# What are Your Agility Super Powers?

By Tom O'Shea, CMC  Organizational Agility Practice Leader

### *Flying Faster than a Speeding Bullet …*
### *Jumping Higher than the Tallest Building?*

What are your "agility super powers"?  Sometimes it seems like we need to find Superman and his amazing superpowers to help us overcome the challenges of our <u>VUCA</u> world as it becomes more volatile, more uncertain, more complex and more ambiguous every day.

From our on-going work with clients in a wide variety of industries and markets, we find our forward focused clients working hard at building their agility super powers but also building out clarity and unity with all of their stakeholders on core operating principles for shaping future success.

A few months ago, we worked with over a hundred leaders from a $2b Danish pharma company in helping them discover and develop the kind of "super powers" they needed to combat the **<u>VUCA</u>** they will face during the next few years.  If you aren't working hard at these things, you will find the forces of VUCA to be like Kryptonite and stealing your power and vitality very soon. It is very enlightening when you create the opportunity for leaders to work together and discover the kind of transformation needed in their operating capabilities and the PIVOT  they must make (and hold each other accountable) FROM their current operating style TO a new and improved (agile) operating style.   We find the five drivers captured in **THE AGILE MODEL®** represent a powerful combination of super powers worth dedicating energy and resources to develop as capabilities within your leaders and teams …

## THE AGILE MODEL®

| Agility Drivers & Super Powers | |
|---|---|
| **Anticipate Change** | Vision to proactively see around corners for what's coming next |
| **Generate Confidence** | Capacity to create highly connected, aligned & engaged stakeholders |
| **Initiate Action** | Amazing capability to empower teams in better & faster decisions & action |
| **Liberate Thinking** | Able to build fresh, innovative thinking bubbling up from all levels |
| **Evaluate Results** | Superior shared mindset and conversation flow around success factors |

These super powers involve the kind of superior capabilities that will help you build your agility advantage – as you keep focused on getting better and faster at what matters for your Vision.

In order to sustain and grow across the organization, there is also the need for an additional framework of critical operating principles to help educate and inform your actions. Outlined below are those we believe are important to consider. We find it even more powerful when leaders and teams use these as a starting point but then frame and describe them in those terms that mean the most to them.

These provide a good discussion framework for you and your teams to engage and explore.

## Creating the Agility Advantage
### Key Agility Operating Principles

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| **Speed** | Speed matters more and more every day, driven by the give-it-to-me-now-for- less consumer mentality that dominates every aspect of business and life. Speed is important but not at the cost of quality. Better and faster—is the agile mantra. | What must we become faster at the help us achieve our vision for success? How can better and faster help create deeper competitive advantage? |
| **Simplicity** | There is so much complexity crushing business operators today that it makes the goal of simplifying business models and processes extra high value. Simple is more elegant and reliable. | Where are we finding excess complexity causing bottlenecks and confusion? |
| **Synchronicity** | Timing and alignment are becoming increasingly important aspects of agility, especially as they relate to interacting with ever-changing customers and consumers' expectations – internally and externally. | Do we have important misalignment in how and when things come together? |
| **Fluidity** | Flow and throughput are concepts that operate across every aspect of your business model. Continual motion is key to overall aerodynamics in organizations. | Where do we find fits and starts – maybe delays in decision process? |
| **Modularity** | Plug-and play-modularity enhances adaptability, scalability, and convenience as well as being a major aspect to flexibility. | Do we have areas where our scalability suffers because we can't plug and play? |
| **Connectivity** | Key to the Apple success story is its interconnectedness. All devices and components can talk to each other and give and receive feedback, energy, information, and mystique. | Do we have areas where communications or alignment is fractured and not flowing? |

Creating agility advantage in this VUCA world requires that we examine the right dynamics and capabilities … not always the same that we once would have evaluated. Using these super powers and operating principle frameworks will enable you and your teams to discover new insights and inflection points that will help you in becoming more UNDERSCORED FOCUSED, FAST & FLEXIBLE. Of course, our book will be a useful resource for your efforts as well.

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