

# DEVELOP MY PERSONAL AGILITY

## The pillars of personal agility

Personal agility is based on a **competence**, i.e. the faculty to act appropriately in a complex, unpredictable and ambiguous context.

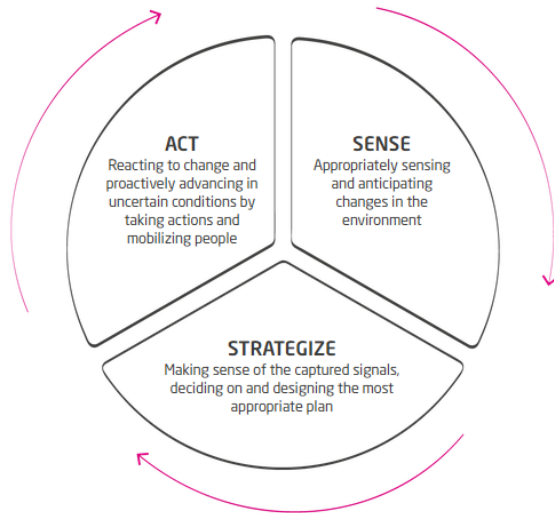
This requires applying an organised set of knowledge, abilities, and attitudes. At AGILEmaker, we have modelled personal agility, as to enable you to identify the areas of learning and practices to be developed to grow this competence.

Our model is built on three pillars :

- ✓ **abilities** based on the agility cycle;
- ✓ **attitudes** included in the ICICI framework;
- ✓ **connection to one's personal resources.**

## Abilities of personal agility

The **agility cycle** is one of the key concepts we have developed at AGILEmaker. This cycle enables one to move forward through uncertainty, iteration after iteration, providing feedback and learning.



The three abilities of personal agility (perceive, think, act) respectively reinforce the three stages of the process (sense, strategize, act).

## Attitudes of personal agility

If we have the right abilities to act in a relatively unpredictable and complex environment, we also need to have the right attitudes that will influence the way we approach situations.

At AGILEmaker, we have identified five attitudes which we have gathered in the mnemonic acronym "ICICI".

- ✓ The ability to **i**mprovise and tinker with what comes up invites us to be more involved in our world, offers us opportunities, and reduces friction and frustration in our interactions with the outside world.
- ✓ **C**onnecting with others and joining networks gives us access to additional resources and higher potentialities.
- ✓ An attitude of **i**nclusion, where we seek to understand and connect different perspectives, helps us to better read situations, suspend our judgment, become more intellectually mobile and creative, and reduce our mental discomfort.
- ✓ **C**uriosity leads us to take life and the experiences it offers as a breeding ground for learning, which increases our repertoire of responses.
- ✓ Our personal **i**nvestment in the situations that arise makes our choices unique and appropriate.

## Connection to personal resources

In order to be fully ourselves and to fully access all our intelligences and energies, we must be in tune with our personal resources: body, heart, mind and spirit.

Jazz players in a state of improvisation feel a state of **flow** (Mihaly Csikszentmihalyi) where their attention is optimised, activities seem to flow, their notion of self and their notion of time are distorted.

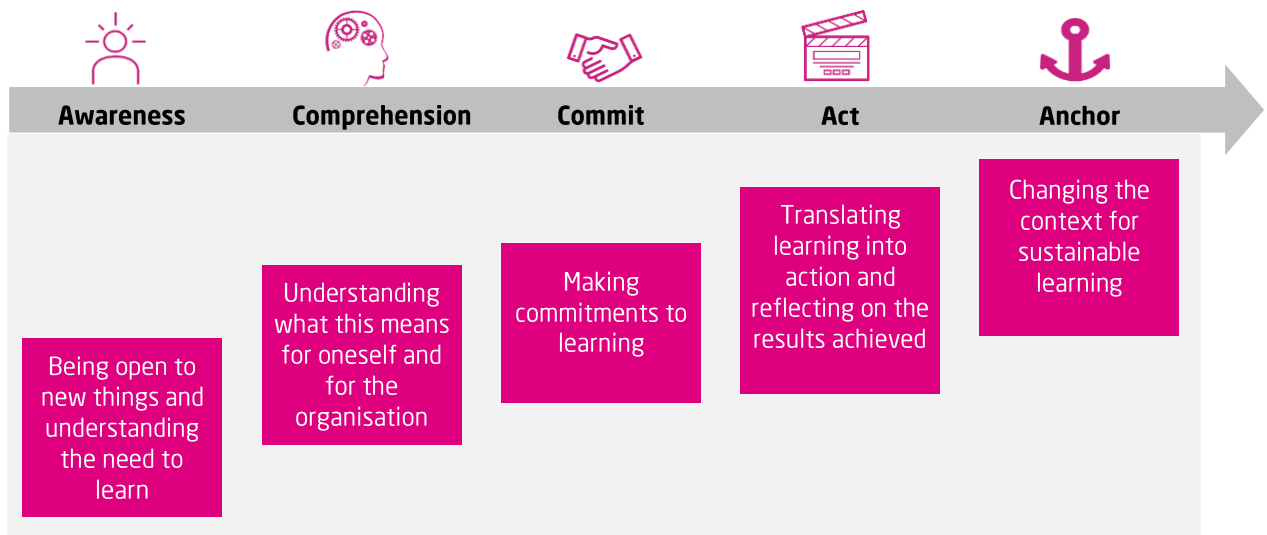
# Benefits for an organisation

Within an organisation, **specific conditions need to be in place** before its members can develop their personal agility. The **quality of the strategic compass** (which essentially answers the questions “why do we exist” and “where are we going?”) will impact the persons’ engagement, empowering them and giving them purpose to guide their perceptions, thoughts and actions. Furthermore, a **culture** encouraging agility will foster initiative and learning.

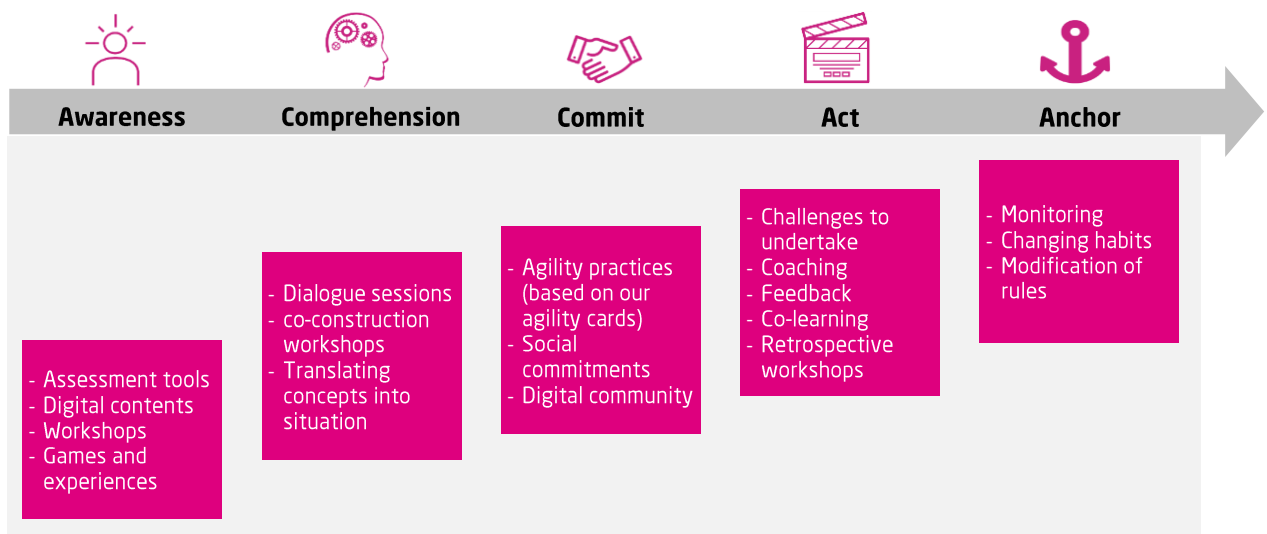
if these conditions are in place, this individual competence results in a multiplication of initiatives taken, accelerated learning, and relevance to the context.

# Implementation

At AGILEmaker we use the following learning process:



Each stage of the process is supported by a series of methods and tools:



Would you like to discuss the holistic transformation of your organization or would you like to receive our complete brochure on the topic?

Contact us, we will be happy to help you.

**LOOKING FORWARD TO CO-CREATE TOGETHER !**

