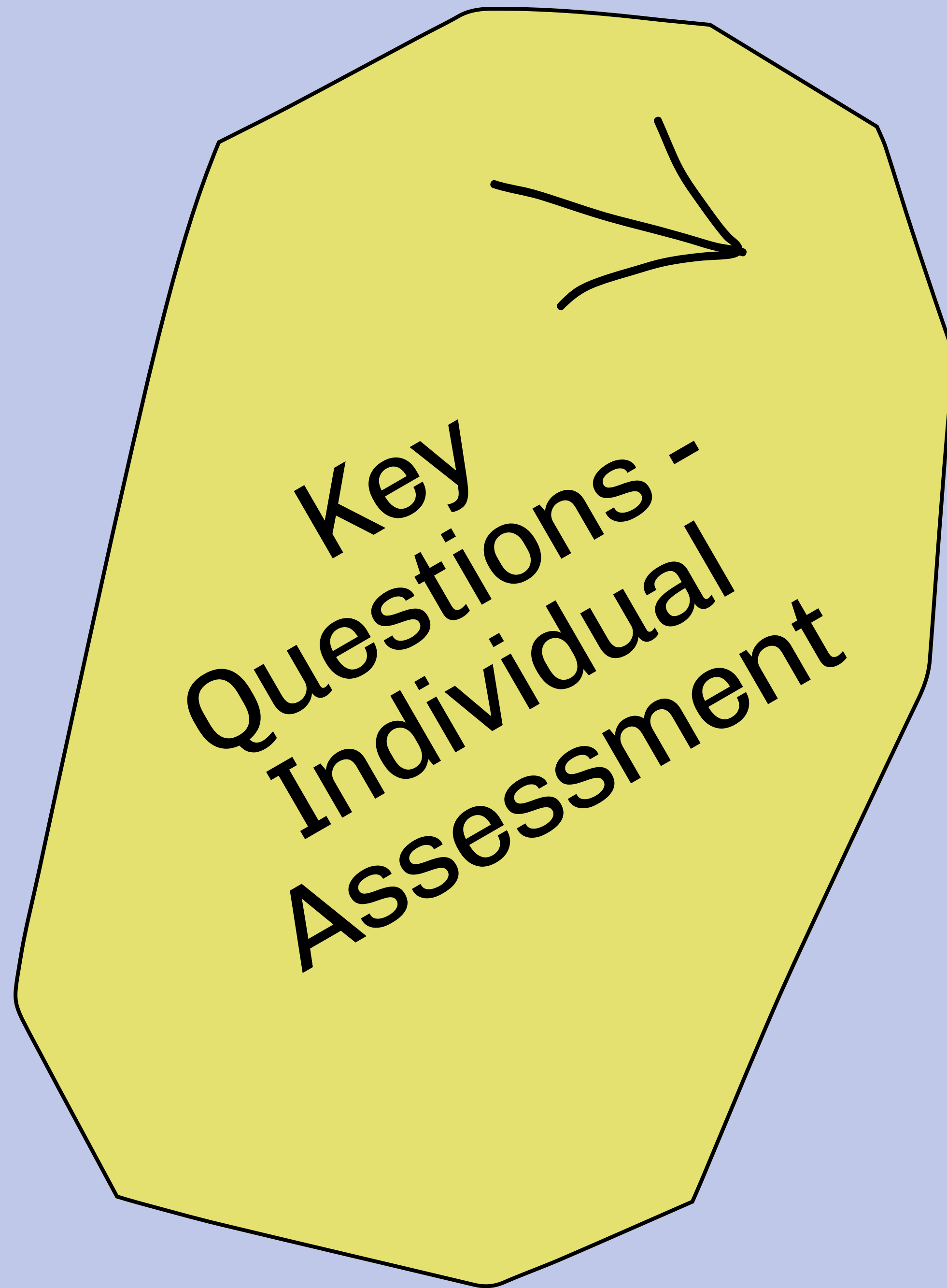
Uses Value as a North
Star for Decision-
Making

Networks and Learns
Across Organizations,
Industries, & Time
Zones

Embraces
Uncertainty and
Proactively Adjusts
Course in Real Time

Openly Shares Tools,
Practices, and
Information

Embraces AI and
Technology as
Opportunities to
Evolve



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Individual Adaptability Toolkit

Mindset Shift

Growth vs. Fixed Mindset

Curation Over Creation

AI-Augmented Productivity

Process Optimization

Orchestration Focus

Micro-Practices

Learning Sprints

Habit Stacking

Meet The Predictable Pirates

Operate with Rigid
Roles and Silo'd
Functions

Prioritize Maximum
System Efficiency
Over Exploration

Avoid Ambiguity
Through Utilizing
Proven Playbooks

Adjust to Shifting
Priorities by Slow-
Moving, Formal
Methods



ADAPTABLE ATHLETICS



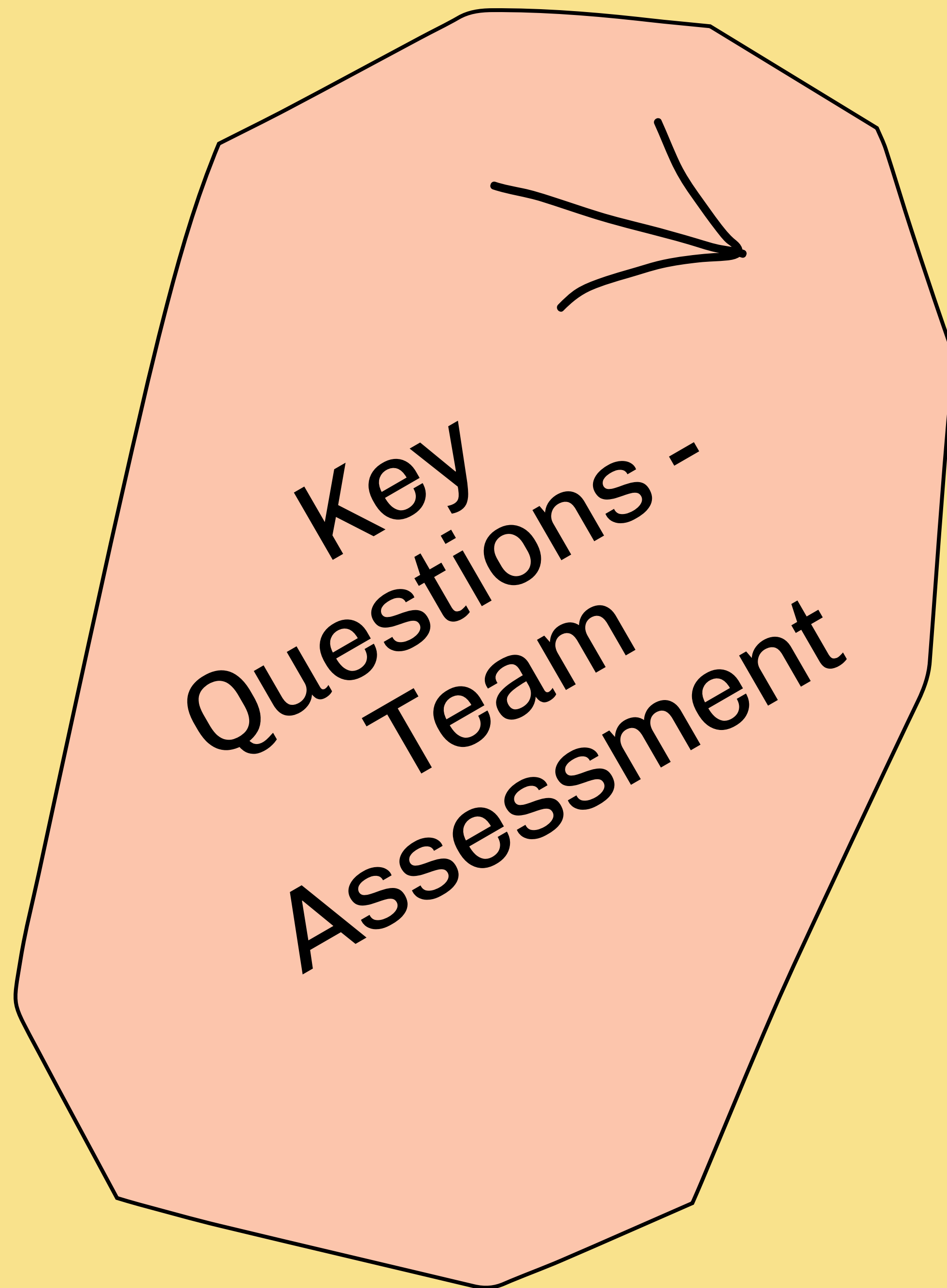
Meet The Adaptable Athletics

Cross-Train and Flex
Roles As Needed

Allocate and Budget
Time For Innovation
and Experimentation

Thrive in Ambiguity
Through Co-
Creating New
Approaches

Pivot Quickly To
Capitalize On
Emerging
Opportunities and
Limit Sunk Costs



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Team Adaptability Toolkit

Build-In Adaptability

Alignment on Vision

Value Psychological Safety

Define “Safe to Try”
Criteria

Frameworks & Tools

Visual Management

Rhythmic Cadence

Low Friction Working
Agreements

Adaptable Decision-Making

Defined Escalation
Ladders

Authority Close to Work

Meet Predictable Inc.

Focus on Maximizing
Short-Term Value

Commit to
Investments When
ROI is Certain

Value Stability Over
Experimentation

Rely Upon Formal
Hierarchy for
Decision-Making

Rely on Historical Data Structures Until
There Is Financial Justification to Update





Meet Adaptable Enterprises

Willing to Sacrifice
Short-Term ROI for
Long-Term Growth

Budget for Pilot
Programs Without
Immediate ROI

Reward
Experimentation,
Learning, and Rapid
Iteration

Empower
Decentralized
Decision-Making and
Front-Line Innovation

Invest in Data Readiness for
Future Technology

The Impact of “Failed Investments”



\$170M

Losses - Fire Phone



\$300M

Losses - Pets.com



\$169M

Losses - LivingSocial



\$124 B

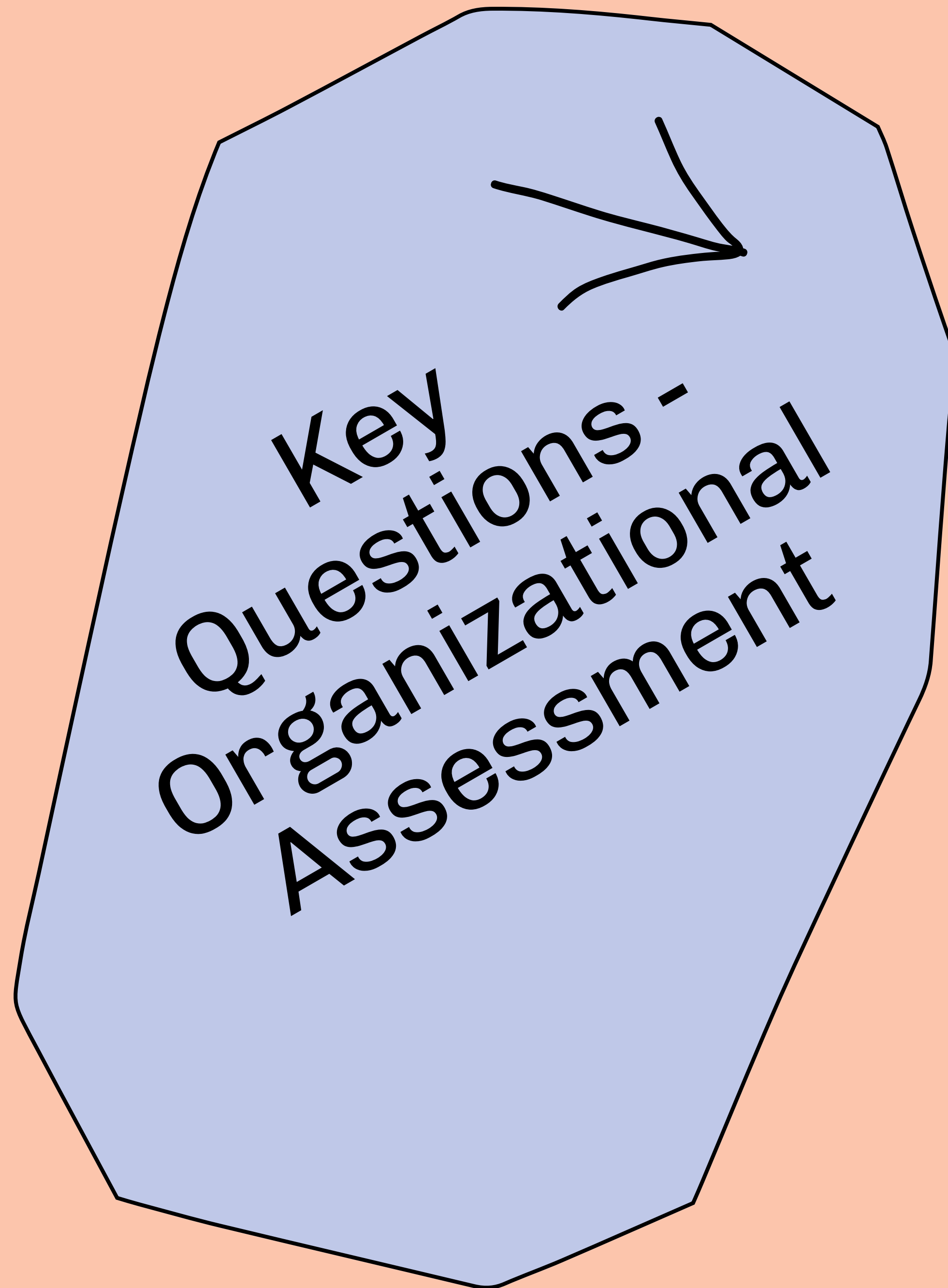
Annualized Revenue
(As of Q2 FY25)



amazon dash
BUTTON

amazon
liquidation auctions
united states





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Organizational Adaptability Toolkit

Structures Enabling Adaptability

Cross-Functional Teams

Ambidextrous Org:
Exploit and Explore

Role Clarity Over Rigid
Hierarchy

Governance: Guide Without Slowing

Guardrail KPIs over
Stage Gates

Lightweight Reviews

Empowered Product
Owners Over Committees

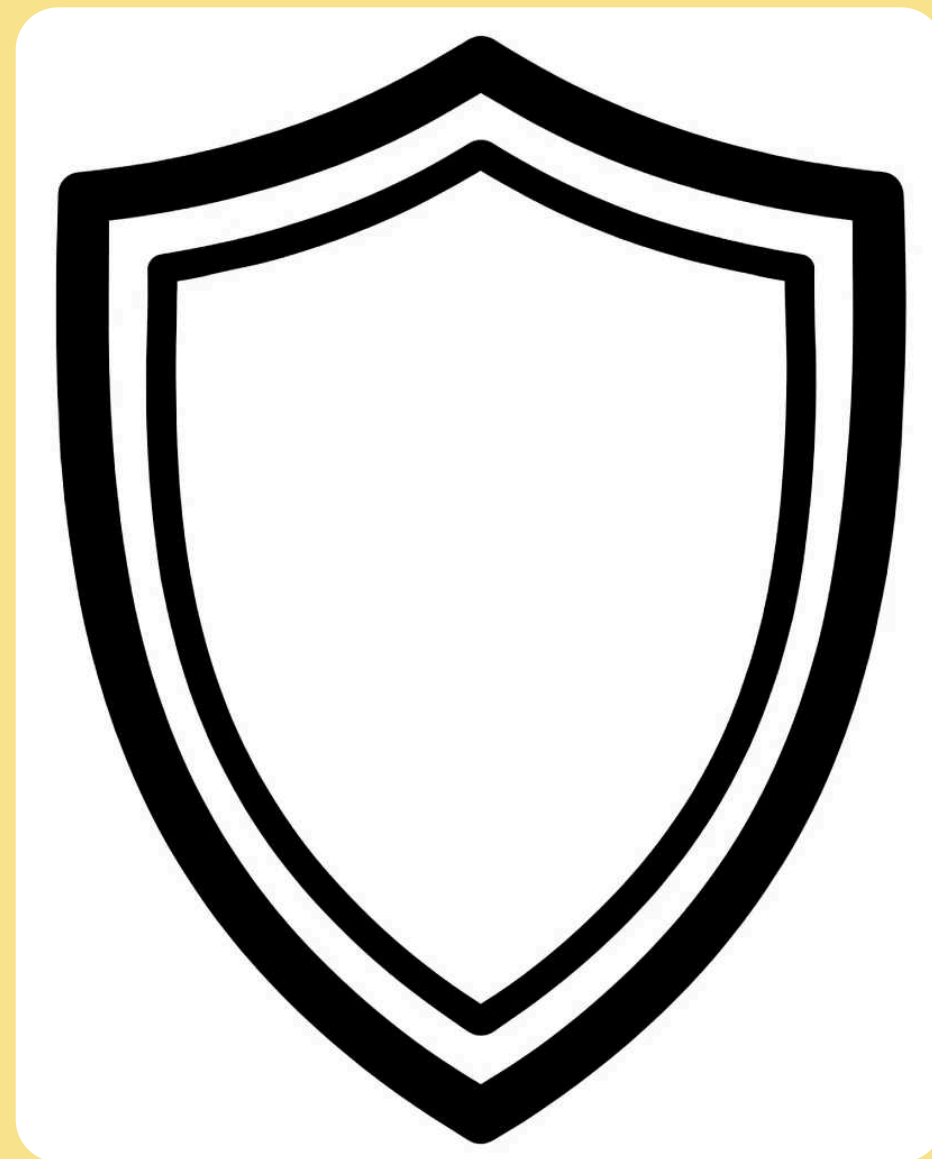
Culture Catalysts

Reward Experimentation,
Not Just Wins

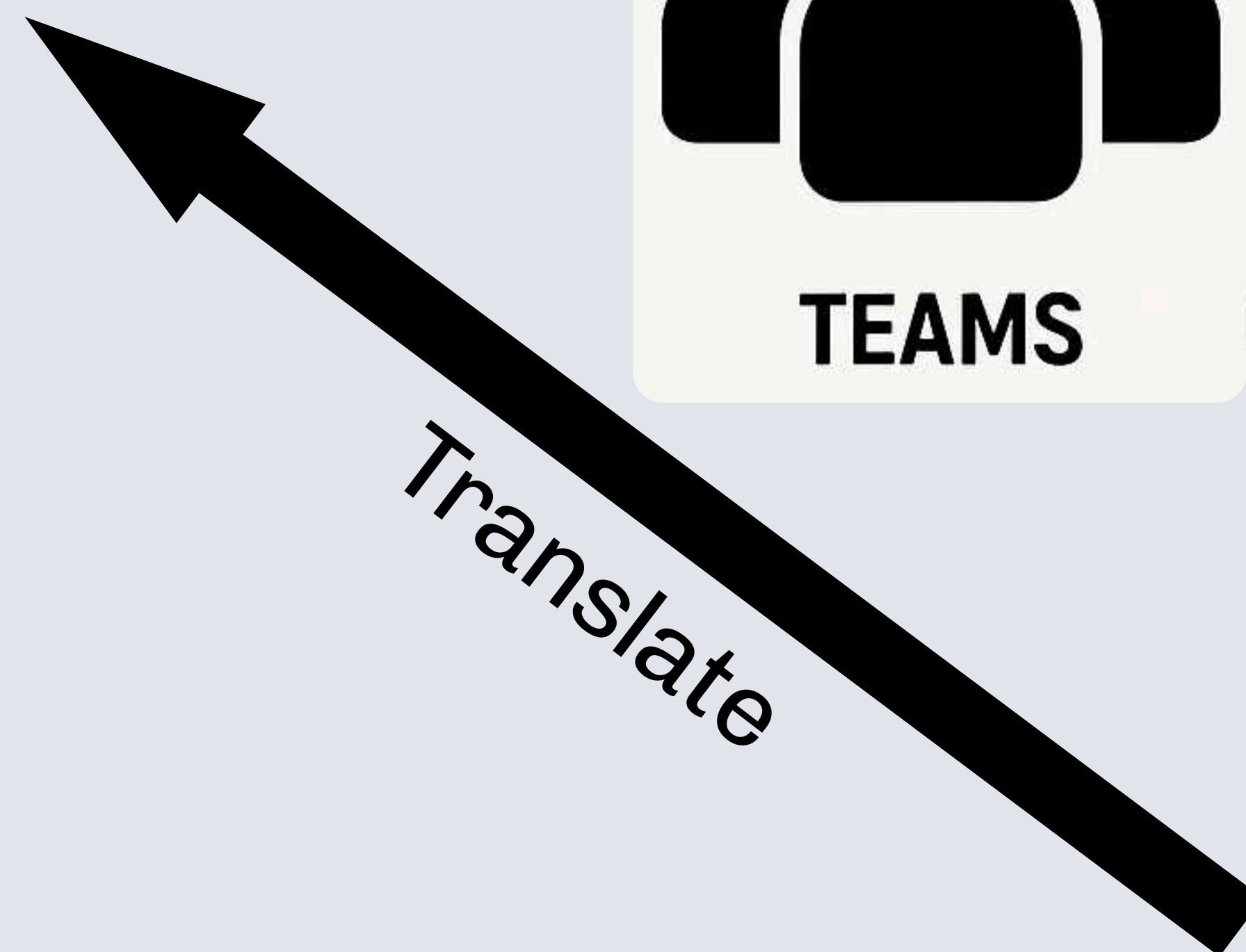
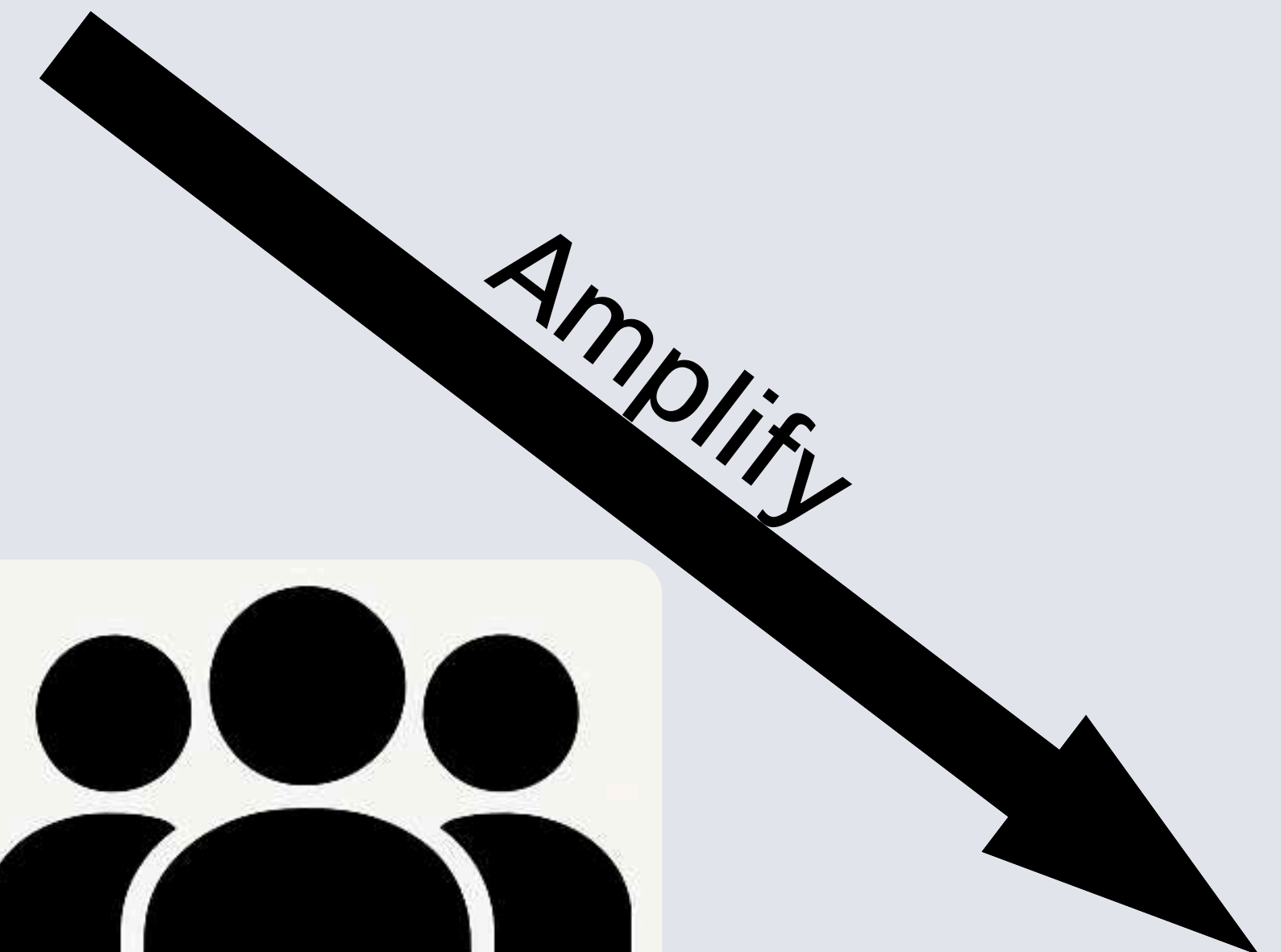
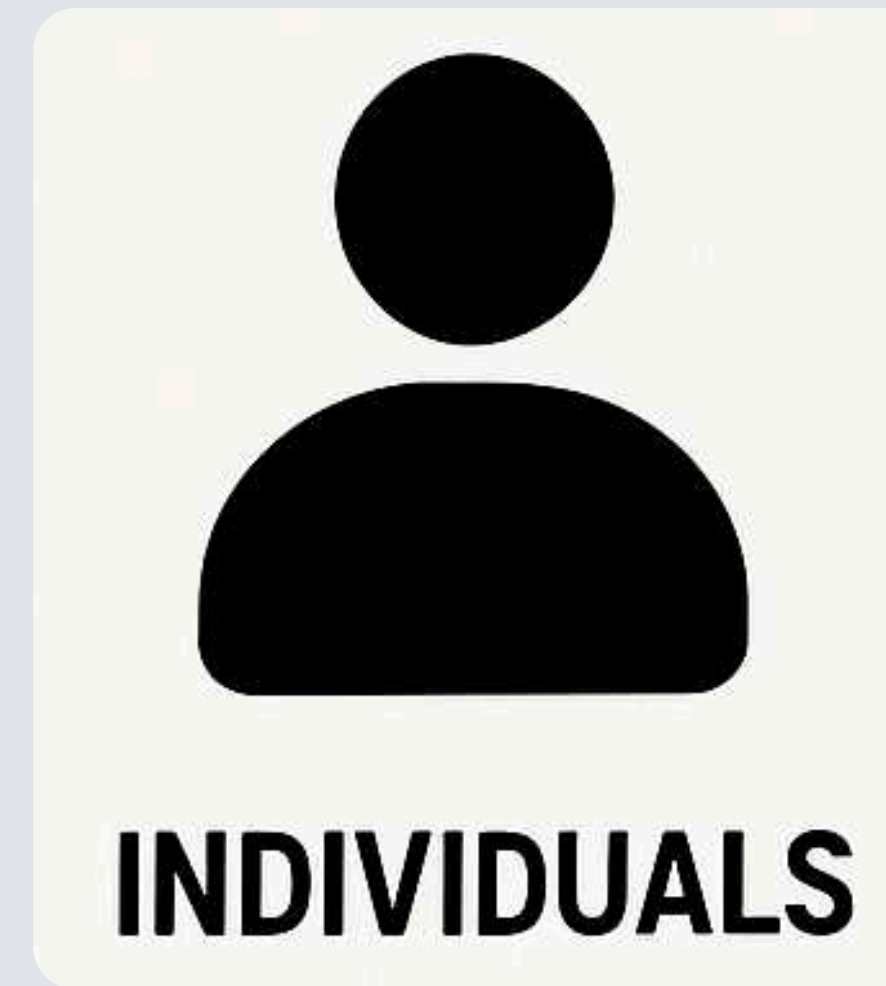
Storytelling Channels

Leadership Modeling of
Curiosity & Vulnerability

The Role of a Project Leader



Cultivate Safe Space
for Experimentation



Q&A and Contact Information

What Questions Do You Have?



Slide Download, Tech
Stack, & Contact Info



“If the world runs out of ideas, then productivity gains translates to job loss.”

Jensen Huang - CEO, Nvidia
(CNN Business - July 2025)

Thank You!



Slide Download, Tech
Stack, & Contact Info

