



Organizational Agility Seminar

*BECOMING FOCUSED, FAST AND FLEXIBLE
IN AN INCREASINGLY TURBULENT WORLD*

SEMINAR FOCUS

Organizational Agility is a 2-day workshop that uses a variety of learning methods designed to engage participants and ensure transfer of skills to their own leadership situations. These include:

- Presentation of Concepts and Interactive Discussion
- Leadership Agility Profile™ (Completed on line prior to program attendance)
- Learning Simulations and Games
- Case Studies
- Application to Participants' Real-Work Leadership Agility Situations

According to recent studies by The Conference Board, American Management Association, and McKinsey, strategic agility is one of the top three priorities for global CEO's. In today's turbulent times, strategic agility is a critical competency not just for C-suite executives, but for leaders at every organizational level.

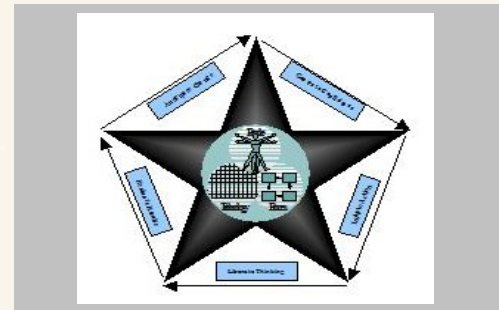
The *AGILE Model*® was recognized as the "best leadership model" for our changing times in new book (2008): *HR Transformation - Demonstrating Strategic Leadership in the face of Future Trends* (Rothwell, Prescott, Taylor).

Leadership success is more dependent than ever on the ability to see over the horizon and seize external opportunities. Leaders must anticipate marketplace and socioeconomic trends, technological innovations and customer needs; and they must turn these into competitive advantages using focused, fast and flexible responses.

HOW LEADERS WILL BENEFIT

Organizational Agility will help leaders:

- Understand how *agile* organizations differ from *fragile* organizations
- Understand what strategic agility is and why it is crucial for organizations and their leaders
- Identify the competencies needed to lead with agility and do a self assessment of these competencies
- Create and use "sensors" to identify and respond to environmental shifts
- Initiate compelling communication and coaching strategies to ensure that their team members are aligned with new directions and take appropriate accountability
- Create a culture that promotes action, resourcefulness, risk and invention
- Make decisions and take action using a rapid decision making model
- Engage in a continual "outside the box" search for ideas
- Develop and use a performance scorecard with balanced key metrics
- Understand their own leadership agility...how they compare with other leaders in their company and across the country, and what they need to focus on to become a more AGILE LEADER.



Participant Feedback from Seminar

President, North American Division of Global Chemical Company
"I found the Agility Seminar to be one of the most useful seminars that I have attended in the past five years. The models and associated action plans presented caused me to re-evaluate our strategic direction. The sense of urgency which I took away from this session was personally energizing. For a business leader, this seminar probes many of the vital issues confronting the turbo-charged environment in which we are trying to survive."