

Tags: agility, career essentials, skills for success, personal development

Audience: Individual contributors in business segment looking to grow their career

Completion target: End of quarter 1 for full Career Essentials program.

Agility segment deadline November 11, 2023

Title:

The Agile Professional: Transforming Challenges into Opportunities Through Adaptive Change

SME Contributor(s): Leaders within the Organization, Business segment team leads, HR business partner

An immersive training module developed in Articulate Storyline to empower professionals with key agility skills for today's evolving workplace. The module incorporates a myriad of learning methods, including interactive drag-and-drop activities, scenario-based questions, and a decision-making simulation to ensure understanding and application of agility concepts. Augmented by a TED Talk on enterprise agility, a presentation on resilience and flexibility, and personal assessments for reflection, the training provides a holistic approach to agility. It aims to meet specific, measurable goals like grasping agility components, making agile decisions, and drafting personal agility plans, thereby creating a comprehensive and engaging learning experience.

Learning Segment Goals and Objectives:

Learners will correctly match each agility component with its definition.

Learners will apply agile decision-making that leads to positive outcomes for given scenarios.

Learners will analyze and classify all provided statements from the case studies into the appropriate categories of agility, flexibility, or resilience.

Learners will engage in a post-training discussion to reflect on the application of agility concepts in their work and submit a personal action plan outlining steps to enhance their agility within the Career Essentials professional development

Approach/Method/Segments:

- Video introduction
- Personal Agility Assessment
- Presentation: Resilience, Flexibility, and Agility
- Vocabulary matching assessment (Drag/drop)
- Agility TEDx (Agility for the Enterprise)
- Assessment: Scenario-based decisions for an Agile workplace
- Case Study Shorts: Points to Ponder
- Branching Scenario Simulation: Managerial Agility
- Blockbuster vs Netflix: A Case Study
- Reflection and your Personal Development Plan (PDP)



Video introduction

The video introduction will present the Pinnacle Trail Hike at Crowders Mountain, using the image of a tenacious pine thriving against the odds as a metaphor for resilience. This will segue into the agility training segment and underscore the growth competencies within the Career Essentials program.

Personal Agility Assessment



Associates will complete an agility assessment in which they rank themselves on topics of collaboration, risk-taking, decision-making, and awareness and readiness. This introductory activity will prepare users to complete the final segment assignment in which they will develop their personal agility plan.

Scoring

Strongly Agree = 5 points

Agree = 4 points

Neutral = 3 points

Disagree = 2 points

Strongly Disagree = 1 point

Interpretation

61-75: Highly Agile

51-60: Agile

41-50: Moderately Agile

31-40: Needs Improvement

16-30: Low Agility

Objectives addressed:

- By two weeks after the training, learners should engage in at least one post-training discussion in Teams to reflect on how they have applied agility concepts in their work.
- Within one month of completing the training, learners should submit a personal action plan outlining steps to improve their own agility during the Career Essentials professional development program.

Video Presentation: Resilience, flexibility, and adaptability

Objectives:

- Understand the concept of resilience and its importance for adapting to challenges.
- Learn strategies to cultivate a growth mindset for enhanced flexibility.
- Explore practical self-care techniques that contribute to building resilience. Engage in interactive activities to apply concepts in real-life scenarios.

In a program setting this would be a live instructor-led session using virtual whiteboard activities and discussion.

For the purposes of this assignment, it will be a recorded presentation adapted for the self-paced learning module.

Drag and Drop Assessment

Objective:

- Match agility components with their definitions with at least 85% accuracy.
- Identify characteristics of an open mindset and closed mindset with at least 85% accuracy.

Agility TEDx

Objective:

By the end of the learning module, associates will be able to identify and explain at least three key principles of enterprise agility and develop a detailed action plan to implement one of these principles in their current project or team, aiming for a 20% improvement in an associated performance metric within the next quarter.

Takeaways:

- **Importance of Adaptability:** Understanding that flexibility and openness to change are crucial in today's rapidly evolving business landscape.
- **Teamwork and Communication:** The value of alignment and collaboration with teammates to achieve organizational goals.
- **Personal Accountability:** The need to be responsible for one's tasks and deliverables, contributing to the overall agility of the enterprise.
- **Leadership's Role:** Insights into what organizational leaders value and are striving for can help employees align their individual goals with the enterprise's goals.
- **Future-proofing Skills:** The skills and attributes that are likely to be valuable in an agile enterprise, such as problem-solving and effective communication.
- **Measuring Success:** Understanding that success metrics might go beyond traditional KPIs, including agility indicators like speed of adaptation or customer satisfaction.

While the TED talk on 'Agility for the Enterprise' is primarily geared toward managers, its principles of alignment, collaboration, and accountability are universally applicable within an organization. Understanding these key elements can not only help you contribute more effectively to your team's goals but also prepare you for future leadership roles. Additionally, having this insight can improve your communication with managers and align your efforts with the broader organizational objectives.

TEDx talk will be presented with 10 points to ponder, which will help users later develop their personal development plans.

https://www.ted.com/talks/agility_for_the_enterprise_driving_success_through_alignment_collaboration_and_accountability

Scenario Based Decisions

Objective:

- Upon completion of this activity, learners will be able to assess scenarios requiring agile decision-making and consistently select and justify the most effective course of action in alignment with agile principles.

Examine a series of scenarios that challenge typical project plans and team dynamics. For each scenario, identify the most agile response from the provided options. Justify your selection with a concise explanation that references the key principles of agility, such as adaptability, responsiveness to change, and efficient problem-solving.

Case Study Shorts

Objective:

- By the end of this module, learners will be able to analyze, and articulate key strategies employed in the case studies to demonstrate agility, flexibility, and resilience, and apply at least elements of these strategies to a hypothetical scenario relevant to professional practice.

In this learning experience, associates will explore three scenarios that exemplify the principles of agility, flexibility, and resilience in the workplace. Through these curated case studies, they will have the opportunity to delve into the strategic responses taken by organizations and individuals when faced with challenges. This segment is designed to foster critical thinking and to encourage learners to draw parallels to their own professional context.

Case Study 1: Tech Firm Adapts to Remote Work

In March 2020, when the COVID-19 pandemic led to global lockdowns, XYZ Tech found itself in a precarious position. With over 500 employees accustomed to an office environment, the abrupt shift threatened productivity and employee well-being.

Case Study 2: Consumer Goods Pivot

ABC Consumer Goods primarily focused on adult beverage products. When the COVID-19 pandemic led to a hand sanitizer shortage, the company saw an opportunity to serve a pressing public need while diversifying its product line.

Case Study 3: Career Change

Sarah, a mid-level finance manager, felt unfulfilled in her current role. She was intrigued by the tech industry's innovation and growth but had no relevant experience in the field.

Branching Scenario Assessment

In this interactive branching scenario, learners will assume the role of a newly promoted manager overseeing a critical project in a virtual office setting. The exercise evaluates the ability to make agile decisions with time constraints, influencing both the project's success and team morale. Participants must navigate through a series of decision points regarding team meetings, communication strategies, and project review processes. Decisions will be classified as agile or not agile, with immediate feedback provided. The final outcome will reflect the aggregate impact of the decision-making process throughout the scenario.

Objectives:

- By the end of this branching scenario, associates will be able to:
- Demonstrate agile decision-making skills by navigating through a series of eight decision points and achieving a successful project outcome, as indicated by reaching Outcome A.
- Identify and implement strategies that enhance team communication, morale, and project alignment within a virtual office context.
- Assess the ramifications of decisions in a timely manner and modify approaches to ensure project success and maintain team performance.

Case Study: Blockbuster vs Netflix

This assignment invites associates to delve into the case study of Blockbuster's rise and fall as a market leader due to digital disruption, primarily orchestrated by Netflix. Learners are to draw key insights from this case study to understand the concept of individual agility in the face of disruptive innovation.

Objectives:

- Understand the mechanics of digital disruption using Blockbuster as a case study.
- Analyze how incumbents like Blockbuster fail to innovate and adapt.
- Apply the lessons learned from Blockbuster to individual agility in modern professional settings.

Blockbuster's Failure to Adapt: Blockbuster's inability to respond agilely to changes in consumer behavior and technology led to its downfall, making it a cautionary tale.

<https://www.linkedin.com/pulse/rise-fall-blockbuster-digital-disruption-imran-zaman-1c/>

Call to Action

Becoming Agile: Personal Development Plan

- Assess your current level of agility and readiness for change.
- What key points from the case study are applicable to individual agility?
(Importance of staying updated with industry trends, or being open to new technologies)
- Outline short-term and long-term goals for becoming more agile and identify the skills or knowledge you need to acquire.
- Develop actionable steps to achieve your goals
- Outline a timing plan to reflect and review

For the duration of the training program associates will be asked to reflect upon their progress and add to their plan as new skills are addressed in the Career Essentials professional development program. These plans will be discussed with their program mentor along with progress updates.

Reflection:

- During the design phase, I took a strategic approach, aligning the training module with both the immediate and long-term growth competencies required by our organization. Recognizing the intersection of individual development and organizational objectives, I tailored the content to foster personal growth in agility, pivotal for our associates' career trajectory and essential to our company's adaptability in a dynamic business environment.
- I endeavored to move beyond the traditional self-guided information session to create a comprehensive learning experience. This module incorporates interactive elements and situational learning that not only impart knowledge but also equip our associates with the skills to apply agility principles in their roles. The design was meticulously planned to promote active engagement and to facilitate the practical application of agility, ensuring an alignment with the organization's direction and the overarching goals of the Career Essentials program.