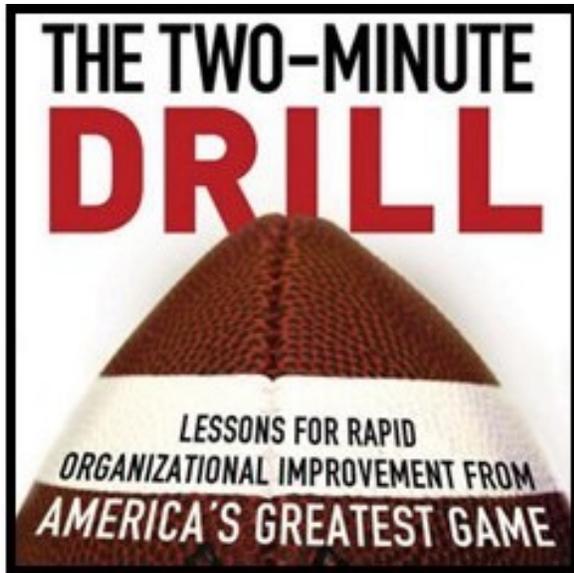


AGILITY IN 2016: ACCELERATING YOUR SPEED OF PLAY

By Tom O'Shea, CMC Organizational Agility Practice Leader



Isn't it remarkable how American football teams kick into another gear when it gets to be the end of the game and the fabled "2-minute drill" ... especially at this time of year when everything seems to count for more? The concentration and focus from everyone on the team on what it takes to be successful increases. The communication clarity and listening for quarterback signals and possible changes becomes more distinct and heightened. The personal accountability by everyone for executing their jobs flawlessly seems to go up a notch. Quite often these teams even move into the "no huddle" offense because

they recognize that every second on the evaporating clock is precious and not to be wasted. You might enjoy practical business read [THE TWO-MINUTE DRILL](#) that includes some checklists to evaluate the "quarterbacks" on your team.

So, the natural question, especially from some of my international friends ... if team performance is significantly better during this 2-minute drill mode ... why don't they operate like this ALL the time? Probably the first answer is ... it would be exhausting and teams are not fit enough to sustain that pace. The past few years we have seen some teams in both college and professional ranks operating more of the NO-HUDDLE offense throughout the game which creates a more fluid and adaptive operating system for those teams. Probably because I played competitive soccer most of my life, I personally much prefer watching these teams where the action flows and stoppages are minimized. The teams that adopt this style of play must be committed to a higher level of fitness, communications and discipline. The differential advantage can be very noticeable when you see a trained no-huddle offense wearing down an unprepared defense.

A second reason might depend on whether you have the "right" kind of quarterbacks leading your team? There are many implications for the kind of leadership skills demanded based on the dynamics in the competitive situation. So if you are operating in a business environment characterized by increasing pace of play, unprecedented and continuous change along with

universal volatility, uncertainty, complexity and ambiguity found throughout the world – what are the implications for your quarterbacks (or leaders)? Our [Leadership Agility Profile](#) and [Organizational Agility Profile](#) are two tools that will help you assess if you and your organization are building the critical capabilities to enable you to operate at a faster speed of play in the increasingly turbulent VUCA environment. Agile organizations and leaders stand out from the norm as they are able to gain competitive advantage because they are able to anticipate change, generate confidence, initiate action, liberate thinking and stay focused on meaningful results BETTER AND FASTER than their competition at ALL levels in their organizations. How about you and your team?

Now is the time many of us are setting NEW YEAR RESOLUTIONS for how we are going to get healthier and happier in 2016. It might be that strengthening your agility as leaders and teams can help satisfy both of those goals. Our new book [FOCUSED, FAST & FLEXIBLE](#) provides you a roadmap to help you make it real. Let me know what you think and share some of your ideas as well.

Best wishes to you and your families for a Merry Christmas, Happy Holidays and Agile New Year.

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