

WORKSHOP

FROM STABILITY TO ANTIFRAGILITY:

LEADING WITH STRENGTH
THROUGH DISRUPTION



LEAD WITH CALM.



GROW THROUGH DISRUPTION.



BECOME ANTIFRAGILE.



STABILITY



RESILIENCE



ANTIFRAGILITY



PROGRAM AT A GLANCE



DATES

November 2026



TIMING

5:30 PM - 8:30 PM



DURATION

12 Hours



LOCATION

CIS, USJ Beirut



FEES

300 \$

ABOUT THIS PROGRAM



The From Stability to Antifragility: Leading with Strength Through Disruption workshop equips leaders with practical tools to remain calm, clear, and effective while navigating uncertainty, change, and disruption.



Designed for executives, senior managers, team leaders, and professionals leading through transformation, the workshop combines interactive discussions, simulations, coaching-inspired reflection, real-life cases, and practical exercises.



Participants will learn to strengthen trust and psychological safety, communicate with clarity under pressure, recognize fragile and antifragile patterns, and use disruption as an opportunity for learning, innovation, and growth.



By the end of the workshop, participants will be equipped to design safe-to-fail micro-experiments, apply structured feedback loops, and develop a personalized Antifragile Leadership Playbook to guide their leadership in real-world situations.



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MODULES AND LEARNING OUTCOMES

A structured learning journey to strengthen leadership stability, build trust and psychological safety, and develop an antifragile mindset that enables leaders and teams to grow stronger through disruption.

Modules	Learning Outcomes	Key Focus
1 Leading with Stability	- Understand leadership stability and its impact on team performance. - Recognize how a leader's internal state influences the team. - Build emotional grounding and psychological safety during uncertainty. - Establish stability as a foundation for effective leadership.	- Leadership Stability - Psychological Safety - Emotional Grounding - Leader as an Anchor - Stability Foundations
2 Clarity, Trust & Psychological Safety	- Communicate with calm, clarity, and consistency under pressure. - Apply the 3C Framework when navigating uncertainty. - Identify behaviors that strengthen or undermine trust. - Build trust structures that reduce fear and increase team alignment.	3C Framework - Communication Under Pressure - Trust Accelerators & Killers - Trust Charter - Team Alignment
3 The Antifragile Mindset	- Distinguish between fragile, robust, and antifragile patterns. - Recognize how disruption can become a source of learning and growth. - Challenge limiting norms and established "sacred rules." - Develop a mindset that embraces healthy disruption and innovation.	- Fragile vs. Robust vs. Antifragile - Antifragile Thinking - Healthy Disruption - Challenging Sacred Rules - Innovation Mindset
4 Antifragile Execution & Leadership Playbook	- Design small, safe-to-fail micro-experiments. - Apply the SAFE LOOP to test, learn, and adapt. - Practice leadership behaviors through a simulated crisis. - Develop a personalized Antifragile Leadership Playbook for real-life application.	- Micro-Experiments - SAFE LOOP - Crisis Simulation - Learning & Feedback Loops - Antifragile Leadership Playbook

Pedagogical Approach

The program uses an experiential, coaching-based and reflective approach grounded in adult learning principles. Participants learn through experience, practice, and dialogue rather than theory alone. The facilitator combines short conceptual inputs with practical tools, real cases, guided reflection, and peer learning so that participants integrate concepts directly into their everyday leadership.

DATES

- November 9, 11, 16, and 18, 2026, from 5:30 p.m. to 8:30 p.m.



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MEET YOUR TRAINER



Ms. Roula Abou Ghazaly

Executive leader, consultant, trainer, and coach trained and certified in line with ICF standards, with nearly 30 years of experience in banking, organizational transformation, and leadership development. Roula specializes in guiding leaders and organizations through disruption, restructuring, and change. She designs and delivers executive programs on stability, antifragility, and strategic leadership, and supports leaders through one-to-one coaching and transition coaching.



WHO SHOULD ATTEND

This workshop is designed for leaders and professionals navigating uncertainty, change, or transformation who want to strengthen stability and develop a more antifragile approach to leadership:

- Executives and senior managers
- Team leaders and people managers
- Professionals leading teams or projects through uncertainty
- Leaders navigating organizational change or transformation
- Professionals seeking to strengthen trust and psychological safety within teams
- Leaders looking to grow stronger and more adaptive through disruption



CERTIFICATE AWARDED

Upon successful completion of the program participants will receive a certificate delivered by the Professional Training Center at USJ.

