

Developing an Agile Organization: Does Your Organization Know How to Tango?

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If your household is like most of the nation, some member of your family spends two evenings a week glued to the television to find out if the new slate of celebrities can learn Latin and Ballroom dancing. Among the many things the stars learn to do is adapting to the mood and movement of each different dance. It requires practice and agility.

The same kind of organizational agility is increasingly necessary for organizations that are intentional and strategic in their approach to responding to market changes and workforce changes. Organizational agility is a necessity today in order to create sustainable business practices and staff deployments for both efficiency and profitability.

Whether your organization does or doesn't know how to tango, you probably need to be thinking about the agility of your current organization. Is it able to respond to market and leadership changes in the immediate and mid-range future?

So what does it take to create an agile organization?

Step One: Create a central repository of information about employee skills, talents, interests and abilities.

Step Two: Conduct a comprehensive assessment of skill needs for both the present and the mid-range future.

Step Three: Create a training and development strategy to meet current and future needs with current staff to the greatest possible extent.

Step Four: Create employee development plans that are transparent to the employees involved.

Step Five: Provide change readiness training and coaching to support an agile workforce.

Step Six: Create opportunities for advancement, pay increase or benefits and incentives packages for employees who are being developed to bridge the gap between the present and the future.

Step Seven: Cross-train employees for roles in other departments or divisions as the need arises.

Step Eight: Create a working environment for all employees to provide the individual support and recognition to make your organization a highly desirable workplace.

Step Nine: Create a culture of cross-departmental communication and cooperation through effective teaming.

Step Ten: Make talent management a central part of strategic planning and involve employees from every level of the organization in both the planning and the implementation of the strategies.

By following these ten steps, you can develop an agile organization that is poised to respond to changes in the business environment and in your markets. Your organization can learn to tango!