

Organizational Agility Basics

Managing Disruptions through Agile Culture

Presenter

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CFP Innovation



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Background

JP Morgan Chase 24 Years

Fulltime coaching and consulting C-suite and business owners

- ✓ Agility, succession planning, talent development, board orientation, etc.
- ✓ Developed one of the first programs ICP-AHR in Western Hemisphere
- ✓ XScale Alliance - Business Agility Coaching Fraternity
- ✓ Researcher and student of human potential



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Technological Disruptions

Autonomous Robots
Cyber Security
Augmented Reality
Internet of Things
Systems Integration
Big Data
Additive Manufacturing
Cloud Computing



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4th Industrial Revolution



Rogers | Pistrui 2020

More Technological Change in the
Next 20 Years
Then Last 300 Years

The Pace of Change is Accelerating!



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Source: World Economic Forum

Generational Disruption



50% of Managers Millennials



Baby Boomers



Generation X



Millennials



Generation Z

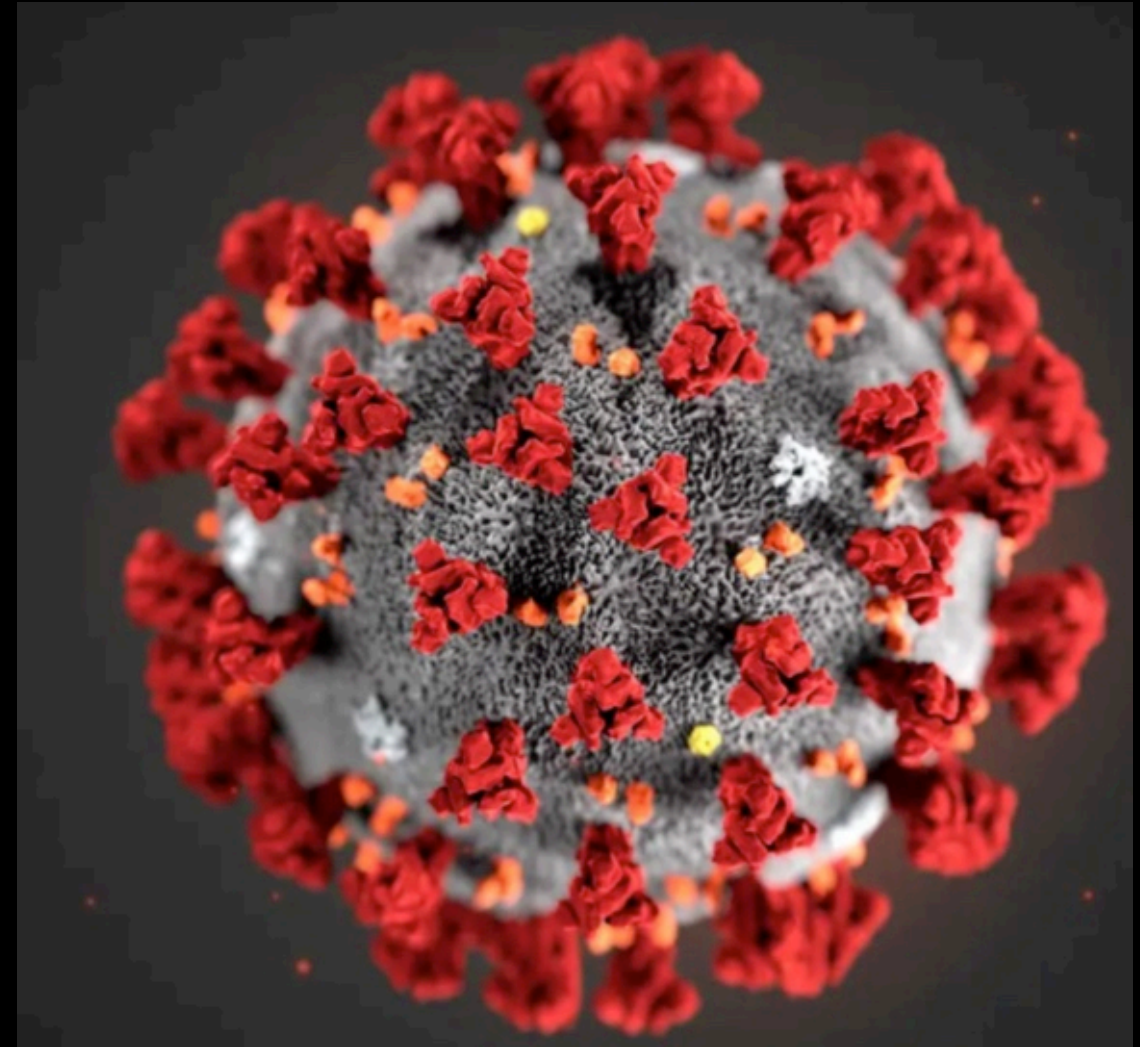
Work/Life Balance

Purpose Driven
Mastery of skills/talents
Self Directed



Societal Disruption

Global Pandemic
Severe Economic Instability
Racial Strife
Severe Weather Conditions



Definitions

AGILITY def. Ability to think and understand quickly. Ability to move quickly and easily

ORGANIZATIONAL CULTURE def. a system of shared assumptions, values, and beliefs, which governs how people behave in organizations



Agility Reduces Risk



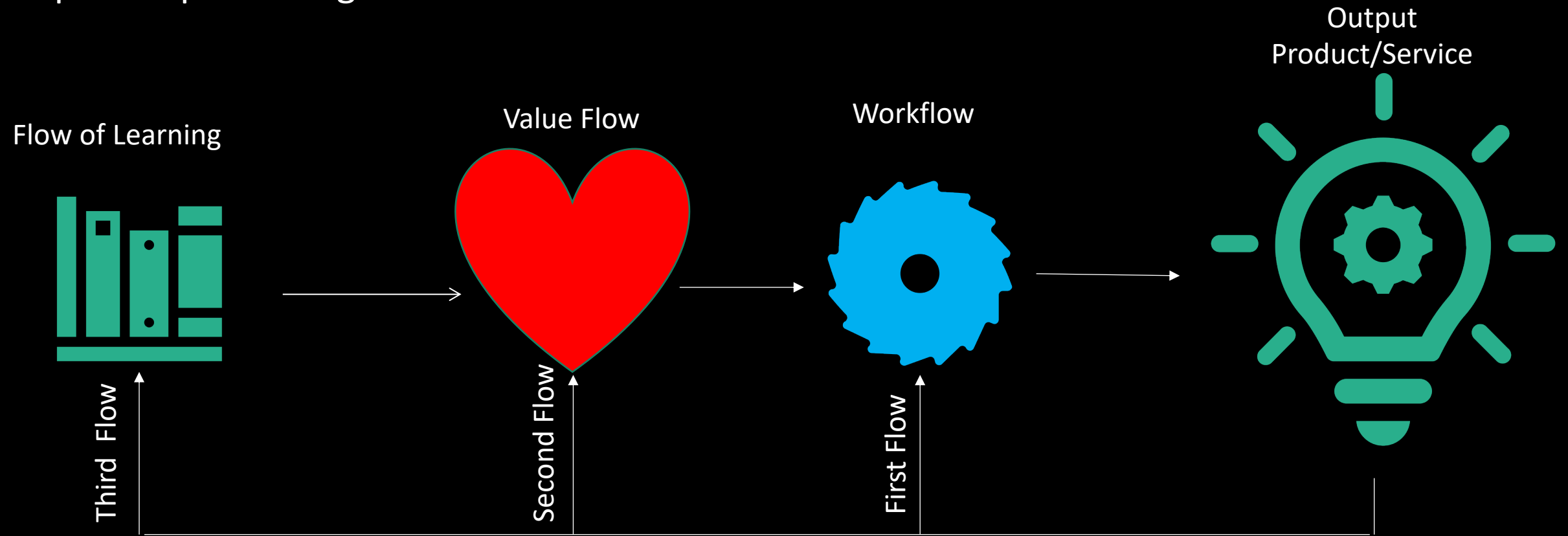
Transformation of Software Development



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Increase the frequency and breadth of learning to increase the value delivered and reduce risk

Triple-Loop Learning



You cannot have perfection
and
growth at the same time



Traditional Organizational Structure

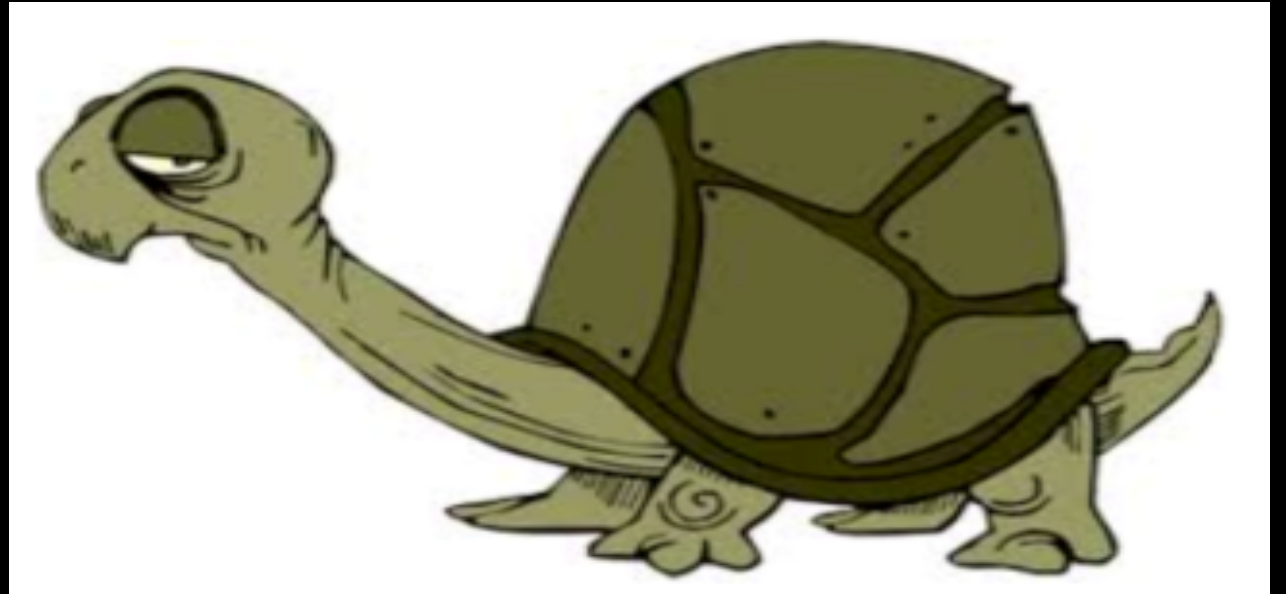
LEADERSHIP

Information

Decisions

ORGANIZATION

TOO SLOW and Disempowering



How Do You Shift to an Agile Culture?

Leverage ALL the Talents of Your People

Case Study – Competency Perception Mapping

Fortune 50 Company

5 Managers

27 Employees

Competency Assessment (Validated)



25 Key Competencies – High Performance

Appreciating Others
Conceptual Thinking
Conflict Management
Continuous Learning
Creativity & Innovation
Customer Focus

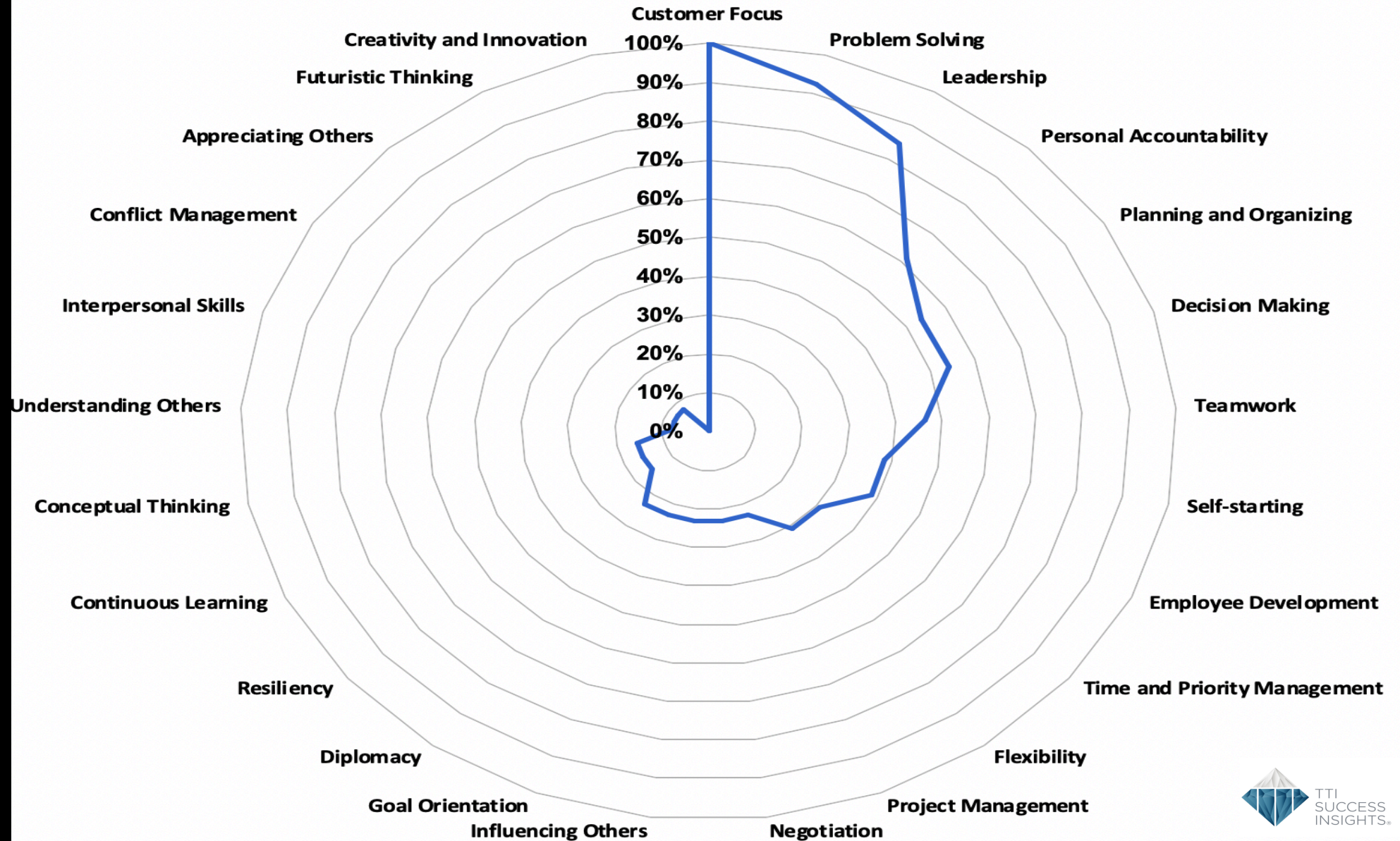
Problem Solving
Project Management
Resiliency
Self Starting
Teamwork
Time and Priority Management
Understanding Others

Decision Making
Diplomacy
Employee Development / Coaching
Flexibility
Futuristic Thinking
Goal Orientation

Influencing Others
Interpersonal Skills
Leadership
Negotiation
Personal Accountability
Planning & Organizing



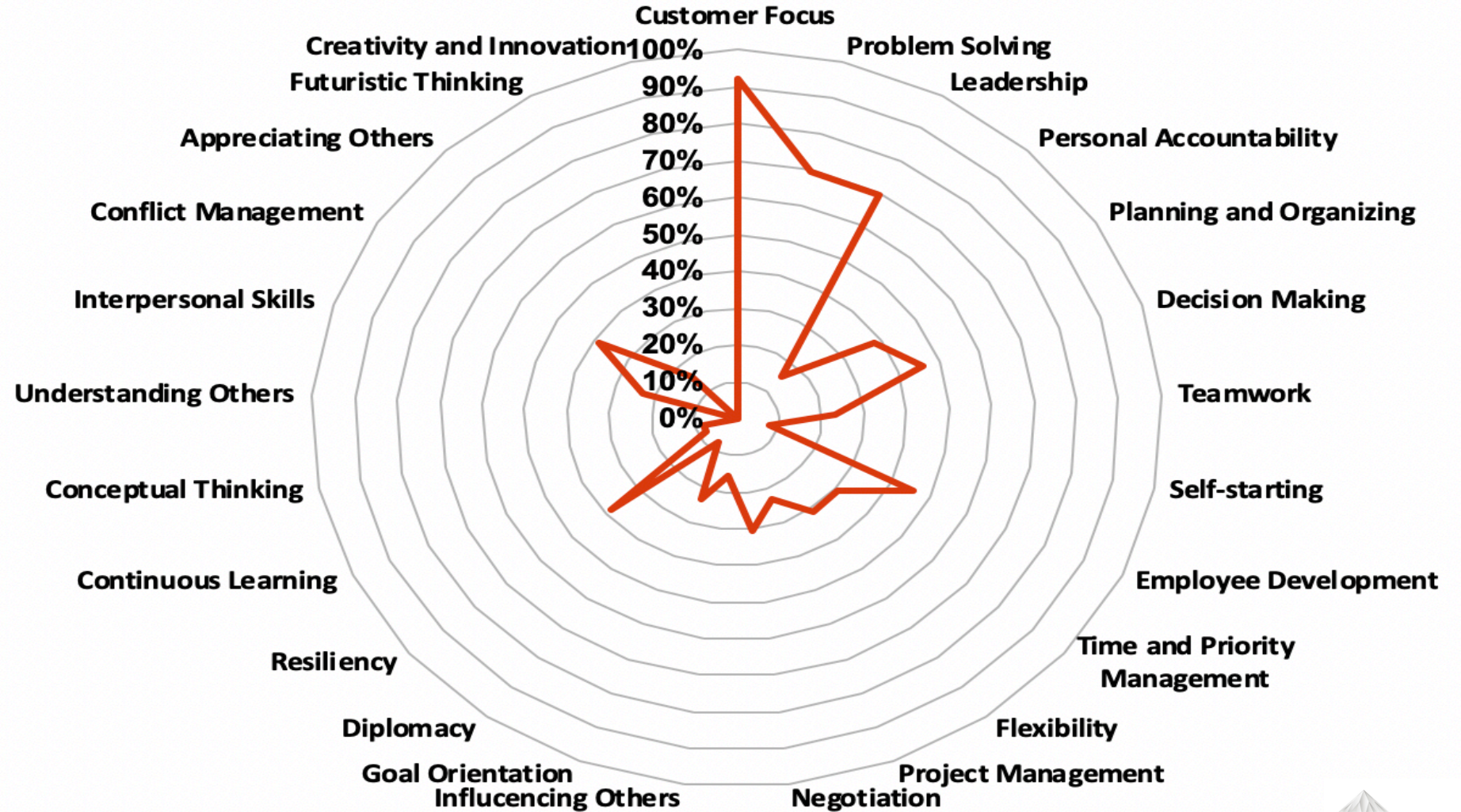
Workforce Key Skills Plant Managers Perceptions



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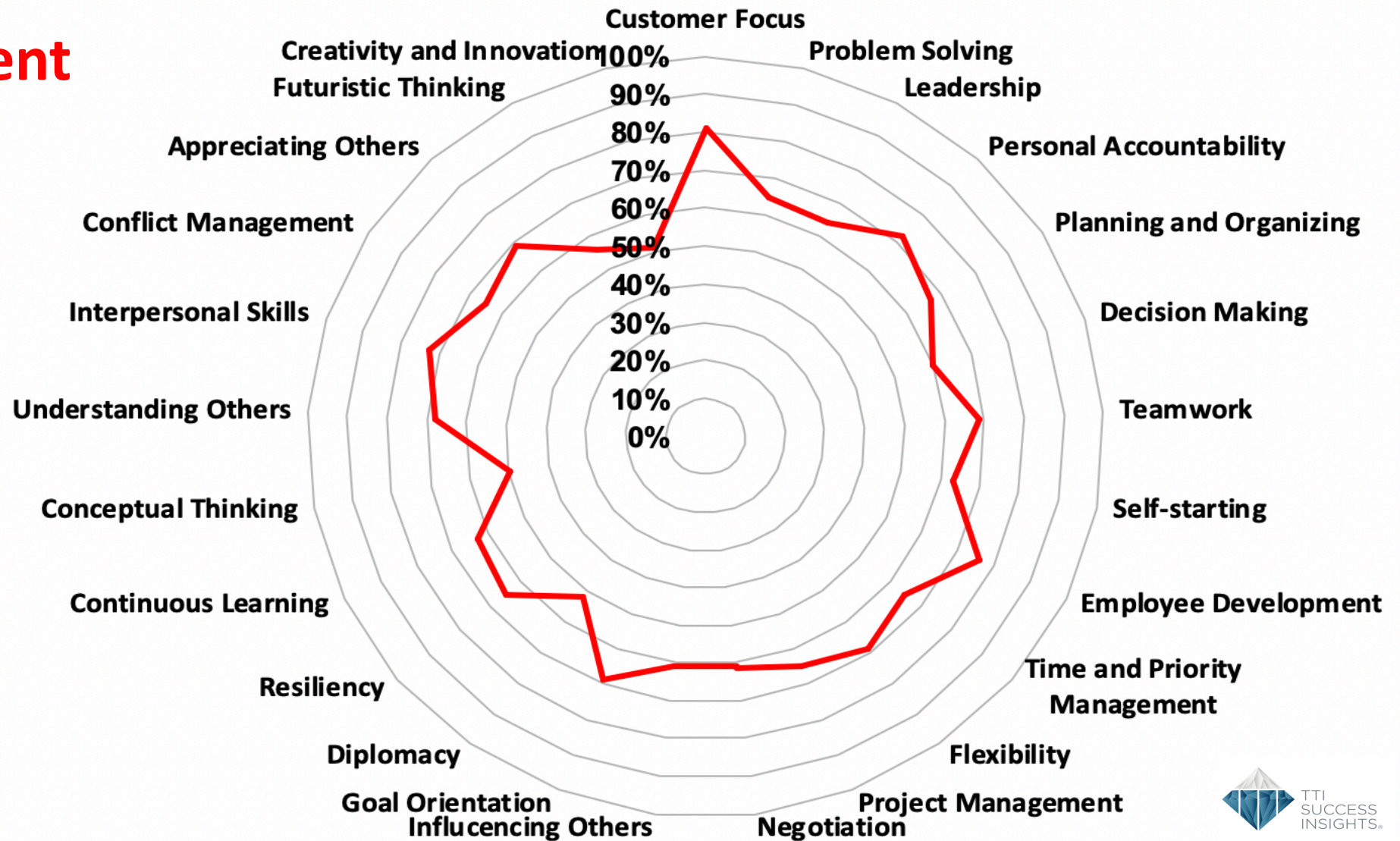


Workforce Key Skills Employee Perception



Workforce Capabilities Based on TTI Assessment

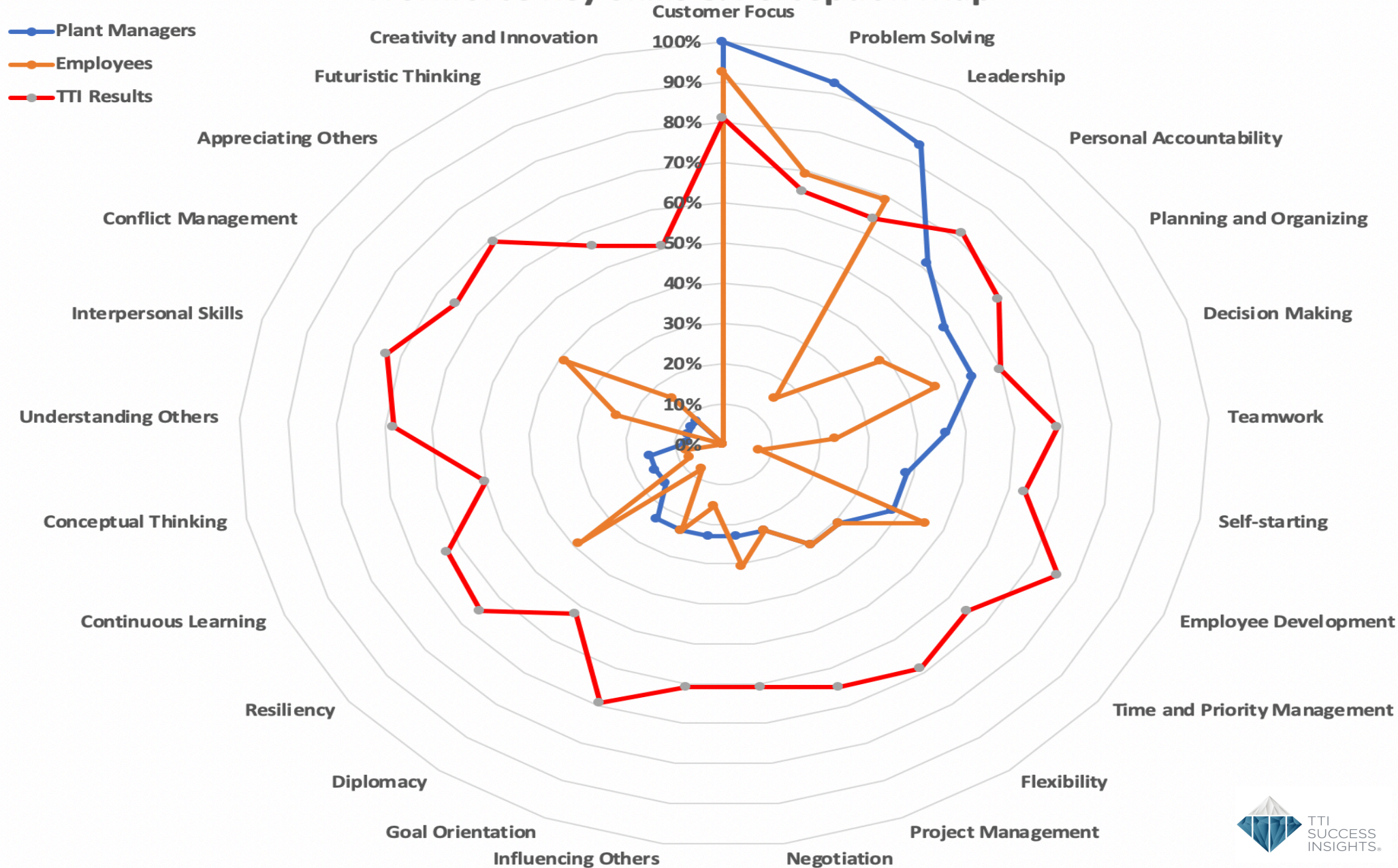
Workforce Keys Skills Analysis TTI TriMetrix® DNA



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Workforce Key Skills & Perception Map



Agile Cultural Concepts

Shared Mission / Purpose
Learning Professionals
Leadership as a Service



Shared Mission /Purpose

Why does the organization exist?

Ecosystem View

What value are we delivering?

How can we know when we are doing well?

Where is the organization going?

I get engaged when there are goals to achieve



Mastery of Skills

Opportunity to apply skills to support the organization



The New Role for Leadership – LEADERSHIP AS A SERVICE

The New ROI

Return on Intelligence (ROI)

Shift from expert to facilitator

#1 issue is people development

#2 issue is organizational agility



Use 21st Century Technology vs. 19th Century Approaches

Leadership As a Service – Empower Teams

Team Consensus

Decide the Decider

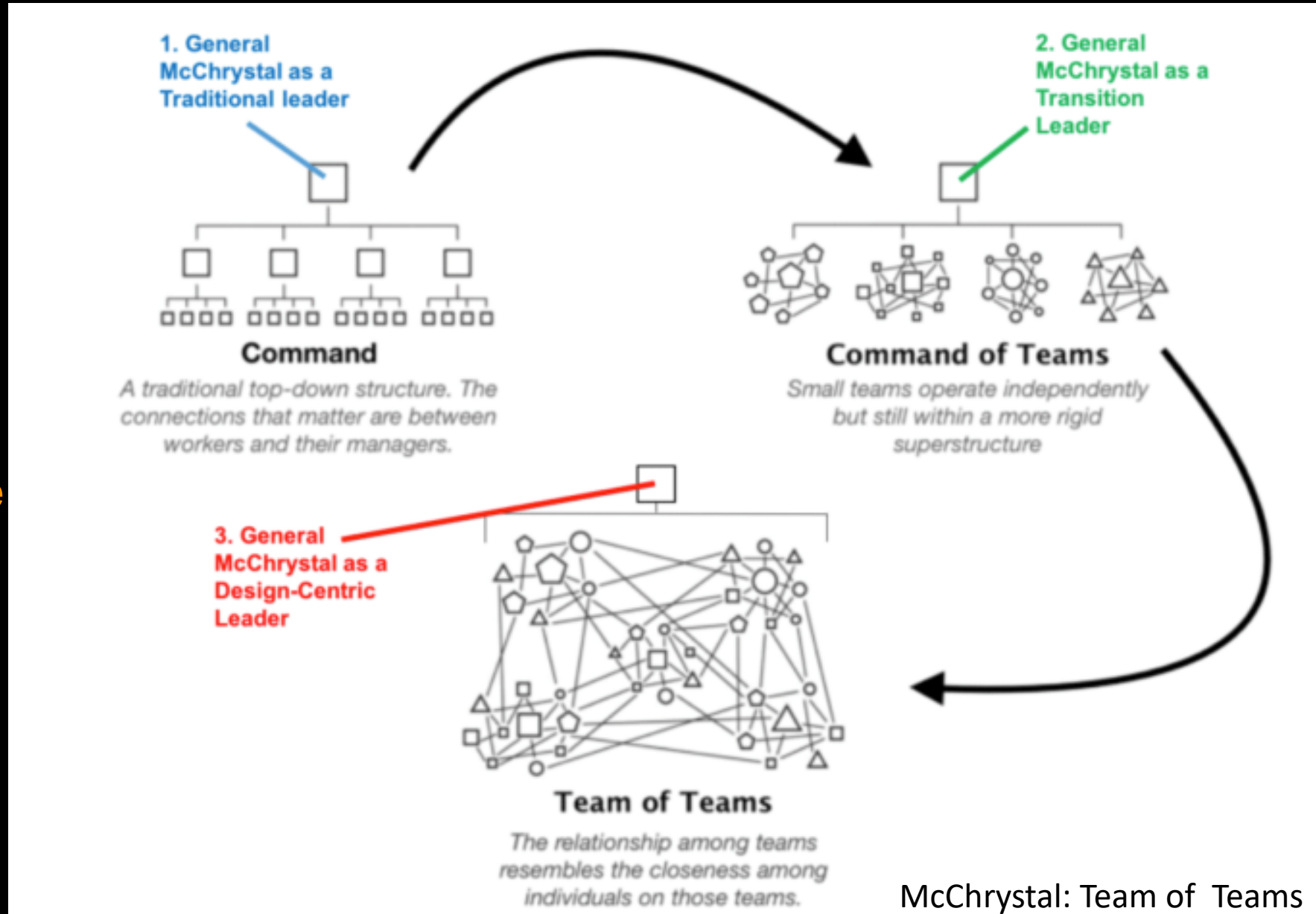
Remove the obstacles to the team's success



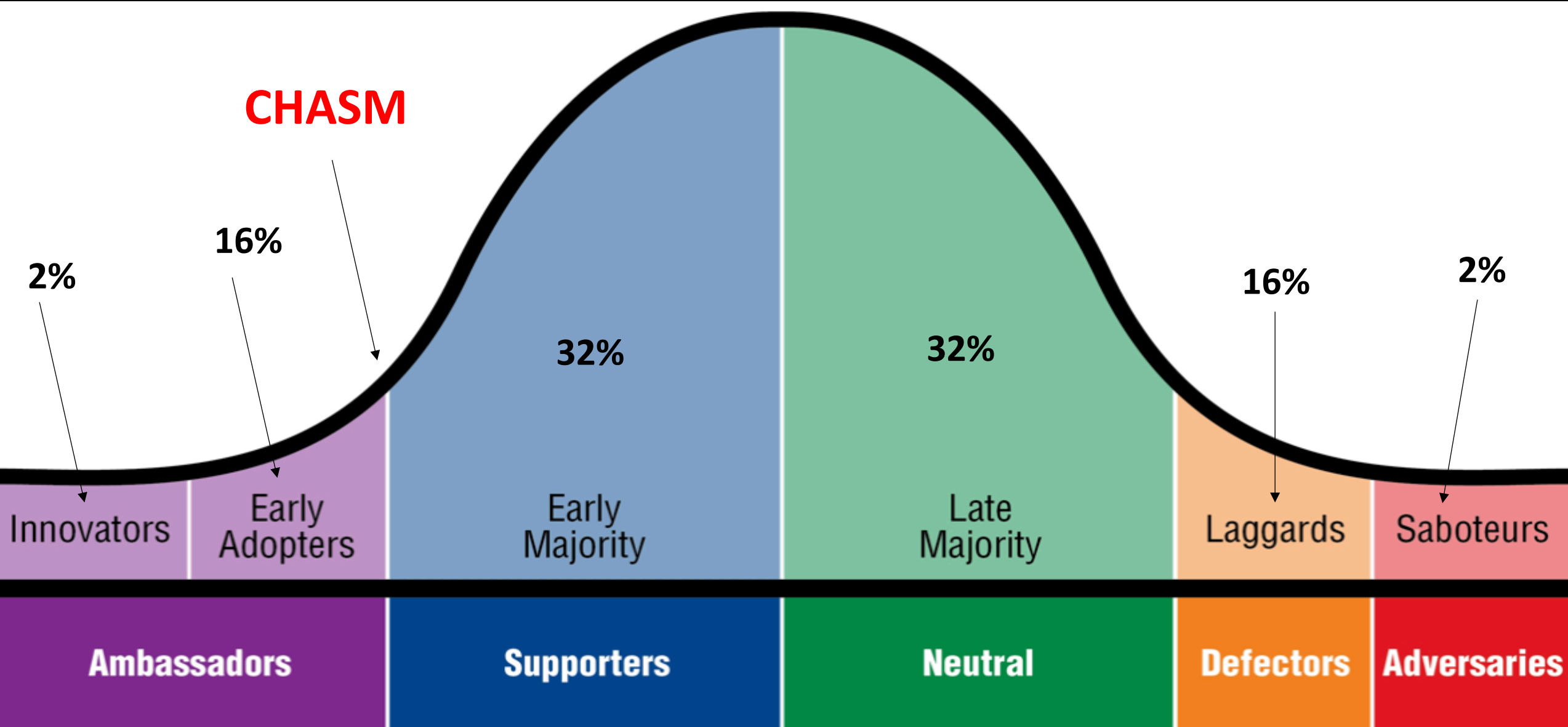
Transformed the flows

Work
Value
Information

To Achieve the Objective



WILLINGNESS TO ADAPT TO CHANGE



Based on Everett Rogers Diffusion of Innovations

Actions To Increase Agility TODAY

- ✓ Get feedback from the team on agenda items
- ✓ Let someone else run the meeting (rotate)
- ✓ Use leadership as a service
 - ✓ Move forward with team consensus
 - ✓ Decide the decider
- ✓ Create a shared mission/purpose
- ✓ Give a REAL voice in what happens and how
- ✓ Create regular agile discuss groups
 - ✓ Recruit from across the organization to participate

- ✓ Unleash the talent of your organizations
- ✓ More timely decision-making
- ✓ More engaged/productive workforce
- ✓ Low risk approach to getting started
- ✓ Better use of taxpayer resources
- ✓ Encourage cross-organizational gatherings



Agile Basic - Summary

- ✓ Do what makes sense
- ✓ Exploit all your resources
- ✓ Mission / Purpose
 - ❖ Ecosystem view
- ✓ Create engaged workforce
 - ❖ Line of Sight
 - ❖ Leadership as a service



Thank you for the opportunity!

QUESTIONS?

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For Questions Regarding Other Customized Training Needs, from Advanced Analytics to Nanoparticle Applications, please contact:

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