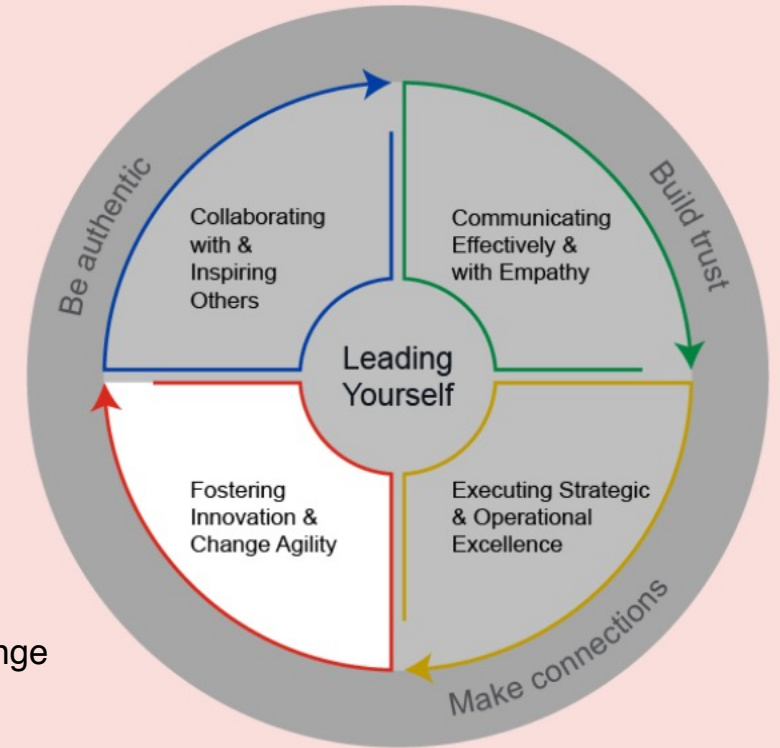




Change Agility

- 01 Seeing the necessity or opportunity created by change
- 02 Embracing discomfort and pursuing change with commitment
- 03 Practicing resilience in the face of change and setbacks
- 04 Proactively seeking out new challenges and opportunities to acquire new knowledge, perspectives, and skills
- 05 Leading others through organizational and cultural changes
- 06 Removing barriers, managing resistance to change in others, and demonstrating the benefits of change



How You Learn

Reflecting on the definition of Change Agility, consider suggested activities on the next page to build this leadership capability. Create a personalized plan that provides you with the right blend of formal, social, and action learning.

● Formal Learning

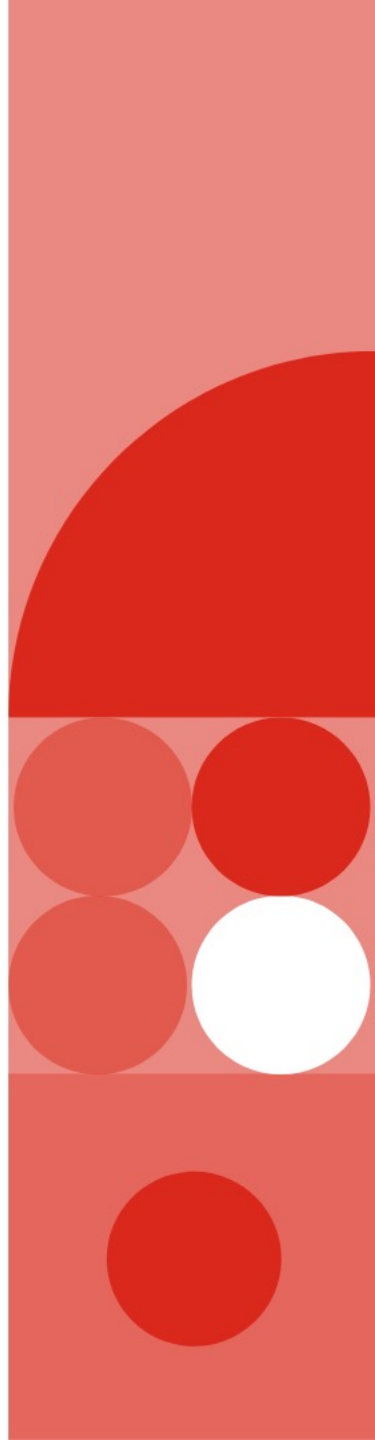
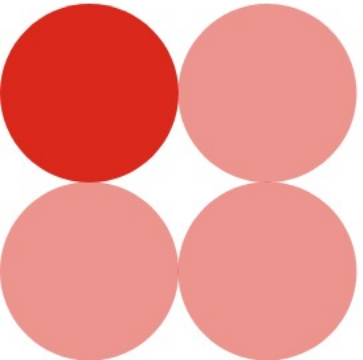
10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

● Social Learning

20% of an individual's skill development comes through social learning opportunities like mentorship, coaching, collaborative opportunities with peers.

● Action Learning

70% comes through on-the-job experience. Experiential learning allows an individual to immerse themselves in the nuances of their role, refine skills, and work their way through real challenges.



Action Learning

- Use the [Change Agility Assessment](#) when faced with a change and create an action plan to help you successfully respond

Revisit the assessment as you move through the change and identify strategies at each stage of change in IIPE (Inform, Involve, Prepare, Embed)

Share insights learned with your team

- Proactively identify where resistance may arise, how your team members may react to the change and, watch and listen for changes in team members' actions and behaviours

Determine how you will manage the resistance and the most appropriate role to use to help team members through the change

- Reflect on a meeting about a change, and consider the leadership behaviours during change you leaned on the most – Communicator, Coach, Liaison or Supporter?

Were there times when you could have used a variety of behaviours?

Social Learning

- Consult with a leader who has led a change process to find what worked and what challenges they experienced
- Ask for input and feedback from others on your change leadership efforts
- Build a psychologically safe team environment that acknowledges the discomfort of change and still commits to it
- Discuss how the Change Agility Assessment helped you and others respond to change

Formal Learning

Click on the links below

[Building Resilience](#)

Classroom

[Introducing Agile to Your Work](#)

Classroom

[Leading Myself Through Change](#)

eLearning

[Leading Others Through Change](#)

eLearning

**Building Change Agility
(Classroom - 2022 release)**