



The Max M. Fisher College of Business Webinar Series

Leading Agile Organizations

Presented by the Fisher Leadership Initiative

Summary

When you think of agile, you think of nimble, responsive, free-flowing, resilient. This is what agile organizations are. They are able to empower teams to collaborate and respond with innovative solutions to situations quickly. Our panelist, Bethany Klynn, shared best practices organizations use to stay relevant.

Key Takeaways

Mind Shift¹



Being agile is a mindset that includes improvement, delivering value and the ability to adapt. If you have the ability to be agile but not the right mindset, very little will be accomplished.



Change as Opportunity²

Expressing the importance of seeing challenges as opportunities to learn and develop. Employees having this mindset can make the overall organization more agile and efficient.

Value Proposition



At the core, there is one thing that all agile organizations are trying to do: provide value to their customers no matter the challenges, changes or problems. This should never change.



Transparency³

Transparency is an integral part of an agile organization. Individual contributors in an organization need a common understanding of the actions, reasoning and strategic plan.

Being Agile⁴



There are five components of an agile organization: strategy, structure, process, people and technology. While each of these components is important on its own, to be genuinely agile, you must have all five working together harmoniously.



Take the Temperature

It is crucial to understand how an organization operates, especially in challenging times. Make sure you know how people in the organization have dealt with change in the past, how things are being communicated, how a decision is made, the available resources and everyone's mindset.

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Agility matters because the rate of all of the change in the world is not going to slow down. In fact, what we see is that change is getting faster. It's continuous!

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Bethany Klynn, PhD

President and Owner of Insight Leadership Consulting

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