

# € TRAINING

Leading with Agility and Resilience



9 - 13 September 2024  
Milan (Italy)



# Leading with Agility and Resilience

REF: M2091 DATE: 9 - 13 September 2024 Venue: Milan (Italy) - Fee: 5940 Euro

## Introduction:

This training program is a comprehensive initiative designed to equip participants with the essential skills and mindset needed to thrive in today's rapidly changing business landscape. Through a combination of theoretical insights, practical exercises, and experiential learning activities, participants learn to adapt quickly to shifting circumstances, navigate uncertainty with confidence, and lead their teams through challenges effectively.

## Program Objectives:

At the end of this program, participants will be able to:

- Recognize the significance of managing agile and resilient teams in challenging situations.
- Examine their leadership skills for flexibility and resiliency.
- Take the initiative and create preventative measures to survive environmental disruptions.
- Develop convincing leadership techniques that promote resilience and agility.
- Implement plans to create and improve flexible, resilient organizations.

## Targeted Audience:

- Executives and Senior Leaders aiming to enhance their leadership capabilities in dynamic environments.
- Mid-level Managers seeking to develop agility and resilience skills to navigate change effectively.
- Team Leaders and Supervisors interested in fostering agility and resilience within their teams.
- Human Resource Professionals involved in leadership development initiatives focused on adaptability and resilience.

## Program Outline:

### Unit 1:

#### Understanding Agility and Resilience:

- Defining organizational agility and resilience.
- The new norms: pace, disruptions, and turbulence.

- Organizational comparison: agility and resiliency versus rigidity and fragility.
- The importance of adaptive capacity.
- The Adaptive Capacity Framework.
- The concept of resilience engineering.

## Unit 2:

### Agility and Resilience: A Leadership Pre-requisite:

- The Leadership self-assessment - Agility and Resiliency Profile TM.
- Assessment analysis and action plan.
- Critical competencies to lead in a disruptive business environment.
- The implications of agility and resilience for leadership.
- Anticipating disruptions before the damage occurs.
- Organizational agility and resilience: a leadership decision.

## Unit 3:

### Preparing for an Agile and Resilient Workplace:

- A workplace assessment - An Organizational Profile TM.
- Assessment analysis and action plan.
- The culture connection.
- Skills associated with an agile and resilient work practice.
- Understanding the difference between change management and agility.
- Rethinking and redesigning the business.

## Unit 4:

### Essential Strategies for Developing Agile and Resilient Organizations:

- Establishing the leadership team.
- Putting the right communication system in place.

- Establishing clarity and reinforcing the message.
- The role of social networking.
- Aligning people, processes, and technology.
- Hiring practices, individual performance measures, workplace policies, skill development, supportive technologies, compensating resilience and agility, and the entrepreneurial mindset importance in the workplace.

## Unit 5:

### From Strategy to Implementation:

- Employee engagement and team empowerment.
- Promoting action and resourcefulness.
- Developing resilient and agile managers.
- The agility and resiliency scorecard.
- Indications of successful agility and resiliency mastery.
- Establishing performance measures, internal indicators, external indicators, and reporting agility and resilience.