

Activating Personal Agility

Expand organizational capability by tapping into the power of agility.



In today's constantly shifting world, agility is a key component of success. Yet studies show that only a fraction of the global workforce is considered 'highly agile'.

Overview

Today's organizations face rapidly changing markets, intense competition, and demanding customers. The ability for them to constantly change, adapt, and evolve is no longer a 'nice-to-have', it is a necessity. As a result, they need employees who are nimble, resilient, can continuously acquire new skills, and learn from experience.

When the people in an organization exhibit the qualities of agility, enterprise agility follows. However, people who possess these skills are difficult to find.

Activating Personal Agility is a facilitated group learning program designed for employees from organizations that are seeking to drive performance through agile behavior and, in turn, strengthen the agility of their enterprise. It gives participants the self-awareness needed to adopt agile behaviors and the tools and principles to activate agility, in themselves.

At a glance:

Program summary:

- One-day program designed to give participants the skills to operate with agility and drive organizational objectives in changing environments or circumstances.

Who should attend:

- All employees.

Program outcome:

- Participants will be able to nimbly shift in changing circumstances and be better able to win when confronting today's volatile and complex business world.

Organizations have an increasing need for employees who are nimble, resilient, can continuously acquire new skills, and learn from experience.



Session details

Participants will leave with:

- A definition of agility and the business case for agile behavior.
- An understanding of the brain science behind our behavior and what gets in the way of agility
- The identification of personal values and their role in agility.
- Techniques for building resilience and becoming more agile.
- An understanding of their strengths against five core factors of agility and strategies for building on those.

Program format:

- Program pre-work includes an online KF4D learning agility self-assessment.
- One day of facilitated learning for individual contributors and managers, including activities to build self-awareness about personal agility and development tips to build agility.
- Tailoring and customization available.
- Licensing/train-the-trainer available.

Learning methodologies:

- Personal reflection.
- Experiential exercises.
- Large, table, and paired discussions.
- Action planning.

Program outline:

Day 1 AM

BE: Agility mindset and self-awareness.

- What is agility and why is it important – the business case.
- Neuroscience and agility: What gets in the way of agility?
- Our values and the impact on agility.
- Building resilience and energy to be more agile.

DAY 1 PM

KNOW: Tools and principles to activate agility in self and others.

- Elements of agility (mental, people, change, results, situational self-awareness).
- Analysis of personal agility report: what are my agility strengths and development opportunities?
- Plan for activating agility moving forward.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.