





# LEADERSHIP AGILITY PRACTICE

## Our Philosophy and Commitment

Since its founding in 2001, Agility Consulting has been at the cutting edge of Leadership Agility assessment and development. We have a strong reputation for quality, experience and Leadership Agility-related research applied in business settings. Our promise is that your leaders will work with high quality Leadership Agility experts who will equip them to thrive in a VUCA (Volatile, Uncertain, Complex and Ambiguous) business environment. Our commitment to our clients is to build a trusting and responsive relationship through the entire engagement. We proactively work to gain an understanding of the client's business and culture to ensure that our Leadership Agility solutions are effective.

### The AGILE Model®

All of our Leadership Agility products and services are designed from our research-based AGILE Model®.

**Anticipate Change** – Interpret the potential impact of business turbulence and trends on my company.

**Generate Confidence** – Create a culture of engagement for all of my associates.

**Initiate Action** – Demonstrate a sense of urgency in my behavior for achieving results.

**Liberate Thinking** – Exhibit behavior that encourages innovative solutions.

**Evaluate Results** – Use analytics to demonstrate how I have learned and improved from my behavior.

### THE AGILE MODEL®



## Our Leadership Agility Portfolio

We offer on-line assessments, leadership seminars, experientially-based leadership seminars, publications, webinars, coaching, presentations and more to meet your organization's Leadership Agility needs. With Agility Analytics research as our foundation, we can seamlessly integrate into a client's portfolio of leadership development initiatives by supplying a suite of Leadership Agility solutions.

## How We Collaborate With Clients

**Outsourced Experts** – We can serve as your outsourced Leadership Agility experts and work with you on a project basis. With our core team complemented by certified Agility Consulting Associates located across the globe, we offer seasoned consultants trained in our Leadership Agility products and services who bring diverse industry experiences.

**Internal Certification** – An alternative that some clients prefer is for us to build internal capability with a client's team to deliver our products and services. We offer a comprehensive approach to certifying a client's internal team in one or more of our products and services.

## Strategic Agility Institute (SAI) as a Key Resource

Our SAI provides the research support for the Leadership Agility products and services. It serves as the source of innovative agility research, global resources, formal certification processes and agility blogs for our Leadership Agility consultants, facilitators and executive coaches. We know that to be relevant to our clients in a variety of industries, our Leadership Agility experts must be current in the latest agility-related research, business trends and global events.

## Leadership Agility Consultants, Facilitators and Executive Coaches: Core Competencies

- ▶ Awareness of the business environment and the impact of VUCA on a client's business strategy
- ▶ Focus on the needs of the client
- ▶ High degree of ethical standards and confidentiality
- ▶ 20+ years of experience in business and consulting
- ▶ Executive credibility and acceptance
- ▶ Excellent business acumen
- ▶ Advanced degree in business or behavioral science

### Leadership Agility Products and Services

<b>Leadership Agility Assessments and Development Guides</b>	<p><b>Leadership Agility Profile™</b> – 75-item Leadership Agility self assessment organized by the 5 Drivers of The AGILE Model® – Anticipate Change, Generate Confidence, Initiate Action, Liberate Thinking and Evaluate Results</p> <p><b>Leadership Agility Profile™ 360</b> – 75-item Leadership Agility 360 assessment organized by the 5 Drivers of The AGILE Model® but applied as a 360-degree assessment</p> <p><b>Agility Personality Profile™</b> – Focus, Proactivity, Confidence, Optimism and Inquisitiveness</p> <p><b>Agility Development Guide™</b> – Resource guide that provides specific on-the-job developmental recommendations based on The AGILE Model®</p>	
<b>Executive Coaching</b> <i>(OODA Loop Coaching Framework)</i>	<p><b>High Potential Leader</b> – Coaching focused on those identified through a rigorous talent review process as High Potentials</p> <p><b>Leaders in Transition</b> – Coaching to support a leader transition into a new role</p> <p><b>Turnaround</b> – Coaching to turn around behavior that could derail a leader</p>	
<b>Leadership Agility Seminars</b>	<p><b>Leadership Agility Fitness™</b> – Interactive seminar that uses pre-assessment &amp; pre-reading integrated with content aligned with The AGILE Model®</p> <p><b>Agility Advantage™</b> – Pre-work assessment of Leadership Agility aligned with The AGILE Model® and in-class experiential learning</p> <p><b>Developing the Leadership Agility Coach™</b> – Certification program for developing internal Leadership Agility coaching skills and qualifying in the application of our portfolio of Leadership Agility assessments</p> <p><b>Leader LINKS™*</b> – Combined seminar and business simulation while playing a customized version of golf</p> <p><b>Leadership Agility by Design™*</b> – Leading a team in the design and assembly of a product while experiencing VUCA</p> <p style="text-align: right;"><i>(*Experiential Seminars)</i></p>	
<b>Consulting</b>	<p><b>Human Resources Agility™</b> – HR people, process and technology transformation to become more agile</p> <p><b>Talent Management Agility™</b> – Redesign and implement a more agile talent management process</p>	
<b>Presentation Topics</b>	<b>Human Resources Agility™</b> <b>Talent Management Agility™</b>	<b>HR Agility in a Gig Economy™</b> <b>Spec Ops Agility™</b>



# ORGANIZATIONAL AGILITY PRACTICE

## Creating Your Agility Advantage

Every day it seems like the “speed of play” in business increases and with it the need for organizations to sense and respond better and faster than ever! It can become exhausting for everyone unless you figure out how to bring your organizational fitness and dexterity up to the pace demanded by your customers and competitors. We call the consistent and superior capability to recognize and seize opportunities better and faster than your competition... your agility advantage.

### The AGILE Model®

All of our Organizational Agility products and services are designed from our research-based AGILE Model®

**Anticipate Change** – Systematically identify and monitor forces of change impacting organization success.

**Generate Confidence** – Create alignment and positive engagement with all key stakeholders of the enterprise.

**Initiate Action** – Create an energized sense of urgency and capability to decide and act better and faster at all levels.

**Liberate Thinking** – Percolate fresh innovative ideas involving all stakeholders creating customer driven solutions.

**Evaluate Results** – Shape the future with clear scorecards that define metrics for success for all stakeholders.

### THE AGILE MODEL®



### The Journey For Agility

Once upon a time there was something called “change management”...now it is pretty much an obsolete concept in this increasingly VUCA world. Today and tomorrow require an intrinsic capability you might call “change agility”...we call it Organizational Agility.

### Agility: Focused, Fast & Flexible

Organizational Agility is not what you might consider a generic campaign to get better and faster at everything. It is a strategic commitment to identify and energize full team mobilization on those mission critical things that create a real and sustainable advantage for the team, business unit or total enterprise. That is the essence of being FOCUSED, FAST & FLEXIBLE.

### Your Advantage Comes From “&”

We often highlight the most important part of Focused, Fast & Flexible is the “&”. We live in an AND world...where we have to be focused (absolutely), fast (definitely) but also flexible if we are to stay ahead of customers and competitors. Those able to master this challenge will create competitive advantage.

## Essential Ingredient For Your Agility Transformation...Core Belief System

We were once asked, “What differentiates those leaders or organizations that “get it” and make great progress building enterprise agility as a competitive advantage?” The answer is very clear and pretty profound. It comes down to whether they possess and live by a core belief system. Here are the key tenets in our core belief system which support becoming focused, fast & flexible:

### Agility Core Belief System™

- ▶ VUCA defines the future
- ▶ Thus, Agility is an imperative
- ▶ People are THE priority
- ▶ Focused, Fast & Flexible mindset
- ▶ Agility culture rules (curious, care, challenge, connect, commit, create)
- ▶ Agile operating principles (speed, simplicity, synchronicity, fluidity, scalability)

MOBILIZE	ENVISION	PLAN	DEPLOY	SUSTAIN
<ul style="list-style-type: none"> <li>• Build Roadmap for Agility Development</li> <li>• Conduct Stakeholder Interviews</li> <li>• Conduct Agility Diagnostic Audit</li> <li>• Identify Mission Critical Obstacles</li> <li>• Update Roadmap</li> </ul>	<ul style="list-style-type: none"> <li>• Confirm Agility Advantage Priorities</li> <li>• Launch Agility Action Teams and Communications</li> <li>• Engage Expanded Leadership Team</li> <li>• Coach &amp; Develop Agility Champions</li> <li>• Present and Confirm Agility Action Team Plans</li> </ul>	<ul style="list-style-type: none"> <li>• Confirm Plan and Logistics for Implementation &amp; Deployment</li> <li>• Build Agility Advantage Engagement Experience</li> <li>• Build Agility Learning Series</li> <li>• Build More Agility Champions</li> </ul>	<ul style="list-style-type: none"> <li>• Business Leader &amp; Agility Champion Led Deployment of Agility Advantage Engagement Experience</li> <li>• Deploy Regional Agility Learning Series</li> <li>• Drive, Monitor and Institutionalize Change Process from Agility Action Team</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to Cascade Agility Advantage Engagement Experience Deploy Regional Agility Learning Series</li> <li>• Continue Agility Learning Series</li> <li>• Build Greater Leadership and Team Agility Capability</li> <li>• Continue to Build Agility Champions</li> </ul>

## Organizational Agility Products and Services

<b>Organizational Agility Assessments &amp; Consulting</b>	<p><b>Organizational Agility Profile™</b> – Our flagship assessment for entire organizations, business units or departments that measures performance across the drivers and capabilities within The Agile Model®</p> <p><b>Organizational Agility Audit™</b> – Our comprehensive process for assessing agility at the organizational level that includes the Organizational Agility Profile™ survey and in-depth interviews with key stakeholders within The Agile Model®</p>
<b>Organizational Agility Seminars</b>	<p><b>Creating Your Agility Advantage™</b> – Customized 1-3 day interactive workshop with pre-workshop agility homework used in workshop along with post workshop coaching options</p> <p><b>Creating Matrix Agility™</b> – Customized 1-3 day interactive workshop designed to bring interdependent cross-functional teams together for building skills and agility</p>
<b>Presentation Topics</b>	<p><b>Creating Your Agility Advantage™</b> <b>Finding Your Mission Critical Agility™</b></p> <p><b>Creating Agility in VUCA World™</b> <b>Mobilizing and Envisioning Agility™</b></p>



# TEAM AGILITY PRACTICE

## Teams are the Building Blocks of Organizations

From the CEO/Executive Leadership Team to your Sales Team, from the Board of Directors/Advisors as a team to your Customer Support Team and from your Design Team to your Production Team, teams are the building blocks of organizations. But traditional High-Performance Teamwork is no longer enough. In a world of accelerating VUCA (Volatility, Uncertainty, Complexity, Ambiguity) it must become a lot more agile. We help teams master the pivotal secrets of Team Agility to become an Agile High Performance Team.

### Thriving in Chaos

Most teams are barely surviving the threats of VUCA, stuck in disorganized chaos. But chaos is not your problem, it is your relationship with it that is. We help teams change their relationship to organized chaos, thriving in the opportunities of VUCA. Through the 5 Drivers of The AGILE Model, we help them understand the 5 Realities and 5 Roles of Everyday Agile Teamwork.

### The AGILE Model®

Through the 5 Drivers of The AGILE Model®, we help teams understand the 5 Realities and 5 Roles of Everyday Agile Teamwork.

**Anticipate Change** – Interpret the potential impact of business turbulence and trends on my company.

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### THE AGILE MODEL®



### Agile Decision-Making from Conversation Flow to Cash Flow (C2C)

The bottom-line contribution from any team is a transaction flow of decisions, enhanced by the thinking, questions and actions surrounding those decisions, adding up to your conversation flow. Where the trajectory of your conversation flow goes, the trajectory of your cash flow will follow. It's just a matter of time.

### Your Agile Innovation Engine

To stay in traction on your desired trajectory, your conversation flow must necessarily be divergent and convergent, present-forwards and future-backwards, enterprise-wide and enterprise-deep, all at the same time, which tests the agility of every team. This is the innovation engine of your business. Is it agile or fragile? To become more agile, a pivot from traditional teamwork to agile teamwork is required.

## A Pivot from Traditional Teamwork to Agile Teamwork

This requires a pivot from traditional to agile on 3 dimensions, simultaneously:

### Mindsets

- ▶ Agile Philosophies
- ▶ Agile Principles
- ▶ Agile Practices
- ▶ ... and more

### Skillsets

- ▶ Agile Planning
- ▶ Agile Productivity
- ▶ Agile Culture
- ▶ ... and more

### Toolsets

- ▶ Agile Project Management
- ▶ Agile Meetings
- ▶ Agile Mentoring & Coaching
- ▶ ... and more

In combination, these are the pivotal secrets of Team Agility and how to develop Agile High Performance Teams as the engine of Agile Innovation in a VUCA World. The comfort zone of Traditional Teamwork is so strong that this pivot represents a significant transformational breakthrough for most teams, which we facilitate with our products and services.

## Team Agility Products and Services

<b>Team Agility Assessments and Development Guides</b>	<b>Team VUCA Report™</b> <b>Team Agility Profile™</b> <b>Team Agility Development Guide™</b>
<b>Facilitating/Mentoring/Coaching</b>	CEOs/Executive Leadership Teams (Start-ups to Global Corporations) Business Unit Teams, Departmental Teams, Functional Teams Project Teams, Task Teams, Strategic Transaction Teams
<b>Team Agility Seminars</b>	<b>Team Agility Boot-Camp™</b> <b>Team Agility Tune-Up™</b> <b>Agility Action Teams™</b> <b>Other Specialist Team Agility Events</b> <ul style="list-style-type: none"> <li>• LINKS2Agility™</li> <li>• Orienteering Agility™</li> <li>• SPEC OP Agility™</li> </ul>
<b>Presentation Topics/Keynote Speaking</b>	<b>Thriving in Chaos:</b> The 5 Realities & 5 Roles of Everyday Agile Teamwork <b>Agile Confidence:</b> The Secret of 21st Century Teamwork <b>Cracking the Code of Enterprise Agility:</b> The Mindsets, Skillsets & Toolsets for Agile High Performance Teamwork.



# AGILITY ANALYTICS PRACTICE

## Bring Your World Into Focus

We live in exponential times. Each day brings more change and more data—often resulting in a confusing fog for decision makers. At Agility Consulting, we've learned that the road to becoming agile starts with confronting that fog. And that's where the science and art of Agility Analytics comes into play. Analytics is about scientific inquiry—collecting evidence, analyzing it to determine solutions and collecting additional evidence later to see what's changed. Analytics is also about the art of turning data into information. It's about using data to inform an approach toward agility, bringing your situation and the path toward agility into focus.

### The AGILE Model®

Our research-based AGILE Model® is the heart of Agility Analytics, creating a consistent approach at the leader, team and organizational levels that clients love.

**Anticipate Change** – Interpret the potential impact of business turbulence and trends on my company.

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### Agility Analytics in Practice

Think of Agility Analytics as the engine that drives our three other practices: Leadership Agility, Team Agility and Organizational Agility. This occurs in two ways.

**Data Collection and Analysis** – We collaborate with clients through our other practices, using our assessments to collect agility-related data. We then use those data to inform what you and your team or organization needs to do to become more agile. This ensures that our solutions reflect what's actually happening within our clients—their leaders, teams and enterprises.

**Research and Development** – We keep our work at the forefront of science to ensure our clients benefit from world-class products and services. We do that by systematically using science to improve how we add value to our clients. We also continually scan the world for agility-related research across the spectrum, from applied settings such as businesses and the military to academic research spearheaded by universities.



## The Strategic Agility Institute: A Global Collaborative – for You

The Strategic Agility Institute (SAI) is a collaborative, global effort dedicated to the production and communication of agility-focused knowledge. We're building a community founded upon a common interest in helping people and organizations become agile and thrive in the face of volatility, uncertainty, complexity and ambiguity (VUCA). Join us to learn from our regular updates. We'd also love for you to participate in The VUCA Report™, the SAI's inaugural worldwide research study:

### The VUCA Report™ – Understand the Forces of Change

To help us all learn more together, we are launching—through the SAI—The VUCA Report™, an ongoing study that will continuously collect insights from around the world regarding disruptive forces of change and practical ways to become more agile. It's this kind of collective, global agility movement that will help all of us thrive in this VUCA.

We're certain that you'll love The VUCA Report™ because it will include:

- (1) analysis of the most disruptive trends on the horizon,
- (2) the top cutting-edge agile practices being used right now by business leaders,
- (3) innovative agile practices that leaders recommend to increase agility,
- (4) the most common obstacles to agility and
- (5) integrated analysis and commentary to help you navigate the turbulence you face.

**Visit: [www.strategicagilityinstitute.com](http://www.strategicagilityinstitute.com)**

### Agility Analytics Products and Services

<b>Leadership Agility</b>	<p><b>Leadership Agility Profile™</b> – A 75-item comprehensive self-assessment based upon The AGILE Model®</p> <p><b>Leadership Agility Profile™ 360</b> – A multirater assesment based upon The Agile Model®, providing insight from one's peers, direct reports, supervisor and other key stakeholders</p> <p><b>Agility Personality Profile™</b> – A one-of-a-kind assessment designed to uncover one's behavioral tendencies across the areas of Focus, Confidence, Proactivity, Optimism and Inquisitiveness</p>
<b>Team Agility</b>	<p><b>Team Agility Profile™</b> – Team Agility self assessment organized by the 5 Drivers of The AGILE Model® – Anticipate Change, Generate Confidence, Initiate Action, Liberate Thinking and Evaluate Results</p> <p><b>The Agility Journey Pulse™</b> – A systematic, recurring team assessment specifically designed to help teams with 3 to 7 members develop and sustain agile performance</p>
<b>Organizational Agility</b>	<p><b>Organizational Agility Profile™</b> – Our flagship assessment for entire organizations, business units or departments that measures performance across the drivers and capabilities within The Agile Model®</p> <p><b>Organizational Agility Audit™</b> – Our comprehensive process for assessing agility at the organizational level that includes the Organizational Agility Profile™ survey and in-depth interviews with key stakeholders within The Agile Model®</p>
<b>The Strategic Agility Institute</b>	<p><b>Ongoing Research and Development</b> – Partnering with organizations and researchers to study agility</p> <p><b>The VUCA Report™</b> – The SAI's flagship study to analyze disruptive trends and agility practices around the globe</p> <p><b>Presentations and Publications</b> – Talks on Agility Analytics, Strategic Agility and VUCA, HR Agility and related topics; publishing of whitepapers, The SAI Blog and more</p>