Enterprise Agility

Drive organizational performance with enterprise agility.

Overview.
Today’s business exists in a complex, unpredictable environment. The volume, speed, and scale of changes are so impactful that they are disruptive and can derail an organization’s strategy. As such, organizations are faced with this question: how do we progress and stay competitive in this environment?

The answer is enterprise agility. Enterprise agility is a company’s ability to outperform the competition and drive growth in new, ambiguous situations by learning and adapting when confronted with foreseen and unforeseen circumstances, dilemmas, crises, and complex problems.

Learning agility drives enterprise agility.
So, what makes an enterprise agile? The level of learning agility among its employees and leaders. Learning agility is the ability and willingness to learn from experience, and subsequently apply that learning to perform successfully under new and first-time conditions. It is not the same as intelligence or technical knowledge. Learning agility is a mindset and behavior that embraces unfamiliar terrain. Learning agile leaders are promoted twice as often as their peers and are rated as more competent. And in today’s business climate, learning agility is what drives success and gives enterprises the adaptability to meet the unknown and thrive. There are five factors of learning agility:

At a glance:
- Provides organizations with a unique competitive advantage.
- Measured by learning agility among the workforce.
- Ties directly to revenue with highly agile executives producing 25% higher profit margins.
- Distinct factors of agility are critical to achieving specific business strategies.
The agility-to-business-strategy fit.

By measuring agility against business strategies, organizations can identify precise areas where their talent and strategy are aligned or where there are shortfalls. Organizations that identify this and take an agility-oriented approach to talent can then build enterprise agility that aligns with their key strategic priorities. For example, a merger & acquisition strategy requires high levels of change and people agility in your workforce. Whereas, an innovation strategy requires intense mental and change agility.

Diagnose your enterprise agility.

To understand the agility of the enterprise, organizations need to assess the learning agility of their talent at the individual level. Korn Ferry’s leading viaEDGE™ self-assessment readily measures individuals’ learning agility to gauge the organization’s overall strategic agility while answering the key questions for leaders:

► How learning agile is my organization overall?
► How agile does my organization need to be given the business strategy we are pursuing?
► Where in my organization do we need the most agility and which factors are needed?

Develop the right kinds of learning agility.

Once learning agility is measured, Korn Ferry can help organizations determine which factors of agility need to be strengthened, and how to build them within the workforce to achieve specific strategies.

How can we help?

We employ a four-stage process that results in not only an agility index, but more importantly a roadmap that sets priorities to ensure organizations have the ability to successfully execute on their strategy.

Companies with the greatest rates of highly learning agile executives produce 25% higher profit margins than comparable companies. In addition, Korn Ferry research has found that there are specific factors of agility that correlate to success (or failure) of key business strategies.

Learning agile leaders...

► Are promoted twice as often than their peers.
► Advance closest to the top.
► Are 18x more likely to be viewed as having greatest potential to advance.
► Are rated more competent.
► Achieve greater success after a promotion to a new role.

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