



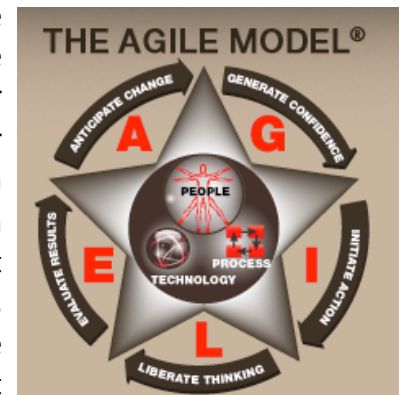
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It is interesting how often we work with senior leaders across the country who are keen for their organizations to move faster, work more collaboratively, become more efficient or simply create greater flexibility in adapting to the continuous change they find in their marketplaces today. The “interesting” aspect is how often they are focused on the kind of changes they wish to see in OTHERS but they are not as attuned to the kind of changes **THEY** personally must make to light the path.

Mahatma Gandhi provided great insight and a vivid personal example for a couple of generations ultimately leading to major transformative change in Indian society and culture. One of Gandhi's many exhorts to his people (and the rest of us too) is that we should “**BE** the change we wish to see in the world”. There is no greater advice that we provide our clients and senior leaders than those simple words ... make it real.

Over the past eleven years, we have continued to refine and validate the efficacy of **THE AGILE MODEL**[®] as an effective framework for answering the question above ... both in terms of organizational behavior with our **Organizational Agility Profile**[™] as well as leadership behavior with our **Leadership Agility Profile**[™]. Similar to the comprehensive health examination you hopefully get annually from your personal physician, both of these are diagnostic tools for evaluating health ... but these are built from years of research into the dynamics of organizational anatomy, psychology and human performance leading to the five key drivers in The Agile Model[®] involving 15 agile processes that act as the musculature that generate agility speed and flexibility!



The notion of “organizational health” is getting increased discussion and visibility since the publication of Scott Keller and Colin Price's recent book entitled: “**Beyond Performance: How Great Organizations Build Ultimate Competitive Advantage**”. These two McKinsey & Company senior leaders led a massive global research project that leveraged inputs and insights from across their substantial global client base over the past ten years. This research actually far exceeds the scope of research from other major works such as Tom Peter's early work ... “**In Search of Excellence**” or even Jim Collins “**Good to Great**” and more recent “**Great By Choice**”! The key conclusions are equally as profound as the project scope and their research documents that it is those organizations that are paying attention to the soft skills of leadership and fundamentals of organizational health that become the sustainable winners building the ultimate competitive advantage!

The 15 agile processes that align with **The Agile Model®** match up remarkably well with the 9 dimensions captured in Keller and Price’s recent publication and provides further validation for the focus and connectivity of these easy to access instruments for helping you, your leaders and your organization get on the path to greater organizational agility and health. In fact, you can take a **“free test drive”** of our Leadership Agility Profile™ right from our website by simply clicking [this link](#) and getting some real-time on how you view your own leadership agility. Wouldn’t it be even more valuable to get additional inputs from those who are the stakeholders in your success? Wouldn’t it be extremely valuable if everyone in your leadership team or firm also participated in getting some essential feedback to help their health and success? [Click here to get to the Agility Store and find out how you can do that!](#)

The Agile Model®	Leadership Agility Profile™
A nticipate Change	<ul style="list-style-type: none"> • Visioning • Sensing • Monitoring
G enerate Confidence	<ul style="list-style-type: none"> • Connecting • Aligning • Engaging
I nitiate Action	<ul style="list-style-type: none"> • Bias for Action • Decision-Making • Collaborating
L iberate Thinking	<ul style="list-style-type: none"> • Bias for Innovation • Customer Focus • Idea Diversity
E valuate Results	<ul style="list-style-type: none"> • Creating Expectations • Real Time Feedback • Fact- Based Measures