

# THE AGILE MANAGER AND THE AGILE ORGANIZATION: WHAT DOES IT TAKE TO BE?



## OVERVIEW

When market environments become increasingly turbulent, sustainable competitive advantage and performance are prioritized. Research demonstrates that only agile organizations and managers survive and thrive in such circumstances. Agile organizations continuously adapt and innovate and develop timely, effective and sustained responses to environmental change. Agile managers think agile, embrace change and are resilient.

## COURSE DESCRIPTION AND MAIN OBJECTIVE

This course provides a comprehensive view on organizational agility. It covers all major areas of organizational agility, including understanding the foundations of an agile organization, developing agile personalities and mindsets, developing agile strategies and preparing execution plans. From this course, delegates will learn to assess their personal organizational agility potential, optimize their organizational teams and processes, and act resilient as they face environmental changes.

## LEARNING OUTCOMES

After conclusion of the course, delegates will understand agile organizations, their foundations, practices and processes and examine themselves as agile managers. They will develop the skills fundamental to the agile managerial personality, develop and understand strategies to transform the organization to an agile organization, and implement agile strategies at their organizations.

## CONTENTS

The course content is dealt with in four modules.

**Module 1: The Agile Organization:** The concept of organizational agility and its pillars and frameworks, processes and practices, and putting concepts into action.

**Module 2: The Agile Manager and Agile Mindset (Think Agile):** Understanding yourself as an agile manager, assessing your fear of failure, understanding rigid and agile behavioral tendencies and putting concepts into action, as well as developing your own agility.

**Module 3: Strategizing for Organizational Agility (Be Agile):** Developing an agility strategy and putting concepts into action.

**Module 4: Implementing Organizational Agility (Do Agile):** The META model of organizational agility implementation; CAMS - Composite Agile Method; Managing strategy execution; and Putting concepts into action.

## FACULTY MEMBER

Dr Saba Khalid is an Assistant Professor of Innovation, Technology and Entrepreneurship at the United Arab Emirates University. She has experience of working with account management at Nestle S.A. prior to joining academia. In academics, her broad research interest includes entrepreneurship capabilities, International Business Negotiations, firm capabilities and knowledge transfer and their relationship with firm performance. She has published in several international journals, including Journal of World Business, Management International Review, International Business Review, Journal of Business and Industrial Marketing and Asian Journal of Political Science, among others.

## TARGET GROUP

This course is aimed at executives who

- Work at agile organizations, or want to understand agile practices;
- Want to develop their agile capabilities; and
- Want to apply core values and principles of agile methods in their organizations.

Some of the management positions that usually attend agility and resilience training course are:

- Functional level managers such as product managers, process managers, human resource managers, finance managers, etc.

## ADMISSION REQUIREMENTS

It is assumed participants will be able to follow and participate in discussions in English, as well as write assignments on strategic agility.

## TEACHING METHODS

- Synchronous teaching on MS Teams
- Class discussions, case studies, articles, and relevant videos

## CERTIFICATE OPTIONS

Delegates can select to follow either one of the following two approaches:

- Obtain a "Certificate of Successful Completion" by demonstrating their knowledge, understanding and skills of the learning outcomes in practical assessments at the end of the course.
- Obtain a "Certificate of Attendance" and will not be required to complete any assessment.

## DATES

12 hours: TBC 2021 (3 days of 4 hours each)

Time: 09h00 – 13h00

## FEES

Certificate of Successful Completion – AED3500 (excluding VAT)

Certificate of Attendance – AED3000 (excluding VAT)

## ENQUIRIES

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