



Leadership Agility Program

Develop Leadership Agility to Navigate Change & Complexity and Reinvent the Future

Program Overview

In a turbulent global business environment that constantly brings about change, complexity, and new challenges, companies need to be agile to anticipate and respond rapidly to changing conditions. To succeed, they need to develop a level of agility that matches the pace of change in their business environment. Yet, for the vast majority of companies, full-fledged strategic and operational agility remains more of an aspiration than a reality.

A major reason for this continuing “agility gap” is the need to develop leaders with the level of agility demanded by today’s business environment. Yet research has shown that only about 10% of leaders have developed this level of agility. It’s no wonder, then, that senior executives around the world say leadership agility is the number one capability needed by leaders today.

Why Leadership Agility?

Leadership agility® is the ability to lead effectively when rapid change and uncertainty are the norms and when success requires consideration of multiple views and priorities. It requires a process of using enhanced awareness and intentionality to increase effectiveness under real-time conditions: stepping back from whatever one is focused on, gaining a broader perspective, and bringing new insight into what needs to be done next.

Leadership Agility® The Leadership Agility Compass® and Leadership Agility 360® are based on the work done by Bill Joiner and are registered trademarks owned by ChangeWise, USA.

What do Agile Leaders Do?

Agile leaders have an intentional, proactive approach to change. They anticipate emerging threats and opportunities by continually scanning their organization’s environment for new developments. They view the challenges



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they face with fresh eyes and a willingness to rethink past assumptions. In a nutshell, agile leaders can lead more effectively under conditions of rapid change and mounting complexity.

Who should attend?

For senior-level executives or managers, who are leading an SBU or a function and are responsible for delivering business results.

How will the participants benefit?

At the end of the program, leaders will be able to:

- Respond to constantly changing and unpredictable environments with ease and agility, and design a breakthrough strategy or roadmap to navigate complexity and steer the organisation into the future.
- Demonstrate leadership agility and develop skills and capacity to operate at higher levels of agility depending on the business context.
- Create an empowering culture that fosters increased innovation, collaboration, stakeholder participation, and customer focus to address business or organisational challenges.

What will the program experience include?

- Stakeholder Interviews
- Leadership Agility 360 Assessment©
- One to One Feedback & Coaching
- IDP
- Individual or group projects focused on organisational development
- Peer-to-Peer Learning Networks

Methodology

The learning methodology is based on the adult learning cycle and combines the best of both horizontal and vertical leadership development. It includes an eclectic mix of action learning, individual reflection, feedback sessions, peer to peer learning networks, and a project linked to specific organisational initiatives or projects.

Duration: Custom or Bespoke

This intervention is designed as a learning journey encompassing 6 –9 months. Generally, a small group of 3–4 leaders is more of a one-to-one engagement, and a large group of 12 leaders is a group-based interaction approach.

Why Choose “Leadership Agility Program”?

Organisations can benefit greatly by investing to:

- Develop leadership and organisational agility to create a competitive advantage and contribute significantly to business performance in turbulent environments.
- Create a culture of agile leaders who can navigate complexity, address business challenges, or tap into new opportunities to steer the organisation into the future.
- Enhance organisational resilience and adaptive capacity to refocus, reinvent and re-design a breakthrough strategy to accelerate the growth trajectory.



What results you can expect?

When leaders apply the knowledge and insights from the program, they will be able to:

- Demonstrate leadership agility and take coordinated action to achieve organisational goals.
- Create a culture of empowerment, innovation, and collaboration to leverage organisational strengths for optimum growth.
- Spearhead or champion specific organisational initiatives or a key component of the strategy to gain a competitive advantage.

How do we support you post the workshop?

- Review Sessions to assess participant's progress on IDP & Action Learning Projects
- Stakeholder Feedback
- A framework to sustain the momentum

Need more information?

To discuss how this program can help you achieve your goals.

Call: + 91 99 200 52172 or mailus@human-network.in

About Us

Human Network is a leading-edge leadership and talent development consulting firm.

Our core areas of expertise include Leadership development, Executive Coaching, and Custom interventions designed to build critical competencies for success and accelerate performance.

To learn more about how we can partner with you to build the right capability-building architecture to drive performance, log on to: **www.human-network.in**



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