

ORGANIC agility Leadership

Training details

This workshop set is directed at the leadership teams of any company who wants to take the journey into ORGANIC agility, either because they want to reap the benefits of agility and resilience in their organization or because they want it to be part of their personal development. This is an intensive, context-specific program including training, practice, commitment, and coaching, whose benefits go far beyond the three to five workshop days.

Training Program



The three-day program is composed of a workshop set including the one-day Foundations Workshop and a two-day Leadership Workshop, whose content depends on the audience and its needs (Operational or Strategic). These workshops are individually

scheduled and customized for each organization's leadership. In addition, it requires some time and resource commitment for independent work and it can be significantly enriched by digital tools and applications.

ORGANIC agility Foundations Workshop

This is a necessary starting point for anyone who wants to take this journey. The workshop provides an introduction to why, as market motivation and needs change, agility makes sense and answers the need for higher resilience. It also emphasizes how a shift from a mechanical to a biological metaphor for organizational structure matters for building that

resilience. This session introduces the 5 Principles of ORGANIC agility, and puts them to practice through an immersive simulation that leads the participants to experience ORGANIC agility and feel for themselves what its implementation entails.

Practice

This is a core part of the journey, necessary for the learnings from the workshops to really start making a difference. Starting from the completion of the Foundations workshop, participants will be given homework. Preparation will also be required before the two-day workshops, related to the organization's specific needs and roles. After the Strategic and Operational workshops, homework will be given requiring around 20% capacity commitment for personal development and organizational change. It includes practicing different leadership styles, storytelling, and capturing data based on observed behaviors within the organization. During this stage, support and coaching will be available from our Leadership Coaches in the form of in-person coaching, one-to-one remote coaching, as well as dedicated communication channels.

ORGANIC agility Leadership Workshop: Strategic

The second part of the ORGANIC agility leadership journey is made up by a two-day workshop, whose content depends on the target audience. For the Strategic Leadership of the organization, this is going to go deeper in all aspects introduced in the Foundations, but it is going to place special emphasis on the higher-level Principles. Leaders will be shown the magnitude of their impact on all levels and how they can make cultural change possible and create coherence without resorting to top-down interventions and statements of intent that will only create superficial compliance. The data captured before and after this workshop are going to be especially important. By the end of the three days they will have a better understanding of constructing a common approach to context-based decision making, of the significance of narrative and ritual and how it can work in their organization (based on specific examples they have collected) and a path to becoming true leaders who can concentrate on higher-level strategy instead of micro-managing.

ORGANIC agility Leadership Workshop: Operational

Different leaders' paths diverge after the Foundations Workshop. This two-day component makes up the second part of the journey for an organization's Operational Leadership, including team leaders and middle management. However, higher level leaders can also benefit from attending. This workshop will build on the concepts of the introductory day and the information collected during

the practice period and will especially focus on implementation, managing value and work flow, and working with and within teams. The participants will be given a solid understanding of their own path and role in creating change in the context of a transparent and coherent strategy and they will be supported in the practical aspects of mapping and optimizing value flow. Finally, we will add professional coaching approaches to their toolset, so that they can best work on growth with their own teams.

ORGANIC agility Tools

Before, after, and in parallel with establishing the principles of ORGANIC agility, designing a Strategy Map and running experiments, we can set up the agile42 Organizational Scan. This is a unique tool we have developed in partnership with Cognitive Edge, the leading research and development company in the area of understanding complex adaptive systems. It provides data on how employees interpret and feel about decisions made in the company. This data is used to easily and continuously capture information on company culture across your organization based on thousands of data points. This means that you can literally watch the impact changes or decisions have on the organizational culture in real time. This tracking enables you to amplify successful changes, or dampen down changes that have unwanted side effects.

For more information and pricing, please contact us at info@organic-agility.com