

AGILITY:

Create the
capability to
change.



sage ways™

It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change.

CHARLES DARWIN



Constant Change is the New Normal

If you're of a certain age, you may remember rotary-dial phones, anchored to the wall by a cord. Then there were push buttons. Then cordless. Then mobile. Then touch-screen. And so on. What's remarkable about this isn't so much that technology marches on; it's that the intervals between changes are getting smaller and smaller. The same goes for business shifts—accelerating change is reshaping the world in ways we could never have imagined. Change no longer comes in cycles; it's a constant state. A new normal. And managing it requires a new way of thinking about organizations, and the people who lead them.

There are still managers who strive to run well-oiled machines—swapping out parts, and tinkering with mechanisms. But our new normal requires a different mindset, because machines can only be repaired or replaced; they can't evolve or develop.

Overwhelmed? You're not alone.

In 2010, IBM conducted a Global CEO study, interviewing 1500 chief executives across 60 countries in 33 industries.

The number one concern among execs? The growing complexity of the business environment.

The CEOs said change happened quickly, and on a large scale; they said the future couldn't be predicted with any precision; challenges were complicated by many factors, with few single causes or solutions.

The majority of the execs went on to admit that their organizations weren't equipped to cope.

Sage Ways can help.

Adaptable Organizations are Successful Organizations.

At Sage Ways, we think a better metaphor for business is the natural world, and the living systems described by Charles Darwin. In these ecosystems, only the adaptable successfully navigate change; they do this by transforming both themselves and their environment, leading to a rebalancing, and a newly-learned resilience.

The same holds true in a business ecosystem—success comes to those able to make adjustments to business models, strategies, or leadership within the evolving structure of the system. Success comes to those with the capability to change.

That's where Sage Ways comes in. We've found that while many organizations are adept at operational change—aka Change Management, or tuning the machine—most give little attention to the people side of the business, or to the layers of complexity in an ecosystem model. Our core belief is that people are both an organization's most valuable asset, and the key to transforming businesses amidst rapid change.

Sage Ways works with the new normal every day, helping people and teams in organizations create a dynamic capability to change, so that they can adapt to today's ever-increasing demands and complexities with ease and creativity.

We think of this capability to change as *Agility*.

The Key to Success

An ever-growing body of research connects agility—the cultivated capability to adapt to change more quickly, reliably, and sustainably than the competition—and success.

In their book *The Agility Factor*, veteran researchers Christopher G. Worley, Thomas Williams, and Edward E. Lawler reviewed the performance of hundreds of companies over decades, and came to a simple, data-backed conclusion: over time, agile companies are up to seven times more profitable.

“Today,” they write, “when every industry faces turbulent change as a matter of course, a company's agility becomes the difference between sustaining performance and falling behind.”

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Agility Can Be Learned. Here's How.



In an ecosystem, the most prolific rate of change takes place on the fringes, or what scientists call the ‘verge’.

It’s where no single species dominates, and change is constant—like the ocean’s intertidal zone, or the boundary between forest and savanna.

While organisms at the heart of dominant environments enjoy some amount of stability, those on the verge have learned agility: they’ve learned to adapt. Verges exist in business ecosystems too, in the zone where individual leaders and their organizations converge and interact. We believe that effective organizational change can’t last without conscious work on both fronts.

So Sage Ways blends both talent development and organizational change at this verge—this environment primed for learning. We help leaders learn agility, then help them create the capability to change across their organizations.

We’ve found that while organizations must remain stable in executing their core businesses, there’s increasing pressure to generate profound change through ‘blue sky’ thinking designed to look beyond current limitations or following a ‘blue ocean’ strategy in a quest for new market spaces ripe for growth.

We help organizations generate profound change by integrating leading-edge learning concepts—like Vertical Development—with insights from the emerging field of NeuroLeadership, and practical methods for addressing real-world business challenges through Action Learning.

The result: rewiring for the new normal.



Are you ready to grow?

Organizational changes are never successful until leaders adopt a growth mindset and are committed to both personal and organizational transformation.

We've seen this phenomenon at work, and it can be understood through a theory of adult learning known as Vertical Development.

Vertical Development describes how as adults, we develop new capabilities when confronted with increased complexity and challenges we can't handle at our current level.

This realization—that the old way of doing things won't work anymore—compels us to take the next step, and grow the way we think and operate in the world.



Sage Ways Agility Solutions

Sage Ways
Agility Framework



Our Agility Solutions combine deep personal change with proven organizational development methods. We help leaders understand where they are in their own journey of growth, and work through the resistance many have to taking the next step.

We then integrate this personal leadership work with organizational best practices based on research findings from The Agility Factor.

The result: a pragmatic, evidence-based framework that helps leaders create agile organizations that are ready for a new-normal environment.

Our solutions are adaptable so that clients can start at an entry-point that best suits their needs:

AGILITY IN ACTION

Workshop programs to develop a growth mindset in leaders, so they are able to develop your organization's capability to thrive in change.

IDENTITY CATALYST

Tools and exercises to ignite leadership effectiveness by being able to articulate who you are, and what you stand for.

TALENT ACCELERATOR

Integrated talent development programs to create a pipeline of agile leaders.

CULTURAL AGILITY

Use this innovative form of international service learning to foster curiosity and cultural awareness in a rapidly changing global economy.

TEAM AGILITY

Develop teams that work together as one so they are more agile and effective.

What to Expect?

Expect to be challenged.

Expect to develop the vision and agility in your leaders necessary to transform your business in the new normal.

Expect to learn the skills to build an agile organization, and boost performance.

Expect to create new ways of working that will optimize creative collaboration in complex and dynamic situations.



Why Sage Ways?

Constant change is the new normal. At Sage Ways we believe the key to business growth and success is to meet the increasing rate of change and complexity head on. We help you do this by strengthening your people's capabilities to adapt, create and innovate. By making them agile.

Our results are proven, transformative and lasting—your people will develop a dynamic capability for change, resulting in a more agile organization.

We partner with clients to create customized solutions through:

PRAGMATIC DESIGN AND EXECUTION

We deliver finely-tuned solutions based on your needs and our deep experience, honed over decades as business and human resources leaders.

PRODUCTIVE COLLABORATION

We bust traditional silos by building collaboration experiences and processes that ignite the entire team's energy to address real-time business challenges.

LEADING EDGE LEARNING

We challenge the status quo and develop new and creative ways of addressing complex problems and driving change.

Getting Started

To determine your current organization's agility, contact us at hello@sagewaysconsulting.com to find out how to embark on the Agility Factor Assessment.

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sagewaysconsulting.com
(206) 618-4370



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