

**Learn or .....**

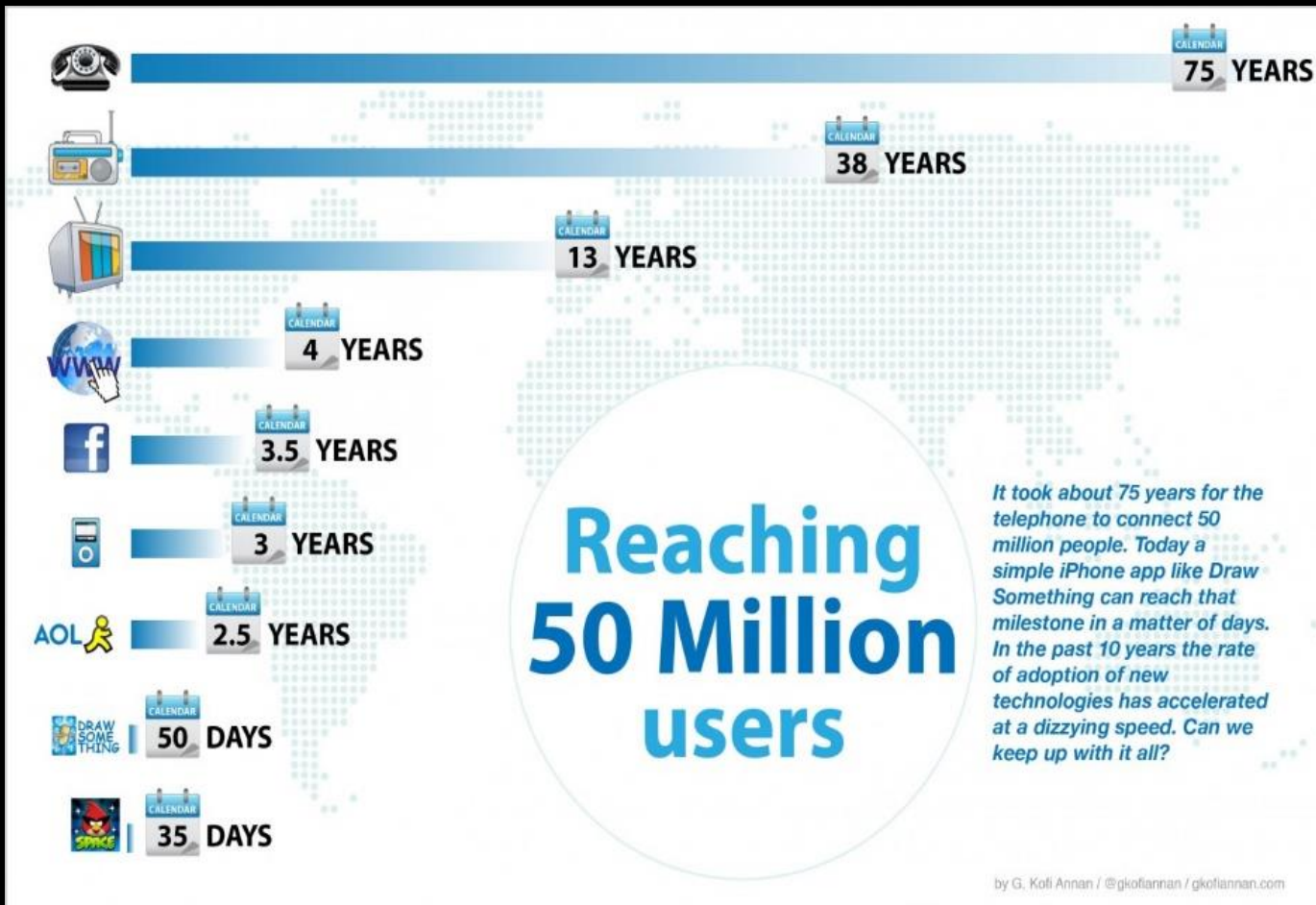
**LEADERSHIP  
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It seems there is a different speed and nature of change

## Speed of change



## Uncertainty & volatility





## We are living in a VUCA world

<b>Volatility</b>	The nature, speed, volume, magnitude, and dynamics of change.
<b>Uncertainty</b>	The lack of predictability of issues and events.
<b>Complexity</b>	The confounding of issues and the chaos that surrounds any organization.
<b>Ambiguity</b>	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

15%

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

47%

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

51%

Data from last decade: a  
more MOBILE workforce

35%

...expected share by 2030

“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. On thing is clear, the exact job a person holds today, will likely be dramatically different within a few years.”

*MD, Search firm Korn Ferry*



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.

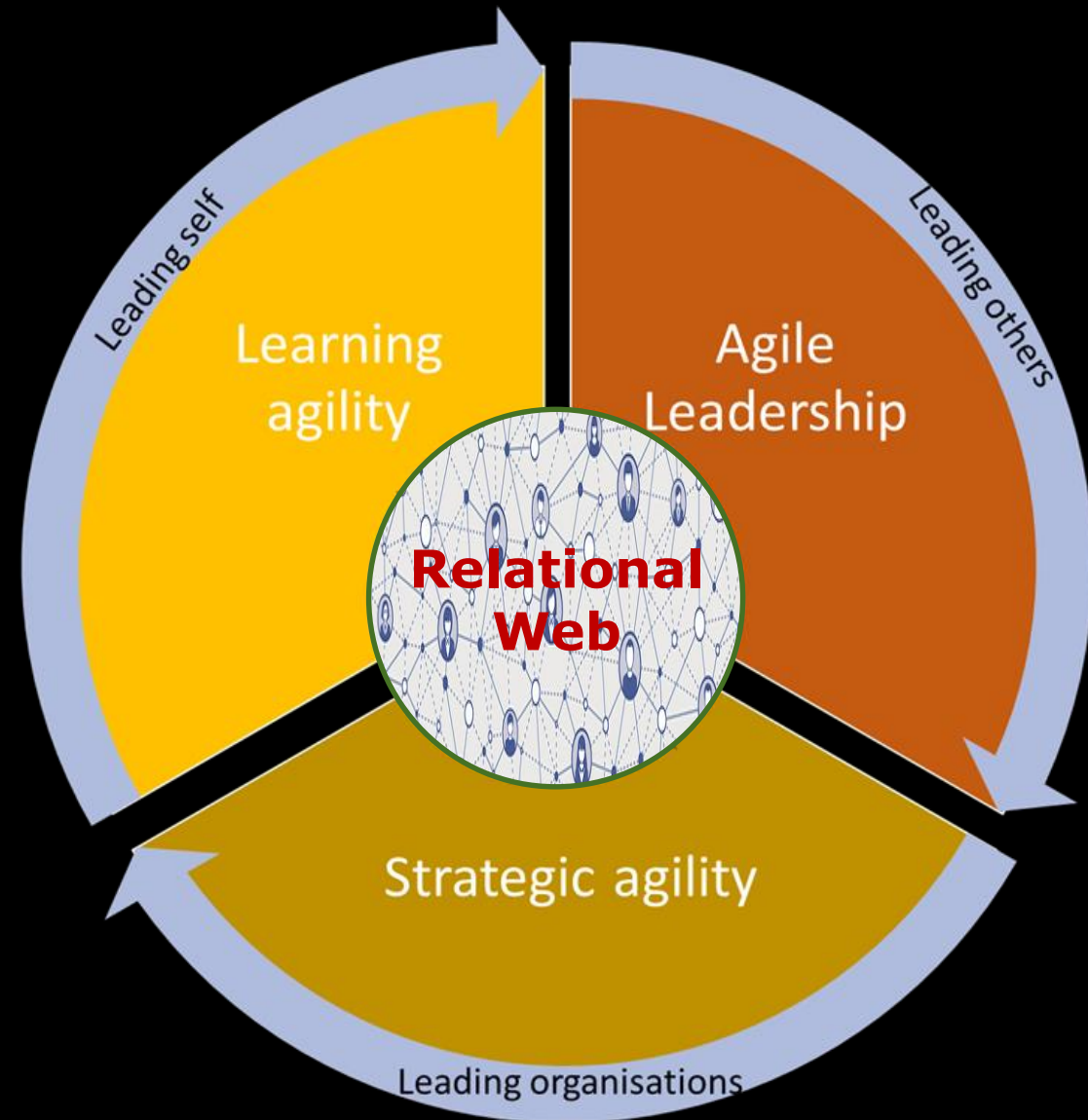
A 2009 study at MIT found out that agile firm increase revenues 37% faster than non agile firms.



## 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 expect 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](http://www.LeadershipAcademyAmsterdam.com)**

