

## ORGANIZATIONAL AGILITY - THE NEW CHANGE MANAGEMENT

Change management refers to adjusting to discrete change, driven by a disruptive strategy forced by a brutal competitive or environmental change. Now days we face constant and accelerated changes and companies who succeed in making change work to their advantage are the ones that view change as a constant opportunity to evolve the business.

Sustaining success depends on the organization's ability to anticipate and move quickly and easily, to intelligently respond to a changing environment – whether it's a transformative technology, a new trend of customer behavior, a disruptive economy, a new business model restructuring the business processes. We define this ability as the Organizational Agility, constructed on a culture of collaboration, anticipation and fluidity. Agility enables creation of Satisfied-Satisfied relationships between all stakeholders and focuses the overall organization toward a single meaningful purpose.

### AGILITY AWARENESS

Agility Awareness is the leadership's ability to redefine itself and the company as necessary. This is critical to drive the right innovation at the right time. Good agility awareness includes ability of anticipation on market trends and ruptures, collaboration to leverage collective intelligence and stretch when necessary and quickly shift resources to the place they will make the most difference and right innovation to challenge the status quo and re-configure, re-use or scale the existing, but not necessarily create a new product.

### COLLABORATION FOR UNITY OF PURPOSE AND COMMITMENT

Collaboration is a very disciplined process and management practice that requires people to consider the overall organization system (systems thinking) while acting with empathy to enable the whole and one another's success. Collaboration means serving others first and collectively acting for the overall performance of the organization. In a collaborative organization, people are committed and may be relied upon to deliver what is needed, on time, to the right person internally and externally.

### FLUIDITY OF RESOURCES AND DECISIONS

Fluidity means the capability to re-allocate assets or capital, to foster people mobility, and to share and re-use resources quickly, not only in response to change but in anticipation of change. Fluid organizations are creative and innovative, and encourage challenges to the status quo on how to use the resources, with the purpose of intelligent reconfiguration of the system. Leadership should also inspire confidence and trust, and consistently engage people in effectively implementing identified innovations to encourage them to act with a sense of fluidity.

### ANTICIPATION OF CHANGES AND READINESS TO CHANGE

Anticipation includes scanning the environment for opportunities, focusing on emerging trends and being able to imagine new solutions to a given situation through high quality dialogue and an open strategic process. Agile organizations act based on a formalized analysis of risks and consequences, and put in contingency plans to meet the unexpected and ensure achievement of desired objectives.

- Does your company regularly assess the market for new opportunities and market changes?
- Does your company proactively search for opportunities?
- Are your structures and systems flexible enough to adapt and support the implementation of change?
- How effectively do you and other leaders at your company assess risk and manage unplanned change?
- How effective are your managers at engaging and delivering the changes envisioned by your decision makers?

## DEVELOPING AN ORGANIZATION THAT ADAPT QUICKLY AND EASILY TO TURBULENT ENVIRONMENT

### BY ATTENDING THIS TWO DAY COURSE, YOU WILL GAIN BENEFITS OF:

- Identifying what make an organization agile to adapt to turbulent environment
- Discovering how agility could boost business and customer loyalty
- Assessing your personal and organizational agility
- Developing a plan to lead transformation to agility
- Innovating in leadership to shape agility culture

### COURSE BACKGROUND AND LEARNING METHODOLOGIES

This Business Learning course is uniquely designed for “C suite” Vice Presidents, Directors and Organization Development Directors who are involved in organization transformation. The learning approach is unique and practical based on years of research and practice applied at global companies. The workshop is comprised of a series of 2-hour business learning activities in the form of games, conversations, case studies and simulations blended with briefing, debriefing and know-how sessions to help participants understand and experience what it takes to become agile!

You will learn methodologies and tools that could be tailored to your organization.



### 1: DISCOVER YOUR AGILITY

- 1.1 Through appreciative one-to-one and in-group conversations identify your strengths and what make organization agile.
- 1.2 Share your Agility stories



### 2: AGILITY IMPERATIVES

- 2.1 Sharpness of perception
- 2.2 Anticipation on change



### 2: AGILE BUSINESS GAME

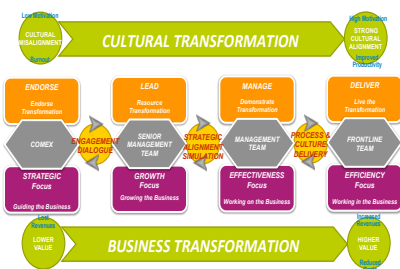
- 2.3 Experience Collaboration through a business simulation
- 2.4 Experience Anticipation through a business simulation
- 2.5 Experience Fluidity through a business simulation
- 2.6 Identify Top 3 business opportunities

# WHY AGILITY MATTERS



## 3: ASSESS YOUR ORGANIZATIONAL AGILITY

- 3.1 Discover what is Agility
- 3.2 Build the organizational agility model
- 3.3 Assess your organization Agility
- 3.4 Analyze your organization Agility



## 4: DESTINATION AGILITY

- 4.1 Dream "What could our Agile Organization look like?"
- 4.2 Share your Dream

WHY?			
Competencies	Actions	Results	Goals
<ul style="list-style-type: none"> <li>What the 1-3 most critical sets of knowledge/ Skills/ Insights you need to gain in order to more consistently and effectively display the critical actions</li> </ul>	<ul style="list-style-type: none"> <li>For each immediate job result, what are the 1-3 most critical roles, actions, behaviors you need to display or to significantly improve</li> </ul>	<ul style="list-style-type: none"> <li>What are the 1-3 most critical job results you need to get to make sure you achieve your business goals. List only the critical results you're not currently getting.</li> </ul>	<ul style="list-style-type: none"> <li>List your most important business goals in this column</li> </ul>
HOW?			

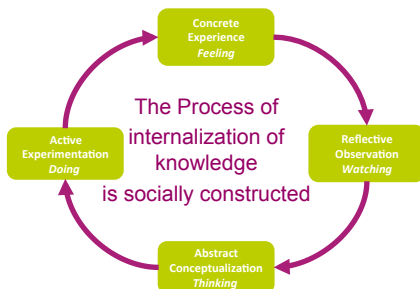
## 5: AGILITY ROAD MAP

- 5.1 Identify your Agility Challenges
- 5.2 Draw a Road Map to Agility



## 6: ANTICIPATE OBSTACLES AND TURN THEM INTO OPPORTUNITIES

- 6.1 Identify possible obstacles to transformation
- 6.2 Share obstacles
- 6.3 Overcome the obstacles



## 7: REFLECT ON YOUR LEARNING TO BECOME AGILE

- 7.1 Review on how did we change through the program
- 7.2 How did we learn?
- 7.3 Make a Personal commitment

The Strategy Board is an international, networked, management-consulting firm. We support executives to clarify, communicate and execute intelligent and innovative strategies that deliver results rapidly and consistently across markets and operating structures.

Our mission at the Strategy Board is to create focus, accelerate change and drive measurable results through business learning solutions.

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