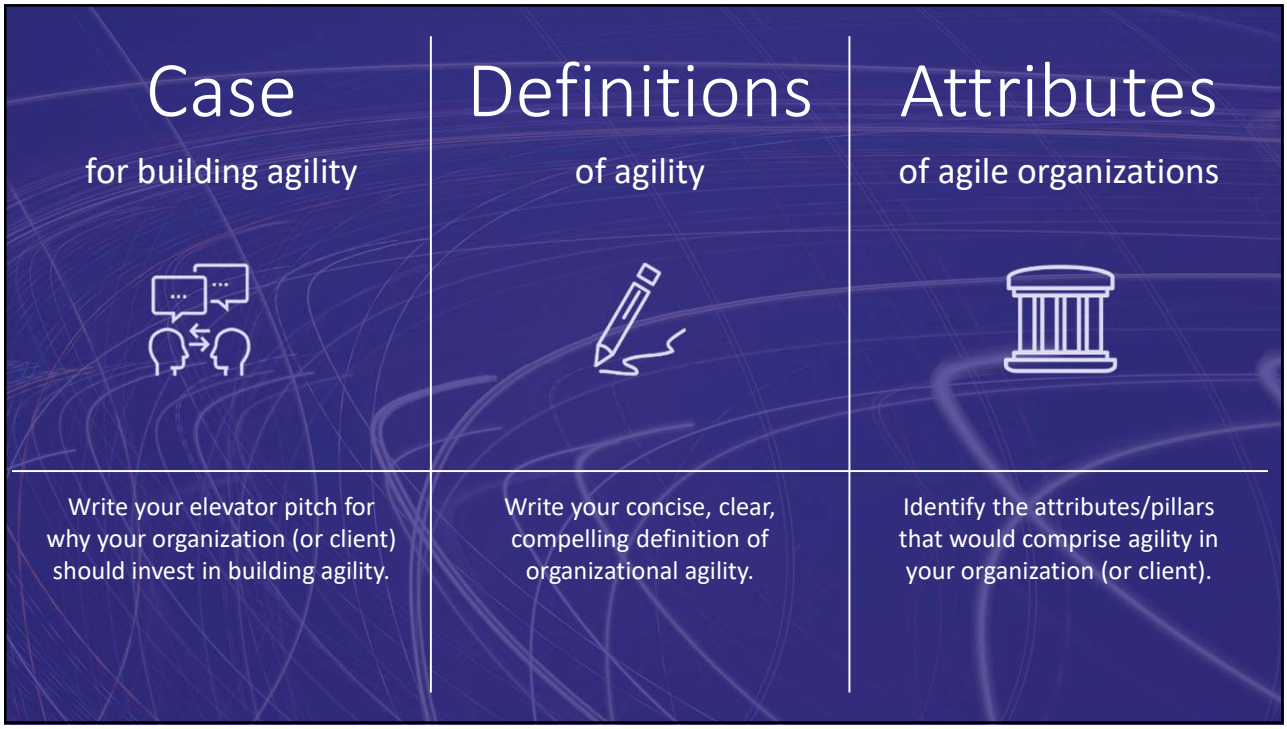

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Estimate how many changes are going on in your organization right now:

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Prosci 3

Case

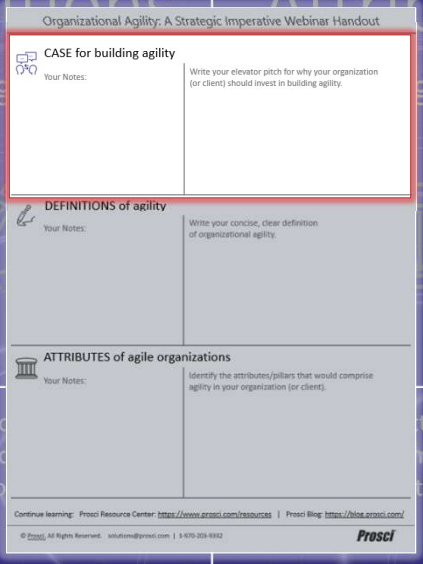
for building agility

Write your elevator pitch for why your organization (or client) should invest in building agility.

Definitions Attributes

of ag ganizations

Write your c tributes/pillars
compelling mprise agility in
organizatio tion (or client).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CASE for building agility

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Write your elevator pitch for why your organization (or client) should invest in building agility.

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Your Notes:

Write your concise, clear definition of organizational agility.

ATTRIBUTES of agile organizations

Your Notes:

Identify the attributes/pillars that would comprise agility in your organization (or client).

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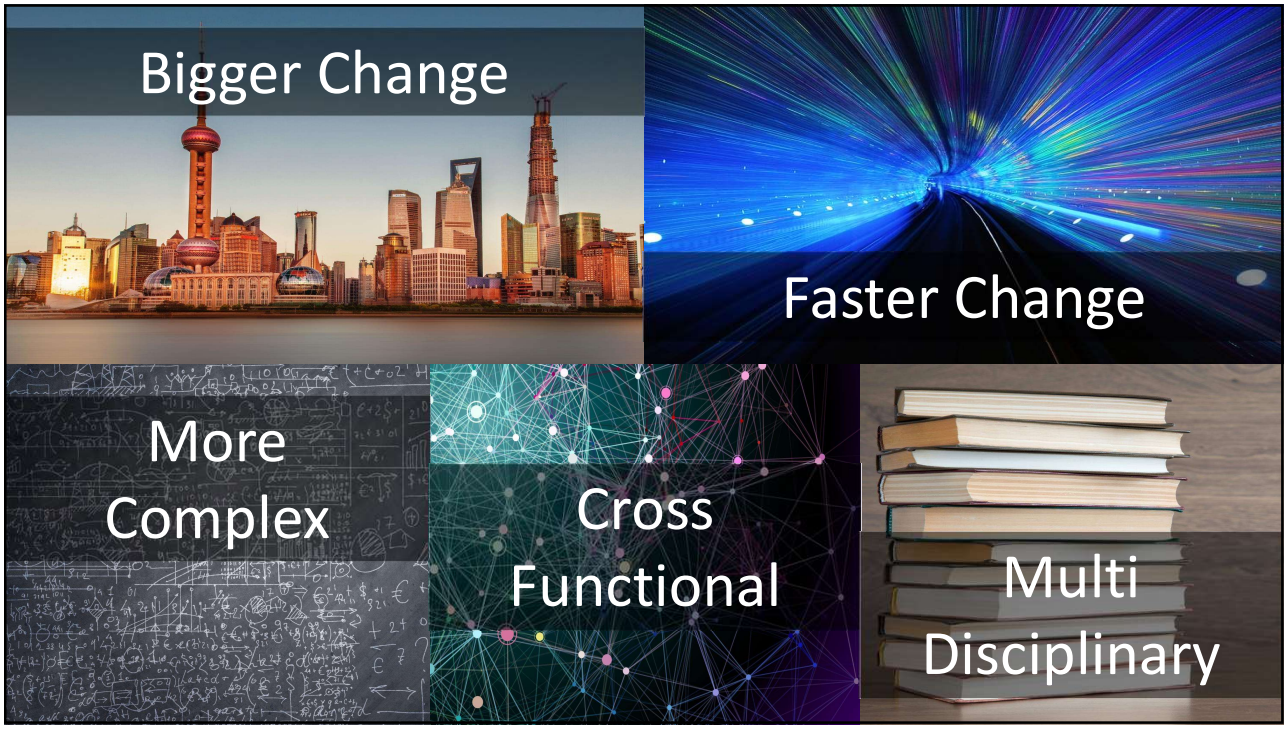

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What are the biggest changes happening in the world today that are impacting your path to your strategy and mission?

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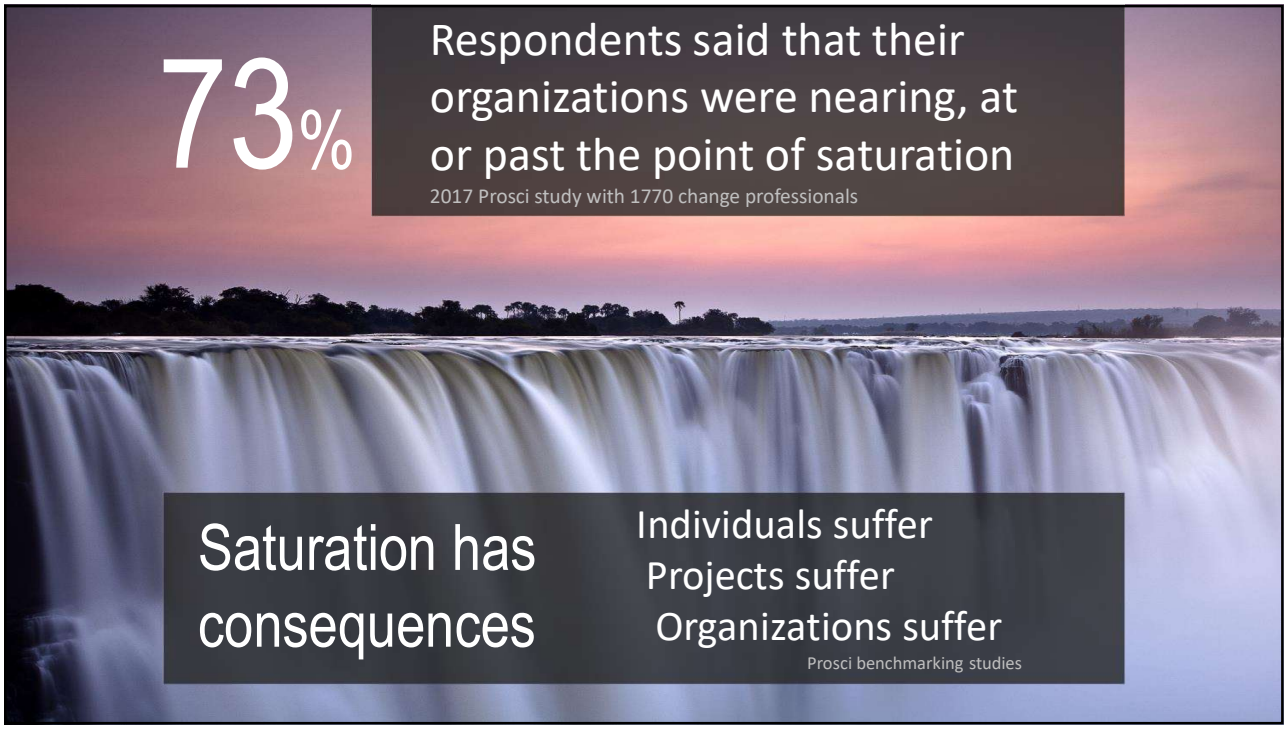

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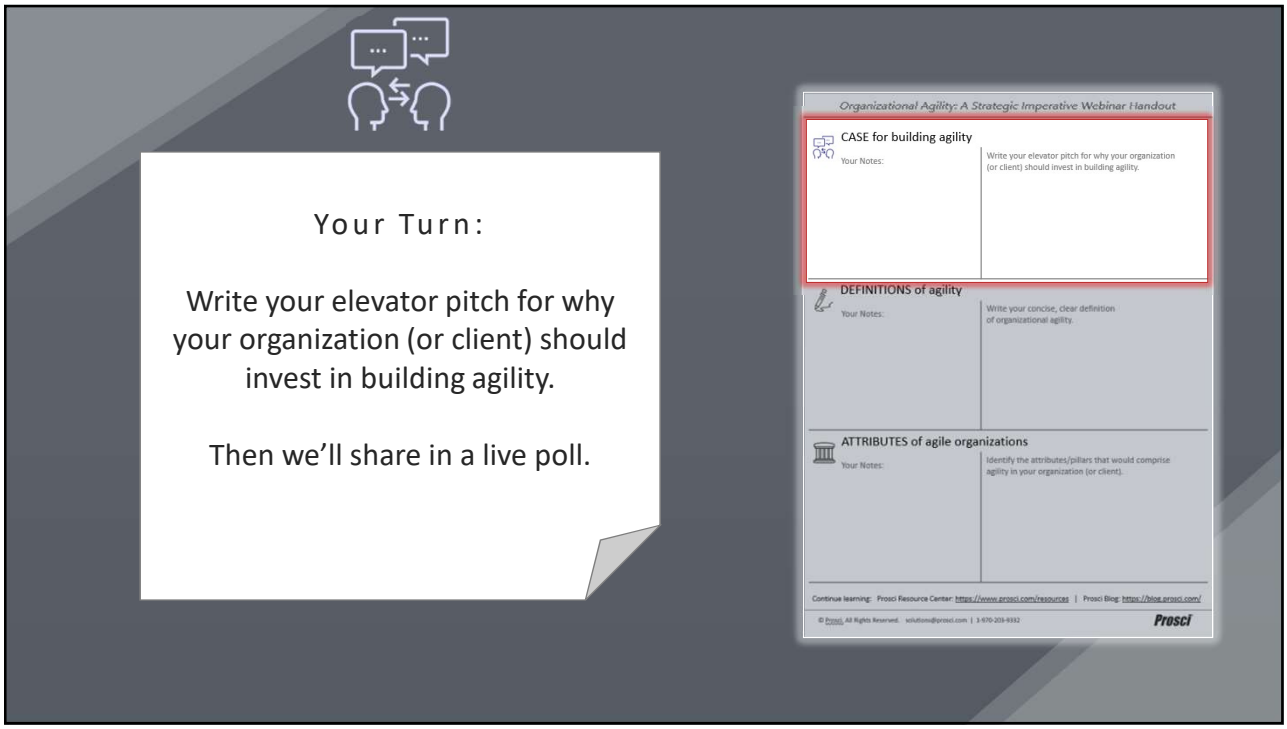

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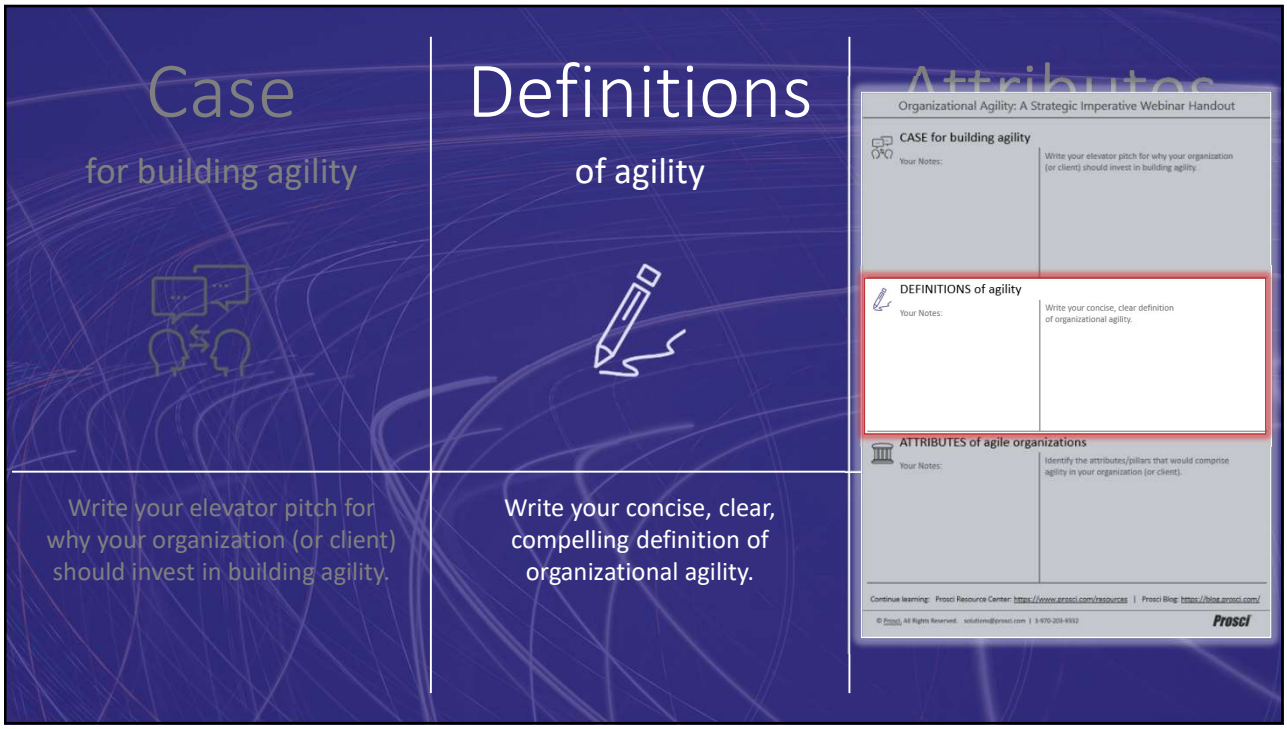

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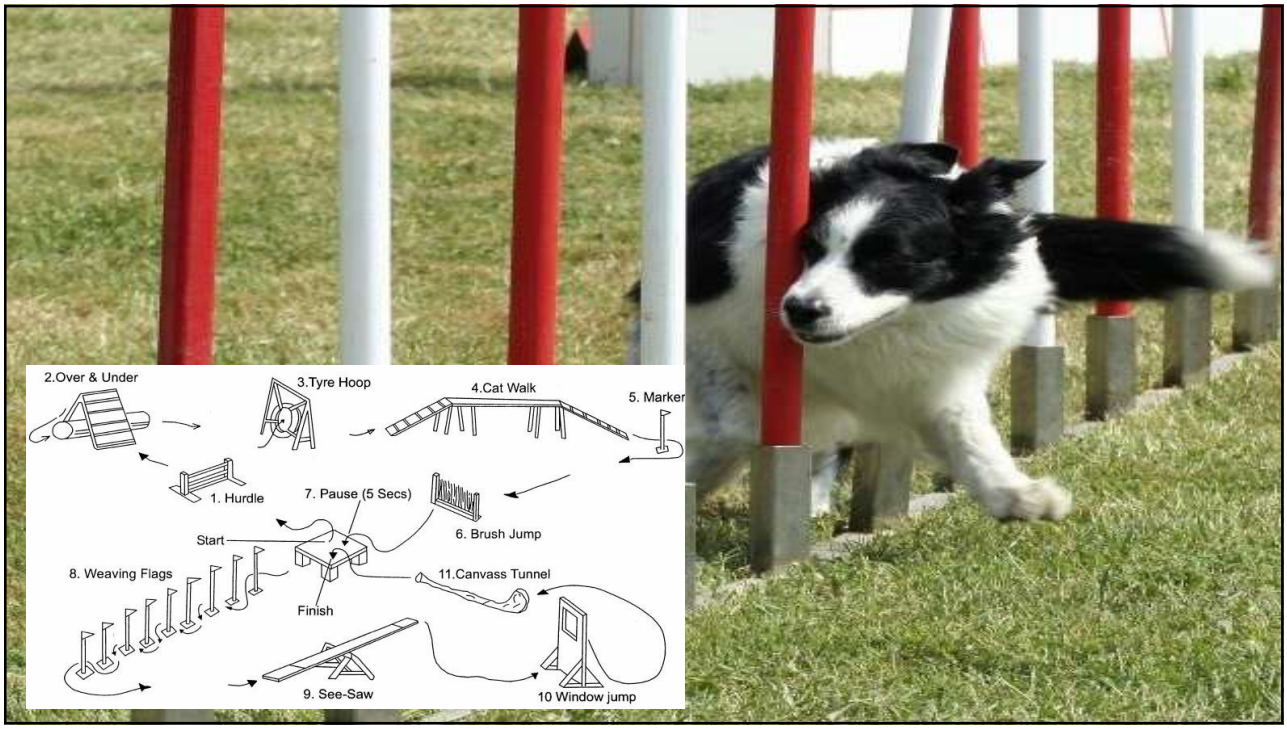

Agility [*uh*-**jil**-i-tee]

Capture the words and phrases from the agility definitions that resonate with you

Poll will be open so you can "live chat" the words that connect in real time as they show up in the definitions

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Capture the words and phrases from the agility definitions that resonate with you

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Agility [*uh*-**jil**-i-tee]

the power of moving quickly and easily; nimbleness

Random House Dictionary

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Agility [*uh*-**jil**-i-tee]

Organizational agility: The capacity to identify and capture opportunities more quickly than rivals do

McKinsey Quarterly, Donald Sull,
Competing through organizational agility

Agility [*uh*-**jil**-i-tee]

Take advantage of change – whether planned or unexpected – without ever letting it sideline you

PricewaterhouseCoopers,
Achieving operational excellence series,
How to build an agile foundation for change

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Agility [*uh*-**jil**-i-tee]

The ability to transform information into insight in response to market movements

The Economist, *Organisational agility: How business can survive and thrive in turbulent times*

Agility [*uh*-**jil**-i-tee]

The result of integrating alertness to changes with a capability to use resources in responding to such changes, all in a timely, flexible, affordable, relevant manner

Hosapple and Li, *Understanding Organizational Agility: A Work-Design Perspective*, University of Kentucky

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Agility [*uh*-**jil**-i-tee]

Nimble organization: one that has a sustained ability to quickly and effectively respond to the demands of change while continually delivering high performance.

Daryl Conner, *The Characteristics of Nimble Execution*
December 20, 2010

Agility [*uh*-**jil**-i-tee]

An always present ability to manage multiple, complex portfolios of change

Accenture podcast, *Special Report: Corporate agility, Working at the speed of opportunity*

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Agility [*uh*-**jil**-i-tee]

The speed and ability of a business to identify and react to internal and external events that could and do occur.

EYGM Limited, *Optimizing and balancing corporate agility for insurers*, 2013

Agility [*uh*-**jil**-i-tee]

Anticipating change,
Adapting and responding to change,
Acting on the opportunity by exploiting change

i4cp, *The Secret Formula for Organizational Agility*

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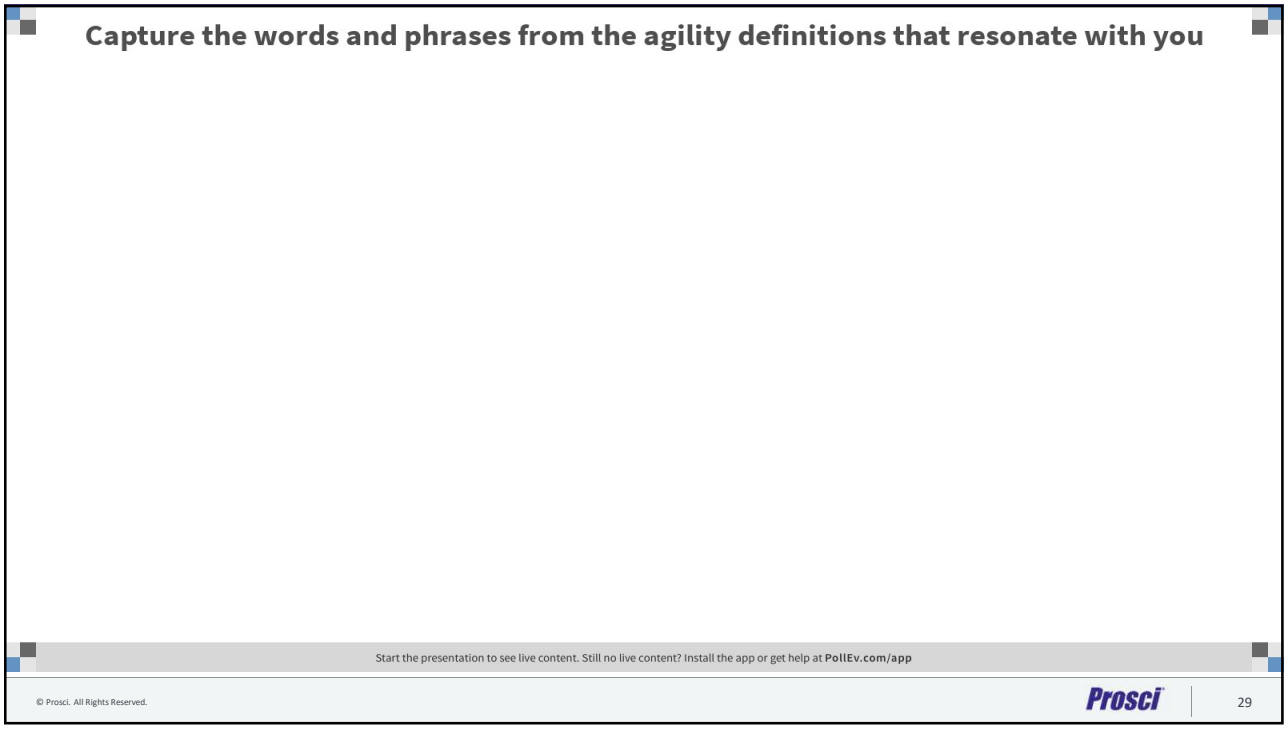

Synthesized Agility Definition Components

Always present ability – in the fabric of the org	Increasing speed/ quickness at change
Anticipating/tuned in to coming changes	Both proactive (planned) and reactive (unplanned)
Minimal disruption/ not side-lining you	Out-changing the competition

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Agility [*uh*-**jil**-i-tee]

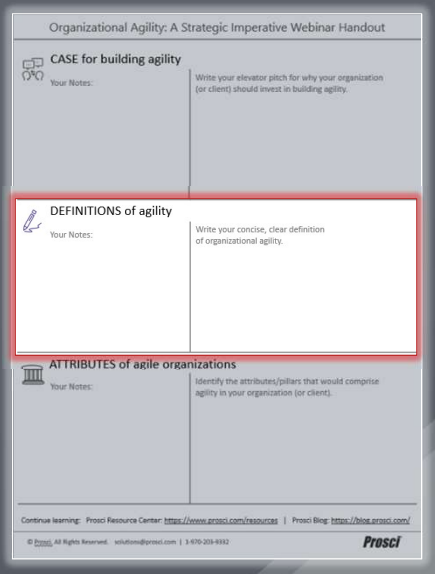
Write your concise, clear definition of organizational agility:

"Nimbly and proactively respond to change in a way that continues to drive performance and minimize fatigue.	"Ability to react quickly to ever present changing expectations with speed and organizational stability.
"Activating our ability to anticipate change and quickly evolve to deliver desired outcomes.	"Agility is the capability to ride the wave of Change rather than get knocked over by it.
"Inherent capability to anticipate, define, and response to change with methods and tools to maintain and accelerate workforce performance.	"The ability to bob and weave in response to the demands of planed and unexpected changes while continuing to deliver excellent service.

Your Turn:

Write your concise, clear, compelling definition of organizational agility.

Then we'll share in a live poll.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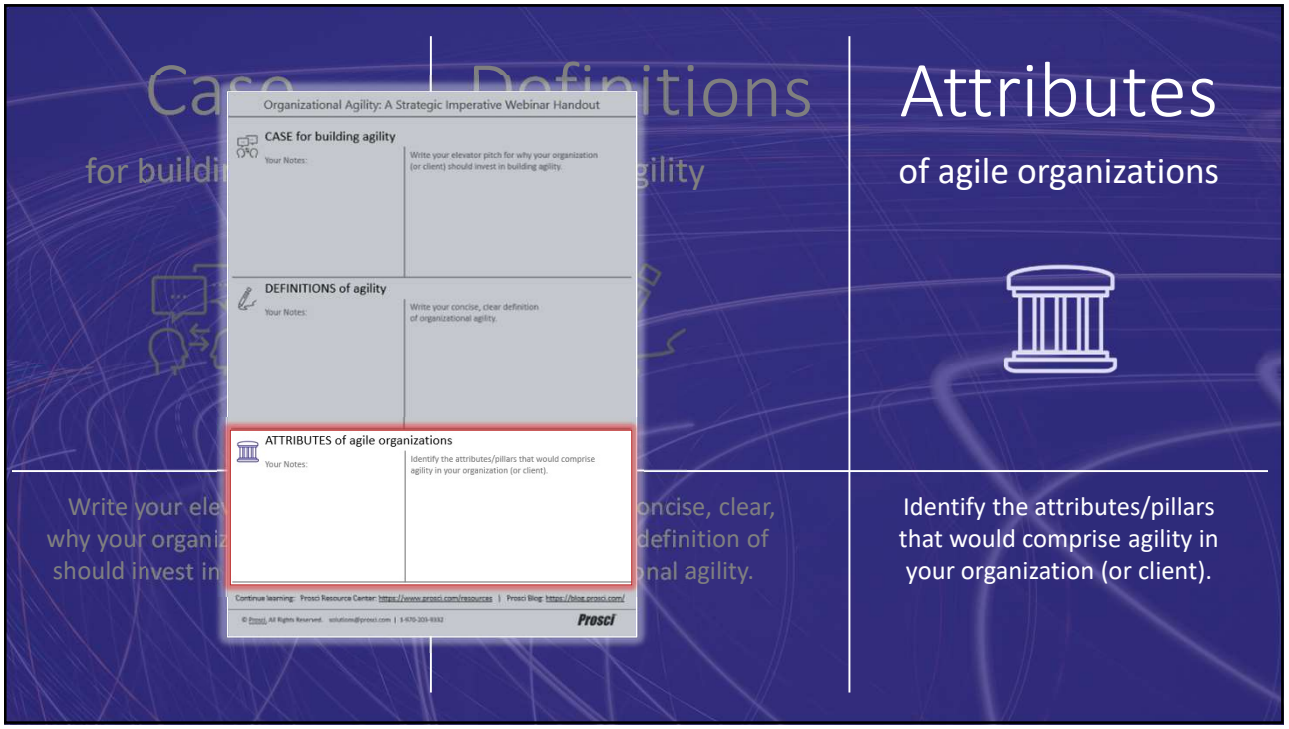

Attributes of the Agile Organization

Project Management Institute

pwc

accenture
High performance. Delivered.

i4cp

Prosci
PEOPLE. CHANGE. RESULTS.

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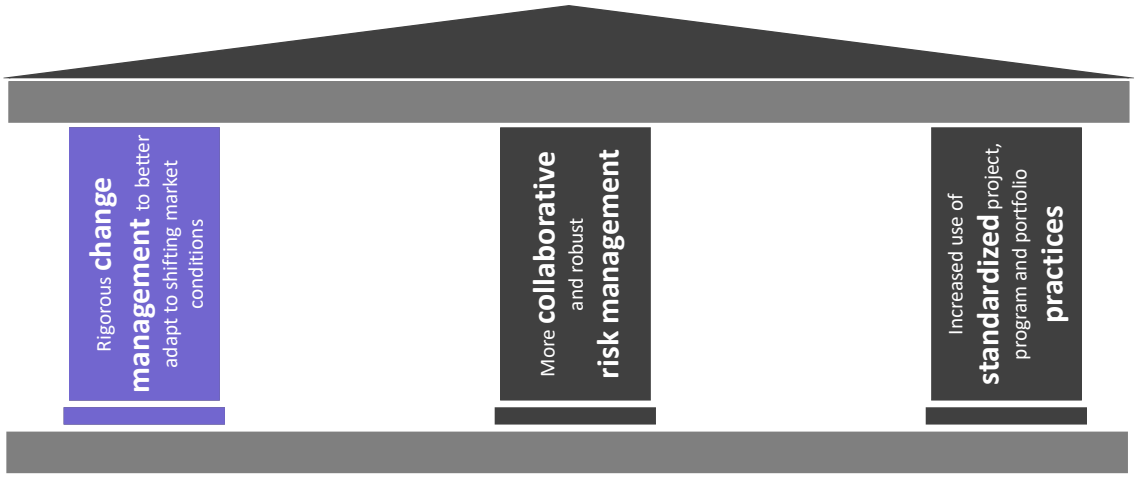
PMI

Project Management Institute



PMI® 2012 Pulse of the Profession™ In-Depth Report: Organizational Agility

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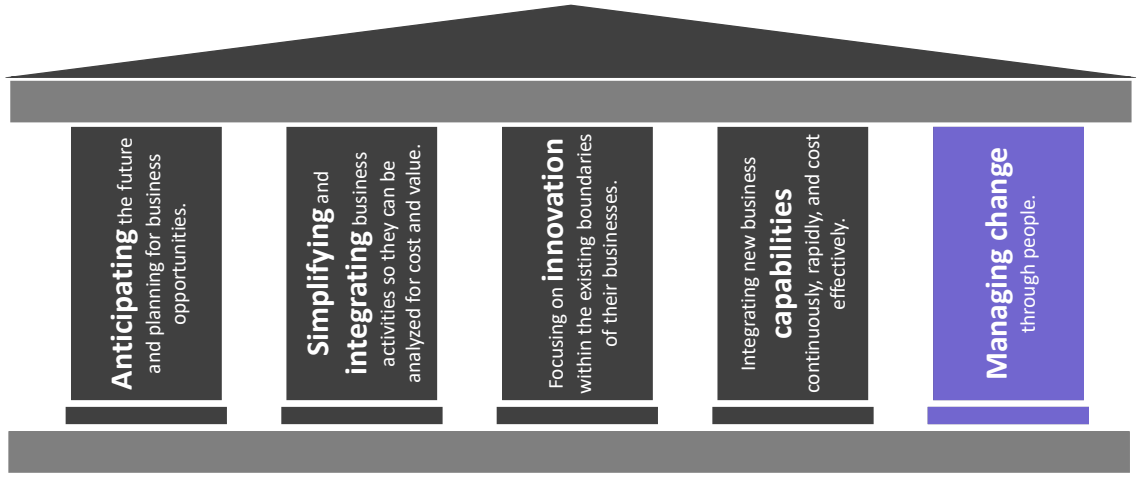

PricewaterhouseCoopers, How to build an agile foundation for change

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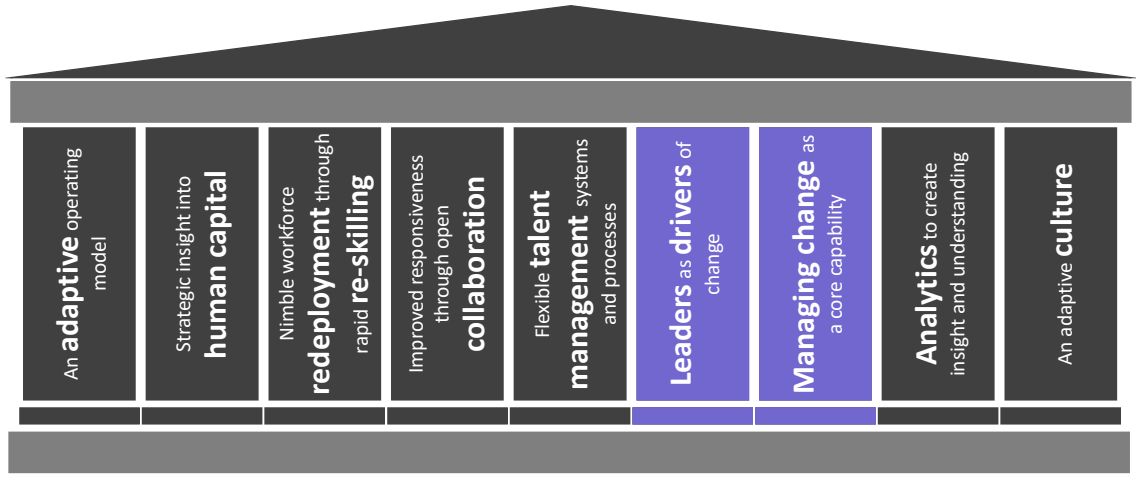
Accenture



Accenture, Cheese, Silverstone, Smith, Creating an agile organization

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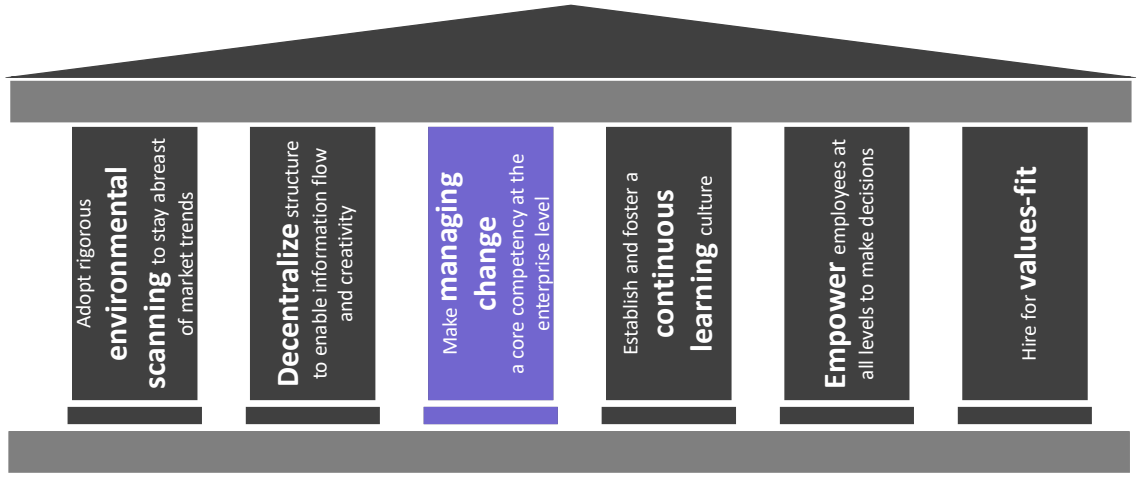
Institute for Corporate Productivity (i4cp)



i4cp, The Secret Formula for Organizational Agility

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Prosci Agility Attributes

- We anticipate and plan for changes
- We are fast at decision making
- We effectively prioritize and manage our change portfolio
- We effectively initiate change efforts
- We have enhanced risk management practices
- We have human capital/talent strategies supporting agility
- We rapidly develop and deploy new capabilities
- We encourage cross-organizational collaboration
- We have reduced silos
- We have an embedded CM capability

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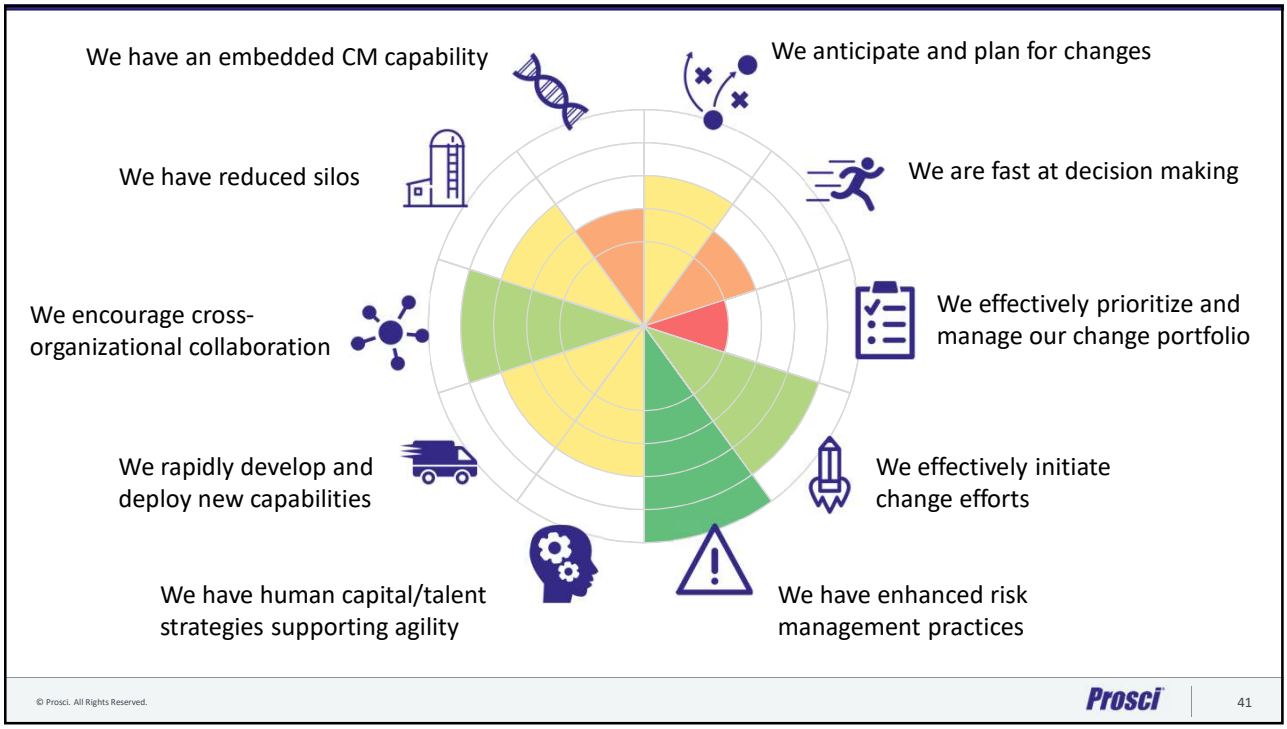

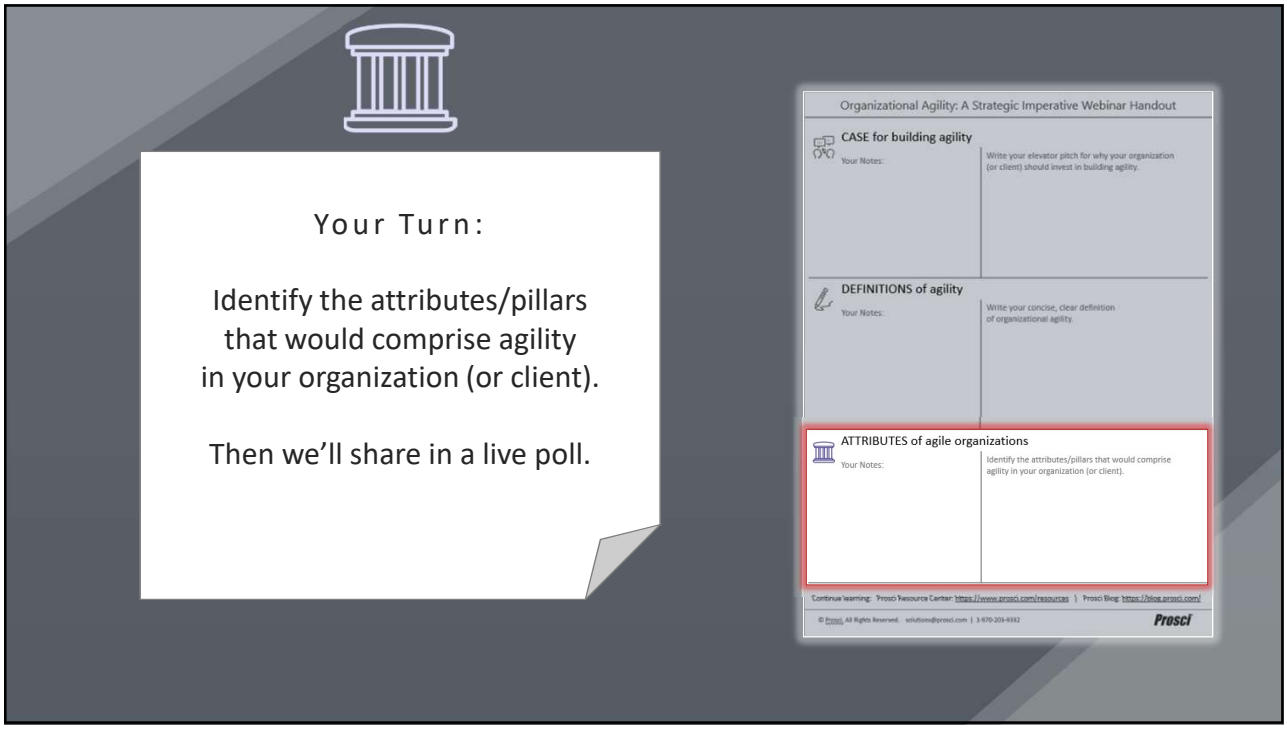

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Identify the attributes/pillars that would comprise agility in your organization (use a ";" to separate and DO NOT press enter)

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Agility Attributes

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- We rapidly develop and deploy new capabilities
- We encourage cross-organizational collaboration
- We have reduced silos
- We have an embedded CM capability

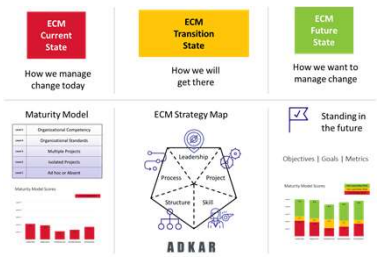
Internal enterprise change management capability:

WHY

is an essential enabler of **agility**
reduces **saturation** and its costs
supports **strategy** execution
creates **competitive** advantage
multiplies the benefits of CM

Building internal change management capability:

HOW



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Case	Definitions	Attributes
for building agility	of agility	of agile organizations
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Apply change management on initiatives
Embed organizational change capability

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