



Learn or

**LEADERSHIP
ACADEMY
AMSTERDAM**

It seems there is a different speed and nature of change

Speed of change



Uncertainty & volatility





We are living in a VUCA world

Volatility	The nature, speed, volume, magnitude, and dynamics of change.
Uncertainty	The lack of predictability of issues and events.
Complexity	The confounding of issues and the chaos that surrounds any organization.
Ambiguity	The haziness of reality and the mixed meanings of conditions.

Consequences of VUCA for our workforce

16%

...before 2000 had less than
2 years in their current job

47%

.....of US jobs will be
automated in the next 20
years

51%

Data from last decade: a
more MOBILE workforce

15%

...share of freelancers,
contractors, temporary
workers in 2015

35%

...expected share by 2030

WAKE UP !!!!

“Jobs are being created faster than skills are being developed. It has created the need for a new kind of leader who can adapt on the fly – one that has learning agility. One thing is clear, the exact job a person holds today, will likely be dramatically different within a few years.”

MD, Search firm Korn Ferry

Key success factors

IQ



EQ



AQ



Why do we need agility

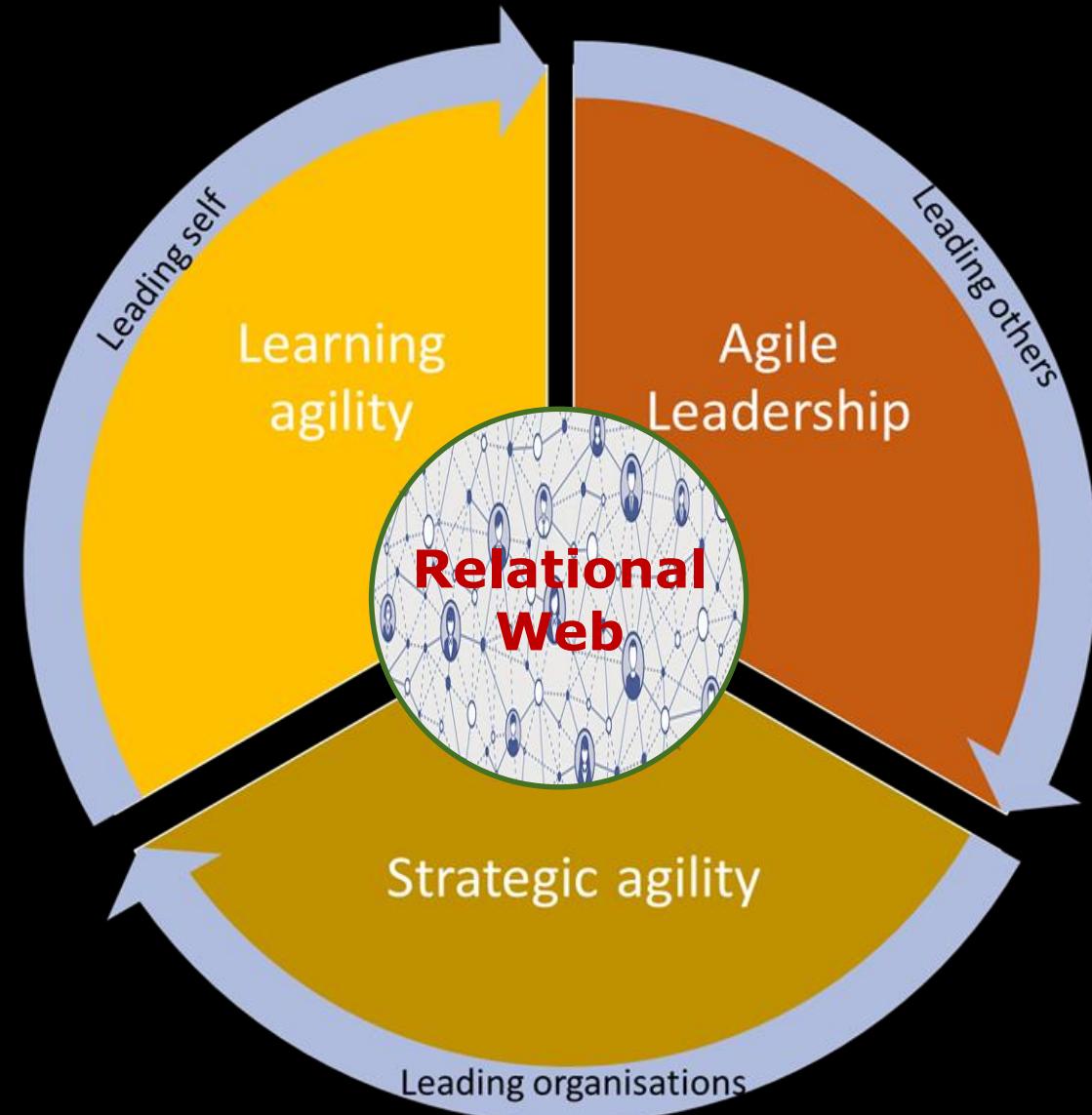


Agility is a distinct quality that allows individuals, teams & organizations to respond rapidly to changes in the internal and external environment, without losing momentum and whilst holding true to your purpose, values and vision.

A 2009 study at MIT found out that agile firm increase revenues 37% faster than non agile firms.

3 perspectives of agility

Learning agility
Is the ability to rapidly develop new effective behavior, based on new experiences.



Learning agility components



Self Awareness

Knowing their own strengths and weaknesses.
Critical of their own performance and actions.
Keen to know how they can do things better
and willingness to learn.

Learning agility a primary indicator for talent

The extra mile: High potential
Easily learn from new tasks
Enjoy to deal well with ambiguity and complexity
Don't except status quo
Are impatient
Like to try new things, different approaches
Are willing to take the heat when things fail

30%

...of high performers are also
high potentials

93%

...of high potentials perform
at a high level

More information; www.LeadershipAcademyAmsterdam.com

