AGILITY

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Contents

The topic that I found interesting is Agility.

Introduction of Agility

Agility refers to a company's ability to quickly adapt and reinvigorate itself in the face of a constantly changing, uncertain, and unpredictable environment. Organizations that adapt to the development of new competition, technology, and changing market conditions display a high level of agility.

Two things are required for agility. One is the ability to move quickly, or dynamic capability. And agility necessitates stability, which serves as a springboard for the organization. This is becoming true for every organization, given today's levels of uncertainty, ambiguity, market instability, and globalization. It's vital to be adaptable and quick to respond to change so that you can gain from it.

Application of Agility in organization

Organizations must invest in continual learning and build a culture of responsive discovery in order to be agile. All team members may easily share ideas, develop new tactics, and execute those strategies swiftly in an agile working culture. Leadership should promote an "entrepreneurial mindset" among employees, both for customer-facing activities and internal value-adding initiatives.

How to build agility in an organization?

- **Hire and inspire people who share your essential values:**
  Businesses that succeed focus on creating employees that can collaborate, adapt to change, and act with resiliency. This goes beyond simply looking for people with specific skills or work experience. Using an organization's core values as a guiding principle can help hiring managers and recruiters see between the lines of applications and find people who are truly

committed to the organization's mission. When you have a staff with a true, shared vision, it's easier to foster teamwork and accountability, as well as battle workplace fatigue.

- **Adopt a culture of learning and growth:**

  Agility requires businesses to invest in their employees' ongoing education and to foster a culture of responsive discovery. Regular analysis should be viewed as a method for teams to increase the value of their work. Team members at all levels should be able to make mistakes and, more importantly, learn from them in an open workplace. Leaders and decision-makers should ask themselves, "What have we learnt recently, and how will this help us provide more value to our customers?"

- **Keep a positive attitude:**

  A cornerstone of the agile mentality is a company's ability to identify changing market conditions and new opportunities and respond quickly to stay ahead of the competition. In an agile working environment, all team members may easily share ideas, develop new tactics, and quickly implement such methods. Employees should be encouraged to have a "entrepreneurial attitude," both for customer-facing work and internal value-adding initiatives.

Benefits of agility in an organization

Some of the benefits of organizational agility are as follows:

- Adapt to changing market and worker conditions
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- Support faster internal transformation
- Provide the maximum value to customers while maintaining the company's power and profitability.

True agile firms are better able to respond to shifting market conditions and evolving workforces in the long run. As we prepare for a new post-pandemic business environment, it's critical for companies to consider their organizational agility. Taking the initiative to evaluate your company's agility is the first step toward a growth-oriented strategic redesign. Add as much value to the customer as possible to maintain the company strong and profitable.

Relation of Agility in Technology Management

Technology management can be viewed from a variety of perspectives because the word "technology" has so many varied connotations. The capacity to quickly and seamlessly adapt to or combine present technologies with newer, different, disruptive, expanded, or convergent technologies is referred to as technology management agility. The faster technology advances, the more quickly you must figure out how to incorporate it into your organization and put it to use. Companies that can acquire technology in a way that aligns with their business and IT strategies will be more flexible in their capacity to adapt their operations. Agility in technology management contributes in the development of competitive advantages. The company's business model must change.

Importance of Agility in technology management

Agility in technology management helps in the following ways:

- To integrate technology into the organization's overall strategic objectives.
- To more swiftly and efficiently enter and depart technologies.
- To review and evaluate innovations more effectively
- Getting access to technology
- To be in charge of the organization's internal technology.

- To improve technical professionals' efficiency.

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