

LEARNING AGILITY

Learning agility, identified as a crucial talent trait, is integral to innovative leadership and organisational success.

Research shows that companies with highly learning agile executives enjoy significantly higher profit margins.

This booklet explores a little bit more on learning agility and its components, helps individuals to assess their learning agility, stretch mindset, and enhance performance.



Defining Learning Agility



What it is?

It's the ability and willingness of an individual to learn and adapt quickly to new concepts and environments.

It involves being open to new ideas and continuously acquire and apply new skills and knowledge to navigate change, and thrive in dynamic circumstances.



Why it is important?

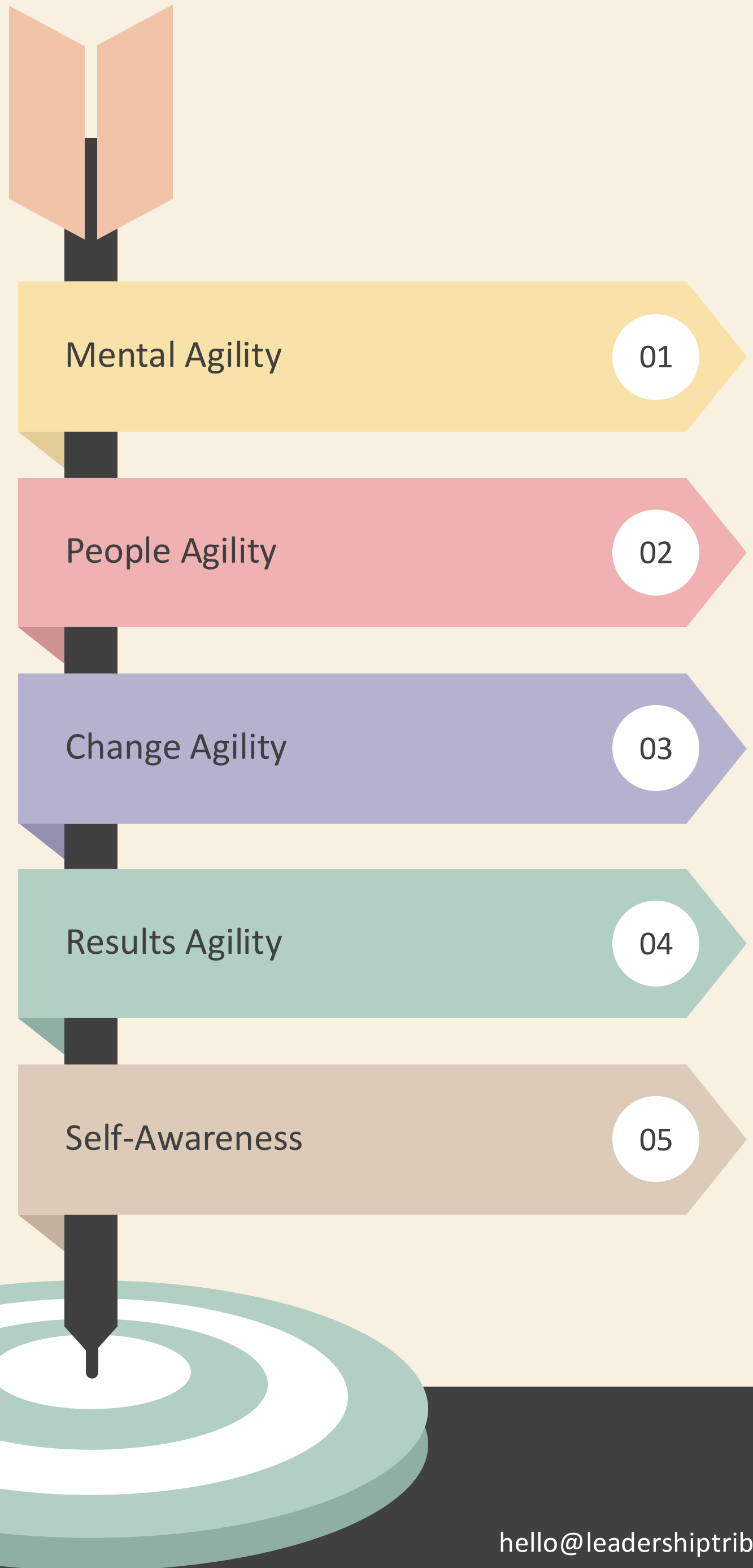
It is a key competency in today's fast-paced and ever-changing business landscape.

It enables individuals to stay relevant, innovative, and successful in their careers.

Organizations benefit from improved performance when they promote a culture of learning agility.

learning agility 5 factors

by the Korn Ferry study



Learning Agility 5 Factors Explained



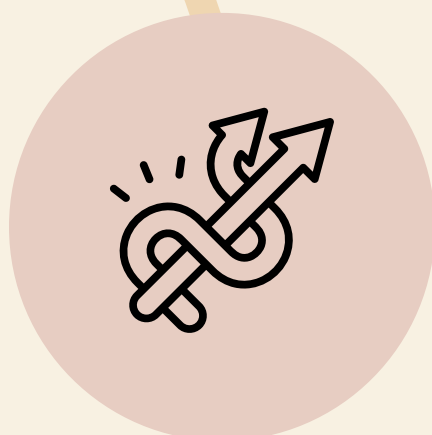
Mental Agility

The ability to embrace complexity, analyse problems, make fresh connections, stay inquisitive and generate creative solutions.



People Agility

The capacity to open toward others, understand and interact effectively with diverse individuals and groups, and bring out the best in others.



Change Agility

The willingness and ability to adapt to new situations, navigate uncertainty, lead transformation efforts, continuously explore new options with resilience.



Results Agility

The drive and determination to set goals, prioritise tasks, and deliver results efficiently and effectively even in tough situations.



Self Awareness

The ability to reflect on one's own strengths and weaknesses, seek feedback and personal insight, and learn from experiences.

QUIZ: Understand Your Learning Agility

How well do these statements describe you?

	AGREE	DISAGREE	STRONGLY DISAGREE
It's important that I attend to every detail.	3	2	1
I accept nothing less than perfection.	3	2	1
The work isn't finished until every detail has been worked out with due diligence.	3	2	1
Rules are NOT meant to be broken.	3	2	1
I work best when my goal and solutions are clear.	3	2	1
Stability and clarity are key to a successful career.	3	2	1
Flexibility leads to mistakes.	3	2	1
I always try to achieve certainty so that work is done correctly.	3	2	1
My decisions without full information are bad for the company.	3	2	1
It's important to achieve a stable and reliable work environment.	3	2	1
Add up your score			
Total			

Understanding Your Scores

This quiz is designed to help you reflect on how much your behaviours help or hinder your learning agility.

- 10-20 Points

Your pattern of scores indicates a predisposition toward "learning=agility," especially change and mental agility. The ability to deal with uncertainty and change, while having the capacity to tolerate a lack of details, is a hallmark of the agile approach to work.

- 21-30 Points

Your pattern of scores indicates a predisposition toward diligence and dutifulness. Detail orientation and a need for certainty are hallmarks of a strong contributing employee, but they can impede promotion and are in many ways the opposite of the agile approach to work.

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TIPS FOR IMPROVING YOUR LEARNING AGILITY

The quiz developed by Korn Ferry is designed to evaluate your current learning agility level.

The results provide insight rather than judgment. Regardless of your level, there is always opportunity for improvement.

Here are some tips:



1. Embrace Exploration

Seek out diverse and novel experiences to enrich your leadership and management capabilities.



2. Refine Your Sense-Making

Make sense of the challenge you face while you are working on a solution.

Be curious and willing to experiment. Utilize multiple techniques, engage different senses, and tap into your emotions to wrest understanding, insight, and meaning from the experience.



3. Internalise Experiences and Insights

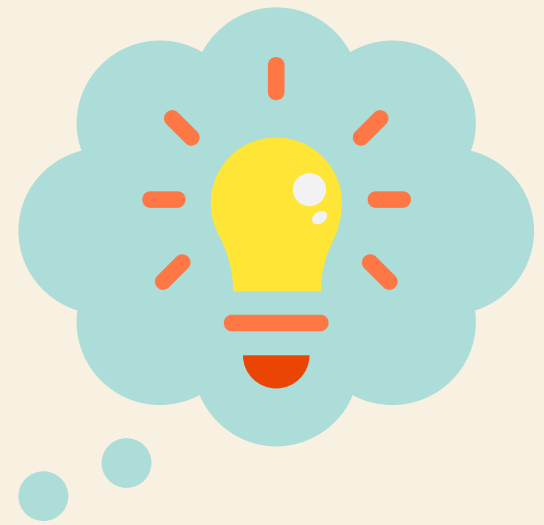
Invest effort in consolidating insights and lessons learned for future application.



4. Adapt and Implement

Apply your experiences and lessons learned to navigate new and challenging situations.

Reflection Exercise



Consider everything you have picked up so far and how it relates to your own learning agility capabilities.

What are the areas you would like to improve?

Which tips you want to use to improve your learning agility?

Who can help you with your development?

Anything else?

Capture your thoughts and next steps.

Remember

Learning to Unlearn

We are good at pursuing new knowledge, though we often struggle to let go outdated concepts and strategies that once proved successful.

Unlearning is a challenging process, as it challenges our ingrained biases and requires us to re-evaluate our previous successes.

However, unlearning is a valuable tool and enables us to challenge assumptions, embrace new perspectives, and continuously improve ourselves and our organisations. It fosters resilience, agility, and a growth mindset which are essential qualities for success in today's dynamic and complex world.

Tips to Learn, Unlearn, and Relearn

a.

Challenge your own biases and assumptions

b.

Develop a growth mindset

c.

Stay aware of changing trends

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."

– Alvin Toffler



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