

Adaptive Fitness System — Overview

Building fitness for change in organisations that live with uncertainty

What it is

The Adaptive Fitness System (AFS) is an approach for strengthening an organisation's ability to adapt to changing conditions.

Rather than prescribing structures or frameworks, AFS focuses on the conditions that allow change to take hold, scale, and endure.

It helps leaders and practitioners ask a fundamental question:

Can this change actually survive in our environment?

The foundation: four fitness questions

AFS is built on four interconnected lenses:

- **Fit for Purpose** — does this change serve the outcomes that truly matter?
- **Fit for Context** — does it align with the realities of the organisation and environment?
- **Fit for Execution** — can it be carried out within existing constraints and capabilities?
- **Fit for Improvement** — can it evolve as learning emerges?

Together, these questions shift attention from installing solutions to strengthening adaptive capacity.

How the system works

AFS operates as a continuous cycle:

- The **Fitness Dial** senses the system's current condition
- The **Compass** helps orient decisions
- The **Validation Lens** tests assumptions against reality
- The **Adaptive Engine** sustains learning and movement
- The **Portfolio view** aligns initiatives across the organisation

This loop helps organisations adapt without losing coherence.

Why it matters

In complex environments, success rarely depends on finding the right framework. It depends on whether the organisation is fit to absorb and sustain change.

AFS helps organisations:

- surface friction early
- align intent, execution, and learning
- make trade-offs explicit
- strengthen adoption conditions
- move from episodic change to adaptive capability

A simple starting point

Most organisations begin with one question:

Where is our system currently unfit for the change we are trying to make?

From there, AFS helps identify what needs strengthening — and what can be left alone.

About Adaptive Ways

Adaptive Ways is an ongoing exploration of how organisations build fitness for change.

Learn more at:

<https://adaptiveways.site/>

<https://adaptiveways.substack.com/>

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