

Agility Insights – A More Effective To Grow Businesses In Turbulent Times

Most businesses have found themselves operating in turbulent times – accelerated speed of change, heightened competition and employee engagement has dropped. Gallup research data says only 13% of employees are committed to a company's cause and actively delivering on the mission set out before them.



Moreover, new technologies, mobile talent, globalization and macro-economic challenges have turned stable business climates into volatile, uncertain, complex and ambiguous (VUCA) storms that demand new capabilities that is dynamic capabilities. These dynamic capabilities comprise of people-centric leadership and management characterised by a high ability to act for agile, fast and resilient organisational responses. Speedy responses are the secret to winning customers' hearts through innovation and growing the bottom line in a sustainable manner. Clearly, senior executives need to realign managerial capabilities to overcome internal and/or external 'interferences' and excel.

A quick case - A retail firm I engaged was experiencing low 'Speed' in people performance vis-à-vis its goals. There was a clear disconnection between the leadership's view of the business and that of employees which was revealed in the diagnostic's culture scores. A new roadmap for its workforce and better leadership interactions is being worked on to resolve the interferences revealed via the diagnostic.

Leadership teams don't face internal interferences alone; externalities wake up every day upsetting their status quo. For example the new wave of merger and

acquisitions that are redefining the banking sector in Ghana in view of the central authority's recapitalisation demands. In Nigeria, Tayo Bello, Ph.D, a senior lecturer at the Department of Private and Public Law, Babcock University, Ogun State, is quoted as saying, "Some banks may move from being national banks to regional banks. Some might go for the option of merger with other banks, while others may go to foreign banks for bailout in the form of investments, or even be taken over by foreign banks" in view of the dire liquidity scenario stemming from the recession. Undoubtedly, internal interferences and externalities are forcing executives to reflect on how they operate.

Self-reflection is a critical competence of a leader – taking a step back to evaluate and realign the business for sustainable and profitable growth. Let me ask a question; how do you and your team get the best out of the self-reflection process when a lot of your management model elements that affect your strategic goals are intangible in nature? As in the case of the retail company above, you need solid insights to drive your 'improvement agenda'.

Based on the foregoing, it makes perfect sense for me to share Agility Insights Diagnostics with you. Agility Insights Diagnostics offer is for CEOs/COOs/GMs/Business owners like you who value self-reflection and who want to deal with 'interferences' limiting their strategic performance. Whether your focus is effectiveness, innovation, developing a future agenda, or any other strategic vision, there are diagnostics that suit your focus. Where should you start?

Take the free version of the diagnostic test and get your **management score** to give you an indication of the positioning of your management capabilities within the context of your business' goals and climate as at today. You will get a '**report**' which gives you immediate value and allows you determine if Agility Insights can help your strategic agenda on a deeper level. Go straight to the link below and decode your **management score** then let us talk.

<https://www.agilityinsights.com/en/management-score/rtheconsult>

Agility Insights Network - works with senior executive teams to 'perfect the art of management' using diagnostic Insights. Through diagnostic Insights, accredited partners help organisations future-proof capabilities to leverage the talent of their people and amplify their leaders' ability to act to boost performance in this ever-changing environment. The Author is an accredited partner in the AI.Network.

Author: Tsuwa Thompson, Principal Consultant – R+HE Consult