



Leadership Agility® Change Lab

Public Program

We are pleased to offer the Leadership Agility® Change Lab, an intensive 2-day learning experience focused on leading organizational change in today's complex, rapidly changing environment. Working with seasoned change consultant, certified by- and strategic allies to ChangeWise, you will learn a powerful new change model. And you'll gain an in-depth understanding of the practices that highly agile leaders use in their successful change initiatives. You will emerge from this workshop with increased context-setting, stakeholder, creative, and self-leadership agility – the four kinds of leadership agility needed to lead change effectively in today's turbulent world.



The Need for Agile Leadership

Does your organization's success depend on how well it responds to changing conditions? If so, its "agility" in responding to change depends on the effectiveness of your managers when leading the initiatives needed to change and improve the organization.

Research has shown that over 70% of organizational change efforts fail to achieve their desired objectives. Why? Because the change isn't framed in a clear and compelling way, because the needed level of stakeholder support isn't mobilized, and/or because improvements aren't adequately tailored to fresh circumstances. Even for experienced managers, most of today's change efforts have an urgency and complexity that requires "agile" leadership.



Work on a Real-time Change Initiative

Develop skills in leading change while doing critically important work on a change project that you bring with you to the workshop.

Outcomes

- You will leave the workshop with capabilities and skills that will enhance your leadership agility.
- You will get insights and identify unique ways to navigate successfully in complex environments leading yourself, leading and support teams and leading sustainable change in the organization.
- With the “Agile Change-Leader Tool Kit,” a set of key action-oriented questions you can continue to use on your own, in high-leverage conversations with co-workers, and to teach what you’ve learned to others in your organization.
- You will also come away with a clear commitment to a couple of specific agile behaviors you want to focus on following the workshop, using your change initiative as an opportunity to accelerate your development as a leader.

Through specific feedback and coaching that increases your leadership agility, you will leave with a rich action plan for an initiative that can better navigate today’s challenging organizational environment.

Workshop Format

The Leadership Agility Change Lab is a highly interactive, “roll up your sleeves” experience that uses a new change-leadership tool called the Leadership Agility Compass, along with focused peer coaching and a time-tested action guide, to help you apply leadership agility principles to your real-life initiatives throughout and beyond the workshop.

Work on a Real-time Change Initiative.

You come to the workshop with an important change initiative in mind, which you will work on throughout most of the 2 days. (It can be large or small in scale – something you’re about to start it or part-way into). By participating in this workshop and its built-in follow-up tele-learning session, you will hone your skills in leading change while doing critically important work on your change project.

What is leadership agility?

The workshop begins with a brief, interactive presentation on Leadership Agility, what it is and why it has become essential for effective leadership in today's complex, rapidly changing world.

Three levels of leadership agility

Through a rich small-and-large group exercise, you'll be introduced to three "levels" of leadership agility in a way that allows you to experience these levels from the inside-out. You'll also learn the practical consequences of leading from different agility levels when leading change, leading teams and engaging in pivotal conversations.

Context-setting agility

Using the research-based "Agile Change-Leader Tool Kit" and a powerful set of peer coaching questions, you will frame and re-frame your initiative to make it clearer, more compelling, and more on-target.

Stakeholder agility

You will identify the key stakeholders for your initiative and their current attitudes toward it. Then you'll determine where you need increased stakeholder support and pinpoint the "pivotal conversations" needed to build that support. Finally, you'll prepare for one of these conversations and get specific coaching on how you can approach it to gain stronger shared commitment and alignment.

Creative agility

Continuing to focus on your individual initiative, you will identify the key problems it needs to solve. You'll bring the most important problem to a group of four, where you'll learn and use "creative agility" techniques to develop breakthrough solutions.

Self-Leadership agility

After a brief group discussion about self-leadership agility, you will develop a specific plan for working on two new, more agile leadership behaviors while undertaking your initiative.

Closing and follow-through structure

Outlining ways to follow through on work done in the Lab on initiatives, then review structures for supporting learning.

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