

# Leading with Agility and Resilience

## Why Attend

- More than ever before, organizations need to reinvent themselves to meet the demands of evolving business environments and to capitalize on unprecedented market trends. This course is designed to provide participants with an insight into challenges organizations are facing today, and into how to embrace agility and resilience as key strategic competencies in this rapidly evolving ecosystem.

## Course Methodology

- The course uses a mix of interactive techniques such as brief presentations by the participants, role plays (rehearsed and impromptu), playback of videotaped performances, individual and group feedback, individual exercises, and team exercises.

## Course Objectives

By the end of the course, participants will be able to:

- Recognize the importance of leading agile and resilient organizations during turbulent times
- Assess leadership capabilities for agility and resilience
- Lead and develop proactive mechanisms to withstand environmental disruptions
- Create compelling strategies to lead and drive agility and resilience
- Execute strategies to build and enhance agile and resilient organizations

## Target Audience

- Executives, directors, senior managers, division managers, team leaders and all professionals who want to be updated with the latest trends in management and leadership

## Target Competencies

- Organizational resilience
- Workforce agility
- Self-awareness
- Process innovation
- Empowerment
- Engagement
- Managing disruptions

## Understanding agility and resilience

- Defining organizational agility and resilience
- The new norms: pace, disruptions and turbulence
- Organizational comparison: agility and resiliency versus rigidity and fragility
- The importance of adaptive capacity
- The Adaptive Capacity Framework
- The concept of resilience engineering

## Agility and resilience: A leadership pre-requisite

- The Leadership self-assessment - Agility and Resiliency Profile TM
- Assessment analysis and action plan
- Critical competencies to lead in a disruptive business environment
- The implications of agility and resilience for leadership
- Anticipating disruptions before the damage occurs
- Organizational agility and resilience: a leadership decision

## Preparing for an agile and resilient workplace

- A workplace assessment – An Organizational Profile TM
- Assessment analysis and action plan
- The culture connection
- Skills associated with an agile and resilient work practice
- Understanding the difference between change management and agility
- Rethinking and redesigning the business

## Essential strategies for developing agile and resilient organizations

- Establishing the leadership team
- Putting the right communication system in place
- Establishing clarity
- Reinforcing the message
- The role of social networking
- Aligning people, processes and technology
- Hiring practices
- Individual performance measures
- Workplace policies
- Skill development
- Supportive technologies
- Compensating resilience and agility
- The entrepreneurial mindset and its importance in the workplace

## From strategy to implementation

- Employee engagement and team empowerment
- Promoting action and resourcefulness
- Developing resilient and agile managers
- The agility and resiliency scorecard
- Indications of successful agility and resiliency mastery
- Establishing performance measures
- Internal indicators
- External indicators
- Reporting an agility and resilience