

# Agile Business Strategy and Organisational Development for Sustainable Growth

## INTRODUCTION

- Having the correct vision or goal of an organisation is critical to ensure success. But having an agile, strategic infrastructure, able to respond to a fast-paced world of national and global changes is even more important. It has been highlighted through the COVID-19 Pandemic that many organisations have failed through this very simple fact.
- This highly interactive training course on Agile Business Strategy and Organisational Development for Sustainable Growth will focus around the key areas required to ensure alignment of Business Strategy to Organisational Development (OD) Strategy to ensure on-going success of the organisation. The course will look at the key business strategy models as well as learning from disruptive markets, aligning these principles with the capabilities and organisational development infrastructure, and Tactical Operation techniques to ensure continuity and alignment. Achieving this will ensure seamless transitions, rapid and agile change strategies with quick implementation coupled with tactical effectiveness. This is essential development at all levels of Leadership to ensure the smooth operation of agile business and organisational strategies to deal with the 'new norm'.

The training course on Agile Business Strategy and Organisational Development for Sustainable Growth will highlight:

- An understanding of business strategy on the organisational and personal impact on the business
- How to assess disruptive markets and impacts on organisational growth
- Ensuring the organisation is fit for purpose through active organisational development strategies incorporating talent and succession planning
- The key factors for creating and implementing rapid, agile business and organisation strategies
- The key development and assessment to and engage your Agile Team for success
- Engaging and communicating plans and strategies to maximum impact with key stakeholders

## OBJECTIVES

At the end of this training course, you will learn to:

- Understand impact of business strategy on the organisational
- Assess disruptive markets and impacts on organisational growth
- Review lean processes and alternative organisational development methods
- Ensure the organisation is fit for purpose through active organisational development strategies incorporating talent and succession planning
- Develop and engage your Agile Team for success
- Create and implement rapid, agile business and organisation strategies
- Engage key stakeholders to maximise communicating plans and strategies

## TRAINING METHODOLOGY

- The highly interactive and engaging course on Agile Business Strategy and Organisational Development for Sustainable Growth will utilize a variety of adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This will include highly interactive group and individual activities, targeted case studies, relevant practical exercises, and videos. This will be facilitated learning through direct input, discussion, and encouragement to test and critically appraise theories, models and concepts.

## ORGANISATIONAL IMPACT

Organisations will maximise their benefit by:

- Developing future leaders of organisational growth
- Having more agile thinking leaders
- Gaining more strategically OD focused personnel
- Creating pro-active strategies and tactical plans
- Forward thinking leaders

## PERSONAL IMPACT

As a delegate attending this highly interactive and engaging course you will:

- Gain increased knowledge of strategic organisational development
- Enhance your leadership development, both strategic and tactical
- Contribute to organisational and personal growth
- Improve business confidence and acumen
- Learn new business and leadership skills to future proof your career

## WHO SHOULD ATTEND?

This highly interactive course on Agile Business Strategy and Organisational Development for Sustainable Growth is suitable to a wide range of strategy, business, and leadership professionals but will greatly benefit:

- Strategy and Business Directors
- Business Leaders
- Senior Managers involved in Business Development
- Managers in the Business and Strategy functions

## Course Outline

### Organisation Business Strategy for an Agile World

- Key Strategy and models and concepts
- Defining Agile Strategy: its roots in Kaizen
- The importance of Tactical and Operational Planning
- Disruptive Markets: lessons to learn
- Creating the 'hazy' vision in uncertain times
- Developing an Agile Strategy

### Agile Organisational Development (OD) Strategy

- Defining Organisational Development (OD)
- The importance of OD in organisational success
- Workforce planning: ensuring capability
- Talent and Succession Planning: the lifeblood for success
- Road Maps for Creating the Agile Organisation

### Building the Organisation Team Structure

- Understanding Team dynamics
- Factors in creating Agile Teams
- Team roles: profile assessment
- Team performance measures: self-motivating teams
- Developing a team culture

## Tactical Operations: Quick, Rapid Decision-Making

- Responsive tactical reviews and SCRUM
- Conditions needed for daily briefings
- Conducting Agile meetings
- Rapid decision-making tools and techniques
- Asking the right questions for multiple operational goals
- Ensuring actions are implemented

## Communicating the Agile Plan

- Lessons learnt from history: Agile implementation
- Principles of Business Communication
- Overcoming blockers and resistance
- Developing a Communication Plan
- Engaging Key stakeholders and delivering your message
- Summary work and Next Steps