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agilityhealth®
enabling business agility

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AgilityHealth's robust measurement and continuous improvement platform has enabled many Fortune 500 companies to foster a culture of innovation, and significantly improve business outcomes, as a result of implementing iterative project management frameworks and working to develop "agile" teams. Widespread implementation of iterative (or "agile") project management approaches in the private sector since 2001 has given early adopters a competitive advantage in a highly disruptive marketplace. AgilityHealth will enable warfighter problem-solving/innovation by engaging additional DAF customers/end-users and adapting our assessments, and associated continuous improvement methodologies, to function, and add value, in the DAF context so that our measurement and continuous improvement platform can be leveraged by more and more DAF customers/end-users. AgilityHealth is building DAF leaders' competencies to engage teams in common "agile" ceremonies, including but not limited to periodic performance assessments, strategic retrospectives, and growth planning. Enabling warfighter "agility" directly supports DAF Strategic Capabilities involving resilient information sharing and rapid/effective decision making, advances innovation, and, in part, ensures U.S. warfighter readiness and superiority over technologically advanced adversaries.

In today's business environment, use of "agile" approaches is as common in prominent financial and insurance institutions as it is in Silicon Valley. However, adoption of iterative management frameworks has lagged in government entities as has not expanded beyond software development initiatives. Our capacity to develop innovative solutions to complex problems in dynamic contexts is essential in maintaining a competitive advantage over our adversaries; however, antiquated "legacy" systems, processes, and procedures have, in part, hindered U.S. warfighters' efforts to replicate and disseminate innovations as effectively as marketplace competitors. In fact, an overall lack of innovation in the armed services prompted visionary military leaders to create the Defense Innovation Unit, National Security Innovation Network, DAF's AFWERX and many other innovation cells. Advancing innovation is clearly an overarching strategic imperative. As part of working to enable warfighter innovation on par with marketplace competitors, a key strategy must be developing warfighter competencies to engage in the nuanced product development and project management approaches that marketplace disruptors continue to use to establish and maintain a competitive edge. There are a wide variety of iterative project management approaches; however, all current frameworks involve rapid prototyping and then collaborating to refine solutions in iterative cycles based on user feedback. Agile approaches ensure end-users get what they need/want (not what developers think they need) and that teams can quickly "pivot" and reprioritize their work to address changing requirements. As such, "agile" teams are structured to develop novel solutions and are empowered to share their expertise and collaborate to achieve shared goals. Embracing broader "operational agility" also has the potential to positively impact DAF recruitment and retention rates, as well as common concerns with team mobility. According to the Commander of the Air Force Recruiting Service, the post-pandemic labor shortage has hampered recruiting efforts and the DAF will likely fall short of its annual recruiting goals for the first time since 2010. Additionally, according to the Congressional Research Service, retention rates for airmen with more than 6 years of service have decreased 15 percentage points since 2019. There is a direct correlation between use of "agile" approaches and job satisfaction rates. According to Rietze and Zacher (2022), implementation of "agile" work practices has a positive impact on occupational well-being by improving employees' perceptions of key work characteristics. Agile ceremonies, whereby teams regularly collaborate to analyze performance data, prioritize goals, and develop growth plans, bestow franchise in shared decision making and empower individual to voice concerns and adopt cross-functional roles. As experts in developing team competencies to implement and sustain "agile" approaches, AgilityHealth is confident we can bolster DAF innovation as well as improve faltering recruitment and retention rates.

AgilityHealth's platform is quickly gaining traction in the Department of the Air Force (DAF) through the Small Business Innovation and Research (SBIR) program. Current DAF customers/end-users, including the 2nd Bomb Wing, 7th Logistics Readiness Squadron, 48th Fighter Wing, 97th Intelligence Squadron, Tesseract, and TRON, believe they will increase innovation and productivity, and decrease inefficiencies and impediments in operations, as a result of implementing AgilityHealth's technologies and methodologies. Additionally, DAF customers/end-users anticipate AgilityHealth's solutions as adding value in efforts to improve team culture, employee satisfaction, and recruitment/retention rates. AgilityHealth is confident we can also deliver these results to Travis Air Force Base.

AgilityHealth is currently working with more than 80 clients across public and private sectors, including state and federal agencies and industry leaders like CapitalOne, Deloitte, FedEx, and Geico. AgilityHealth provides a wide variety of team assessments to these customers, including Team Health, Team Culture, DevOps/DevSecOps, and Lean Portfolio Health (and) a platform whereby customers/end-users collaborate to develop growth plans and engage in professional learning. Thus far, AgilityHealth has successfully scaled its solution(s) across more than 23,000 participants in a large commercial enterprise. AgilityHealth has had a total revenue of $61 million since 2010 and is expected to generate an ARR of $10 million in 2022. We are constantly working with new industry partners to ensure we are the hub for the cutting-edge, industry-leading practices within the agile space.