

FOCUSED, FAST AND FLEXIBLE IN A VUCA WORLD

Leaders • Teams • Organizations • Analytics

Agility

CONSULTING AND TRAINING

GLOBAL EXPERTS SINCE 2001

AGILITYCONSULTING.COM

Assessments | Coaching | Consulting | Workshops

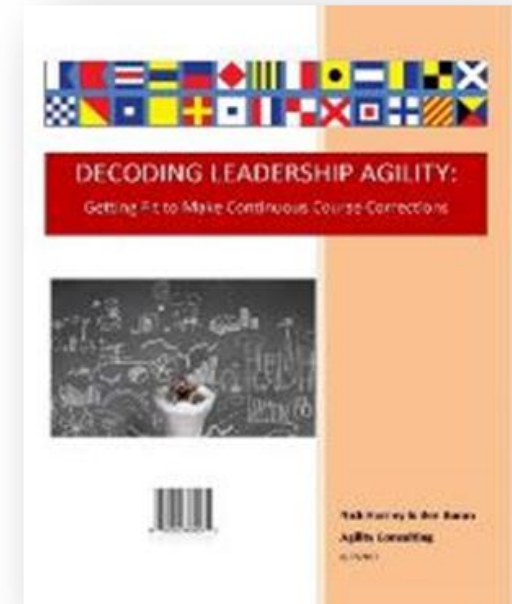


Co-author Books on
Agility and Change
Management



Nick Horney, Ph.D.

Founding Principal, Agility Consulting
Retired Captain, Navy Special Operations



Forthcoming Book on
Leadership Agility

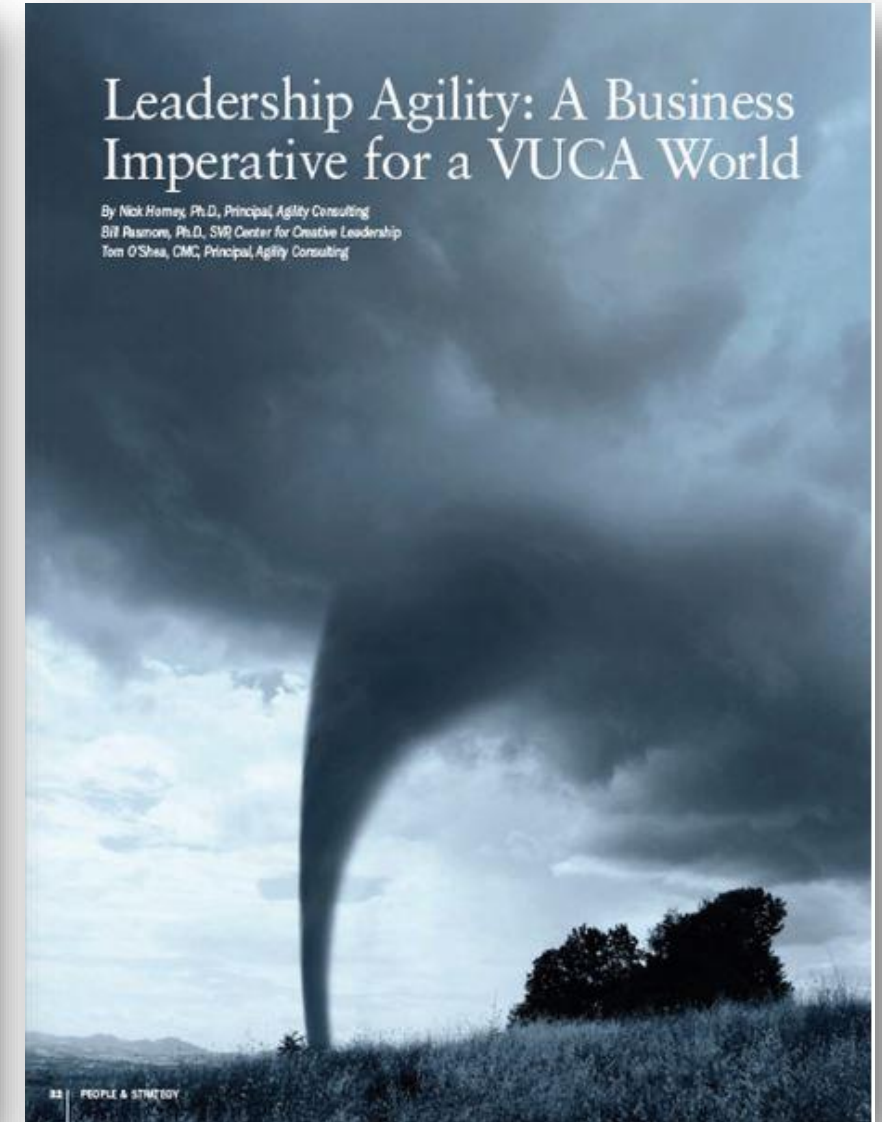
Since its founding in 2001, Agility Consulting has enabled leaders to anticipate and respond to change with people, processes and technology that are focused, fast and flexible.

Leadership Agility in 20 Minutes

1. Why even discuss Leadership Agility – VUCA World
2. Leadership Agility through the lens of an Organizational Psychologist – The AGILE Model®
3. Leadership Agility Fitness
4. 3 Leadership Profiles (clients) – CEO of REI/Secretary of Interior; President of Aramark; Founder of The Honor Foundation (non-profit)
5. Leadership Agility Profile assessment results for this audience – So what? and Now what?



Leadership Agility in a VUCA World



Accelerated Obsolescence -- Ask magazine publishers and....



BARNES & NOBLE
BOOKSELLERS



Woolworth

EFHutton

5 Major Contributors to Physical Fitness

1. **Muscle Building Exercise (strength)**
2. **Aerobic Exercise (run, bike, walk)**
3. **Flexibility Exercise (stretching)**
4. **Sleep – About 8 hours (unaided)**
5. **Meals – Balanced Nutrition**



Audience Response – Stand if you do at least one of these five on a regular daily basis. Keep standing if you do at least 2 of these five.....at least 3 of these five...at least 4 of these five.....all 5.

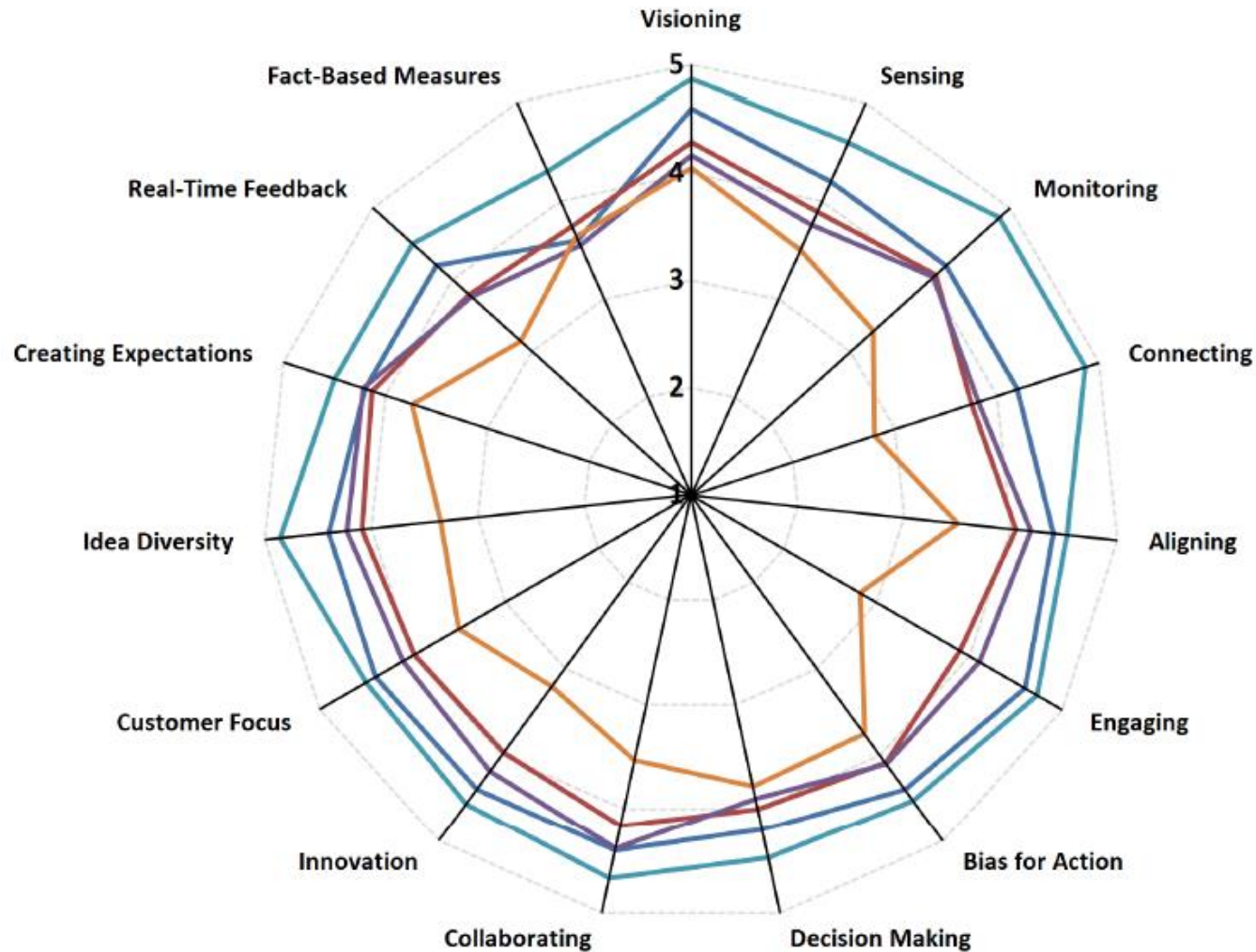
Leadership Agility Fitness™ -- 5 Major Contributors

1. **Anticipate Change**
2. **Generate Confidence**
3. **Initiate Action**
4. **Liberate Thinking**
5. **Evaluate Results**

THE AGILE MODEL®



Leadership Agility Profile 360 – Fitness Diagnostic

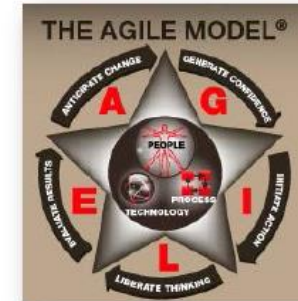


— Self — All — Peers — Direct Reports — Other

The Leadership Agility Development Guide

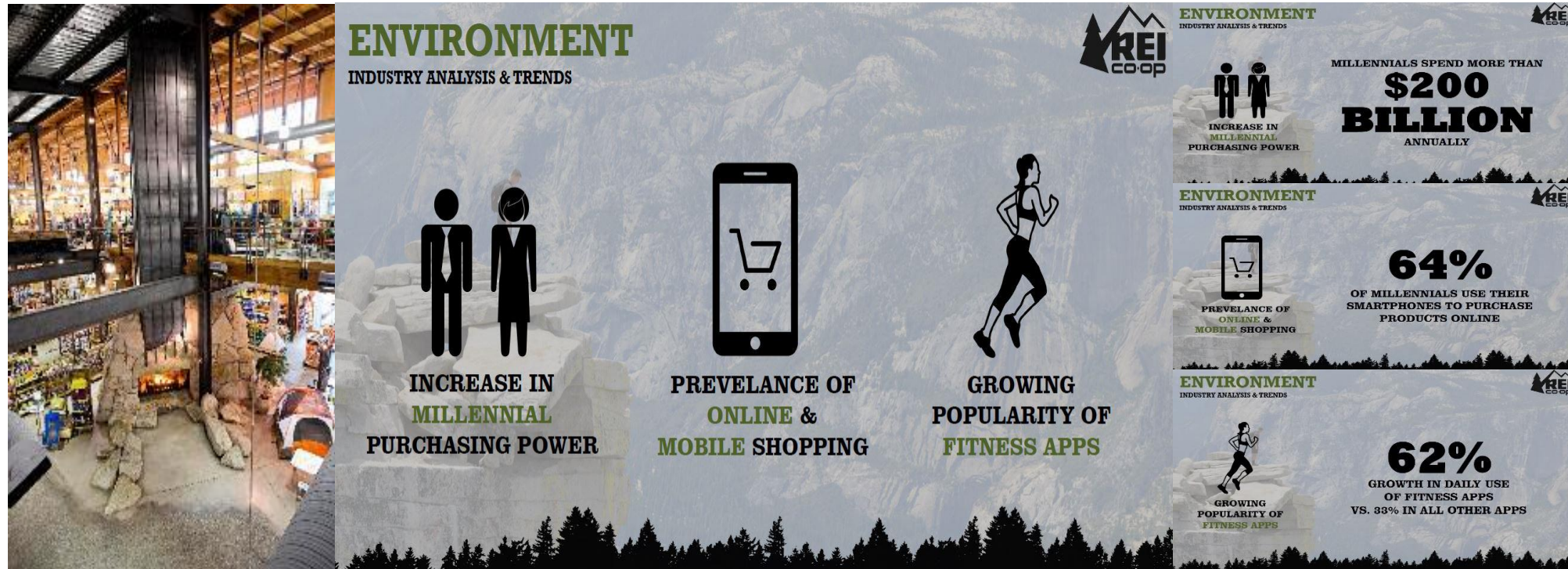
Version 2.0

Agility Consulting and Training



Agility
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CEO of REI and Secretary of US Interior Department

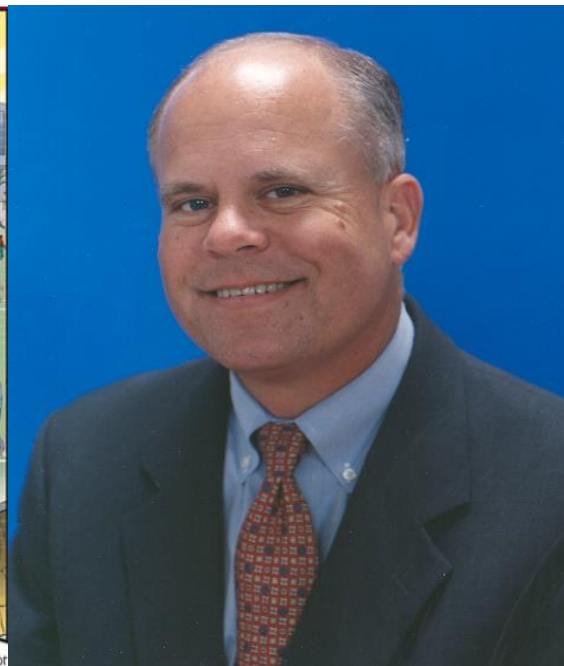
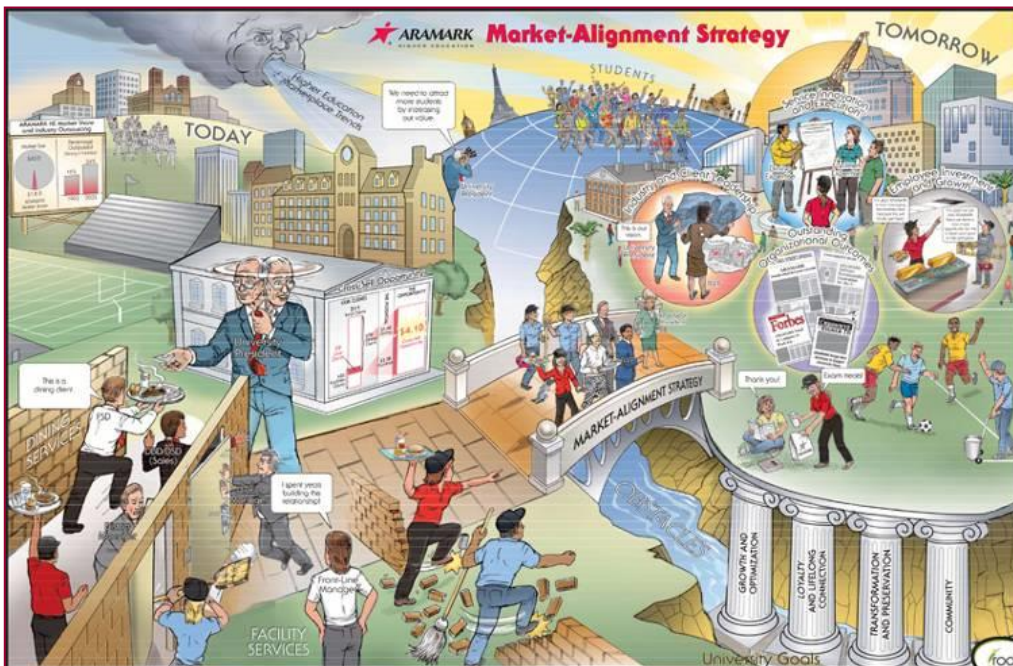


Sally Jewel, Former CEO, REI



Sally Jewel, Secretary of the Interior

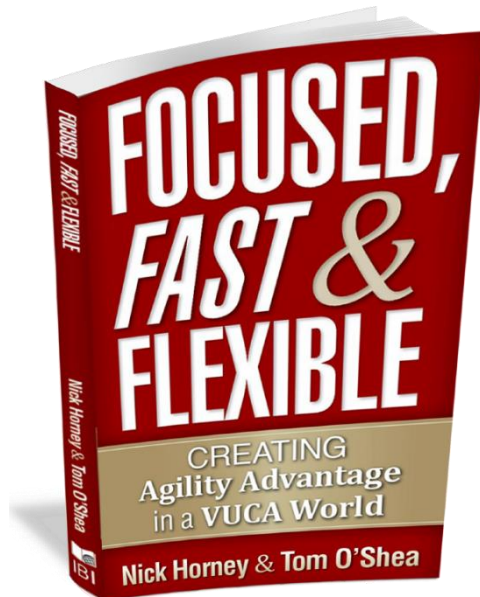
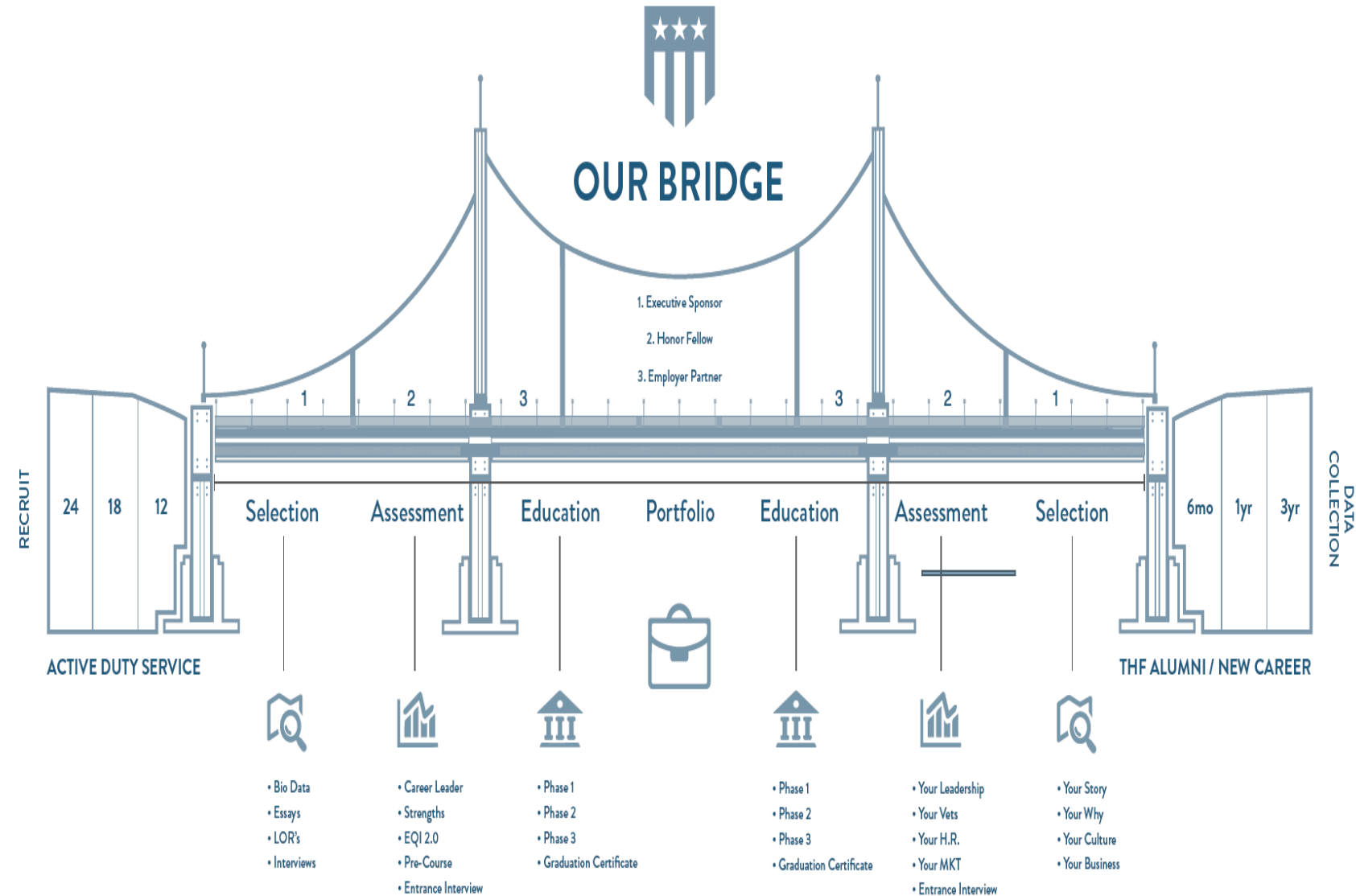
Mark Nelson, President, Aramark Higher Education



- Revenue -- \$3.5 Billion
 - Employees – 270,000
 - Countries – 22
 - Colleges -- 400 +
-
- Provide more variety, featuring locally grown or produced products
 - Offer more healthy choices
 - Produce a mix of national and local options
 - Solicit input from students, faculty and staff about the types of future dining options



Joe Musselman, Founder, The Honor Foundation



Leadership Agility Profile Aggregate Scores (n=35)

So What? Now What?

Agility Drivers	Business Agility Conference Participants (n=35)															
	Visioning					Sensing					Monitoring					Means
Anticipate Change	4.11	4.20	4.00	3.89	3.89	4.51	4.23	3.83	3.86	3.37	3.46	3.23	2.85	3.26	3.69	3.76
	Connecting					Aligning					Engaging					
Generate Confidence	4.00	4.17	4.09	4.26	4.23	4.49	4.17	4.06	4.60	4.00	4.46	4.35	4.06	4.17	3.83	4.19
	Bias for Action					Decision Making					Collaborating					
Initiate Action	4.34	4.44	4.26	4.49	3.83	3.97	3.86	4.14	4.29	3.70	4.31	4.23	3.54	4.31	4.14	4.12
	Bias for Innovation					Customer Focus					Idea Diversity					
Liberate Thinking	4.14	4.06	3.62	4.14	4.11	4.06	3.71	4.00	3.94	3.83	4.43	4.38	4.09	4.40	3.20	4.01
	Creating Expectations					Real Time Feedback					Fact-Based Measures					
Evaluate Results	3.97	4.00	4.31	4.06	4.11	4.20	4.46	4.20	3.94	3.34	3.00	3.49	3.60	3.54	3.89	3.87

"I alone cannot change the world, but I can cast a stone across the water to create many ripples." Mother Teresa