

Developing a Culture of Change-Agility

METACO
Maximising Potential
A subsidiary of Comair Limited

Creating opportunities that transform leadership thinking, deliver value and change lives to create a better, more connected world

ADOPTING TO A WORLD OF EXPONENTIAL CHANGE

Broad-based organisational change is a factor of life in many organisations today, as they adapt to the demands of the 21st Century world of business. As the rate of change grows increasingly faster, the importance of incorporating agility into everyday work life has never been greater.

Organisational capability to effectively deal with such an environment requires change-agile leaders and employees at all levels, throughout the business. Metaco's Change-Agility Immersion workshop is an effective way to galvanise this capability.



“Creating change-agile businesses will eliminate the ongoing need for what we today call change management.”

~ Paul Gibbons, author of *The Science of Successful Organizational Change* ~

Why Change - Agility ?

- 1 Develop the ability to quickly and effectively focus on new challenges
- 2 Learn to rapidly implement and integrate new learning or behaviour
- 3 Enhance the likelihood that strategies will be fully implemented

DEFINING

CHANGE-AGILITY

From an organisational perspective, change-agility is defined as the ability to quickly and effectively focus on new challenges as they present themselves, rapidly implement and integrate new learning or practices, or even change direction resourcefully within a short space of time. Organizations that continually improve their change-agility enhance the likelihood that their strategies will be fully implemented and achieve their expected benefits and outcomes¹.

On a personal level change-agility refers to an individual's ability to anticipate upcoming change or presenting challenges and adapt swiftly to the requirements of the situation². It represents a competency shift from only changing when required to, to the enabling of an environment that fosters personal agility.

¹ Hassan, M. K. & Ilyas, M. A. B. Change agility across different cultures. Newtown Square, PA: Project Management Institute.

² Keys to Strengthening My Change Agility, University of Adelaide



Anticipate and plan for change effectively



Reduced Silos & encourage cross organisational collaboration



Make decisions effectively and efficiently



Rapidly deploy new strategies, products or processes

A TWO-PHASED PROCESS

An initial two-day workshop is designed to explore, and experience the various factors related to change-agility. These concepts include resilience, growth mindsets, flexibility, emotional intelligence, cognitive biases, change adaptability, responsiveness, mindfulness and capability for uncertainty. The content* is focused on enabling personal change-agility competencies and will apply across all levels of employee.

*A Leadership version of the standard workshop also includes a component to assist leaders to support their teams in developing their own change-ability tactics, as well as relevant skills to engage with their broader stakeholder environment.

Phase I
1 x 2 day
Workshop

Phase II
1 x 1 day
Workshop

A further one-day follow-up workshop one month later encourages ongoing top-of-mind thinking and accountability for practice, thereby building sustainability. Our facilitators assess the implementation and effectiveness of personal action plans that have been put in place and identify any further support that might be required.

This creates opportunities for participants to

- Identify and create their own personalised strategies for dealing with change and setbacks (people process differently);
- Practice their skills to develop these; and
- Develop longer-term action plans to integrate their chosen strategies into their everyday lives

A few employees may continue to actively resist the new culture, however as change-agility becomes embedded in 'the way we do things', these employees will come under increasing pressure to adapt, or may choose to leave the company if they cannot.





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