



ChangeWise

The Pioneer in Leadership Agility

Leadership Agility at the Top



“Leadership Agility at the Top” is a one-day action-oriented workshop designed for a senior team, or an extended senior team. It has two purposes:

1. To help the team determine the level of agility at which it needs and wants to operate, and put into motion specific action plans to make that happen.
2. To vet the Leadership Agility framework and way of working for possible use at other levels of the organization.

Workshop format

In the morning, participants learn, conceptually and experientially, three “levels of agility” through which leaders and their teams can evolve. In the process, they gain a new common language for understanding leadership and teamwork, and they learn what it takes to operate at the rarely practiced “Catalyst” level of agility, so often needed in today’s complex, rapidly changing business environment.



Workshop format (con't)

Participants do a brief scan, assessing the pace of change and degree of complexity in their operating environment. They then assess the team's current agility level and compare that with the environmental conditions they've identified. This leads to a facilitated discussion and decision about the level of agility they want to embody as a team.

The team spends the rest of the afternoon embarking on a well-structured, facilitated process where the team prioritizes those areas where they most want to improve, identifies high-leverage action steps for making these improvements, and assigns responsibilities for follow-through. At the end of the workshop, each participant puts together an individual action plan that will help them both develop as leaders and contribute to the team's development.



Outcomes

- A robust understanding of the key practices associated with the Expert, Achiever, and Catalyst levels of team leadership, and when each agility level is most effective.
- A realistic assessment of their team's current agility level and the level at which it needs to operate to be most effective in its particular work environment.
- A clearly thought-through action plan for raising the team's agility level, targeted to those areas where the team most needs to develop its agility and effectiveness.
- A specific plan for working on agile leadership behaviors that will serve them and their team as they put their team development plan into action.



Contact ChangeWise

ChangeWise is a Boston-based organization and leadership development firm with an extensive network of global affiliates that allows us to scale client projects.

For more information about our Leadership Agility body of work and what it can do for you and your organization, **contact ChangeWise** at dw@changewise.biz

Additional ChangeWise Services

Contact us for more information ...

- ◆ Keynotes & half-day Introductions to the levels of Leadership Agility
- ◆ Leadership Agility 360
- ◆ Leadership Agility Coaching
- ◆ Leadership Agility Change Lab
- ◆ Agile Team-Leader Workshop
- ◆ Pivotal Conversations
- ◆ Consulting on the development of agile, high-performing management teams and organizations