

€ TRAINING

Leading with Agility and Resilience





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Introduction:

This training program is a comprehensive initiative designed to equip participants with the essential skills and mindset needed to thrive in today's rapidly changing business landscape. Through a combination of theoretical insights, practical exercises, and experiential learning activities, participants learn to adapt quickly to shifting circumstances, navigate uncertainty with confidence, and lead their teams through challenges effectively.

Program Objectives:

At the end of this program, participants will be able to:

- Recognize the significance of managing agile and resilient teams in challenging situations.
- Examine their leadership skills for flexibility and resiliency.
- Take the initiative and create preventative measures to survive environmental disruptions.
- Develop convincing leadership techniques that promote resilience and agility.
- Implement plans to create and improve flexible, resilient organizations.

Targeted Audience:

- Executives and Senior Leaders aiming to enhance their leadership capabilities in dynamic environments.
- Mid-level Managers seeking to develop agility and resilience skills to navigate change effectively.
- Team Leaders and Supervisors interested in fostering agility and resilience within their teams.
- Human Resource Professionals involved in leadership development initiatives focused on adaptability and resilience.

Program Outline:

Unit 1:

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.

Unit 2:

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.

Unit 3:

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.

Unit 4:

Essential Strategies for Developing Agile and Resilient Organizations:

- Establishing the leadership team.
- Putting the right communication system in place.

- Establishing clarity and 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, and the entrepreneurial mindset importance in the workplace.

Unit 5:

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, and reporting agility and resilience.