



Agile Leadership

Two-Day Programme for Boards and Executive Teams

Overview

Agility is a buzzword, it truly is. Yet it's also a fantastic descriptor of what it means to ride the wave of change we face and seize the incredible opportunities to make a real difference. Agility describes our ability to have strength and fitness to make magic in tumultuous times. To cultivate agility, we also need flexibility and balance and deeply-held habits that keep us focused on where we need to get to.

Yet are we really equipped as leaders to understand how to apply agile thinking into our strategies and leadership approaches? Are we truly ready for the dynamic and game-changing challenges we face in an ever-accelerating business landscape?

The secret sauce? Building an agile strategy and an inspired leadership team that is equipped for change and ready to execute on that magic impeccably.

This fun, interactive and practical two-day programme aims to provide a platform for transformation: to inspire those who are curious as to what agile leadership is all about; to shift the beliefs and understanding of a board or an executive team into the agile dimension; and to instil a framework and approach for new levels of strategic thinking and a more meaningful approach to executing strategy.

The tools utilised include: Lego® Serious Play®, the **Contribution Compass** profiling tool and the approaches utilised in Verne Harnish's **Scaling Up** methodology.

Learning Tools

Lego® Serious Play® (LSP)

An innovative, powerful and transformative facilitation methodology that uses Lego® bricks and a structured approach to activate the full potential of people, teams and organisations. LSP provides a safe and fun experiential process to unlock just about every challenge that could confront teams and the individuals who make or break those teams.

Visit the **LSP playlist** on Belinda Doveston's channel for more insight.

Contribution Compass

A profiling tool that enables you to understand both your area of maximum contribution to a team, company or organisation and how you can leverage the most value for yourself and for your organisation. You achieve this leverage simply - by investing your time in your area of maximum contribution, through what is referred to as your 'natural energy'.

See page 3 for more information.

Belinda Doveston

Belinda Doveston is a highly experienced educator, facilitator and business architect who is a certified facilitator in the Lego® Serious Play® method. She is one of the few active and certified LSP facilitators in South Africa.

Belinda brings together broad business experience, deep people development acumen and a passion for making a real impact on our world through human transformation.

Belinda is the founder of **Apian Learning**, an online video-based learning portal, and also produces and hosts a weekly podcast called **Show Me the Honey**, available on Apple Podcasts and other podcast broadcasters.





Learning Outcomes

- Waterfall versus agile: why the structured and rigorous approaches to strategy inculcated from days-gone-by militaristic strategic approaches no longer work; and what does work.
- What makes a strategy and team agile: lessons from sport and the success of the African Wild Dog.
- Is your team ready for strategic agility? Insights from the agility of your current strategic approach and where your key areas of focus should be.
- The strategic execution framework: routines, habits and structures that define strategy, build agility and support flawless strategic execution.
- The agility keystone: building a culture that is obsessed with continuous learning and improvement.
- Aces in their places: the powerful impact of balanced natural energy in the team and enabling team members to maximise their contribution to their team.
- The strategic roadmap: the key activities and projects for the board or team for the next 12 to 18 months to accelerate agile outcomes.

Day One | Agile Strategy

Session 1: Setting the Agility Scene

Defining agility and its strategic relevance | Origins of agile development and what we can learn from it | Defining strategy – what makes sense today, what works | What is Lego® Serious Play® (LSP) and how we are going to use it

Session 2: The Strategic Core and X-Factor

The promise or purpose of the organisation or team | Core values – culture eats strategy for breakfast | Core competencies and what to say 'no' to | Finding the 'x-factor' and accelerating the strategy exponentially

Session 3: Defining Goals and Priorities

The challenge and criticality of agreeing priorities | Effective feedback mechanism that track progress – truly listening to employees and customers | Defining the critical number – the most important (and challenging) task of every year and quarter

Session 4: The Habits of Strategic Execution

Meeting cycles – the annual, quarterly, monthly, weekly and daily habits | Succeeding through quarterly sprints – how to unlock the power of focus | Completing the agility habits survey (to be used on day two) | Day one roundup

Day Two | Agile Teams

Session 1: Reflection and Focus

The outcomes and insights from the day one survey | Key habits and focus areas that emerge | What needs to change to bring these areas to life

Session 2: The People Drivers

Coaching and learning – how to accelerate growth | The accountability culture and approach | The brand promise to customers

Session 3: Maximising Contribution

The African Wild Dog: masters in communication and collaboration | Introduction to natural energy and balancing the team | The Contribution Compass profiles and the quest for balance | New ways to communicate and collaborate: stepping outside the comfort zone | Understanding the natural energy of your team (specific guidance included for those teams that pre-complete Contribution Compass profiles) | So what? Making a meaningful contribution through talent and focus; being purpose-led and purposeful

Session 4: Strategic Development Roadmap

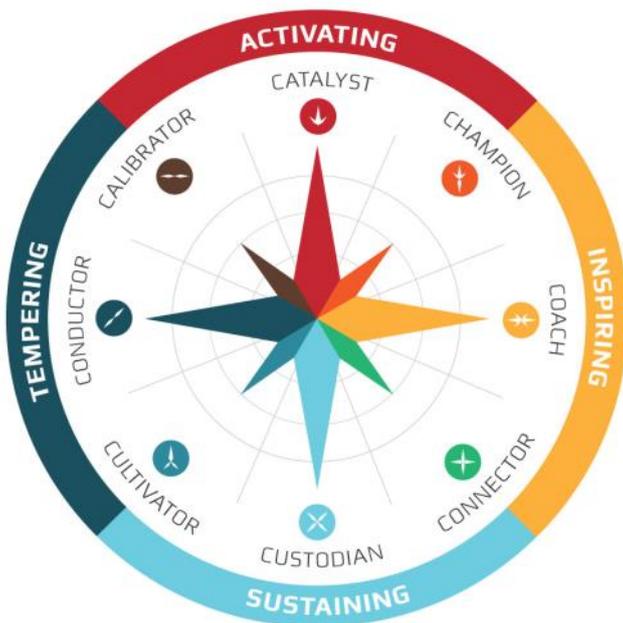
Determining the way forward: the most critical priorities for the next 12 to 18 months | Day two roundup and programme closing – insights and next steps.



Building Teams One Brick at a Time

Contribution Compass

Maximising a company's growth potential, and its contribution to society, occurs in an environment where a team of loyal and supportive people with the appropriate energies and skills collaborate to achieve the business' purpose.



The Contribution Compass aims to provide you with focus on how to maximise your own application of skills, expertise and time and how best to play your most valuable role in a team.

Furthermore, this tool supports a board, executive committee or team to maximise its collective contribution and therefore maximise financial and non-financial return.

There are eight Contribution Compass profiles. Your personal profile is determined through a 24-question survey that asks you to rank how you would naturally respond in specific work-context situations. The profiler asks thought-provoking and self-reflection questions, which in themselves create value through awareness.

Once the questionnaire has been submitted, you will be able to access your results and a detailed report to support the effective use of your profile.

Belinda Doveston is the co-founder of the Contribution Compass and provides in-depth insight through its application.

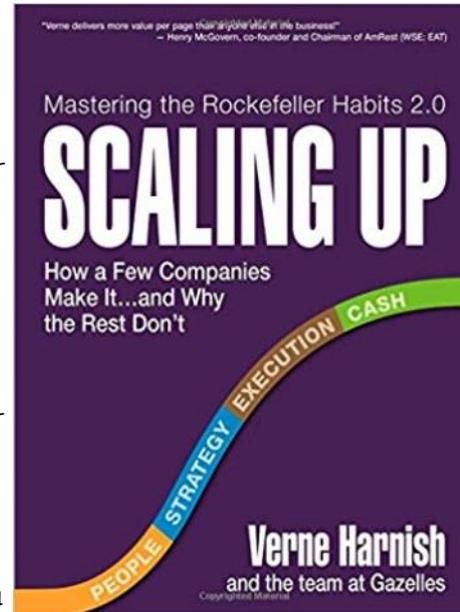
Scaling Up

The strategic approach in this programme is based on the great work of Verne Harnish, who founded **Entrepreneurs' Organization** (EO), a highly respected business peer-to-peer network focused on accelerating the growth of great businesses and its leaders.

Verne's important work in this area can be found in his book 'Scaling Up'. While you do not need the book to benefit from this programme, it is highly advised reading for your ongoing application of your strategy.

The methodology proposed in this book is one of the most effective strategic execution approaches and has driven the success of many enterprises.

Most notably, this approach was credited as being pivotal to the success of a Cape Town, South Africa start-up, *Get Smarter*, which was sold in 2017 for US\$103m (about R1,4bn). Book not included in the programme.



Event Details

- Two-day event, maximum 20 people
- Lego® Serious Play® kit provided for use
- Includes Contribution Compass Profiler per person, completed prior to the event
- Pricing subject to group size and location
- Hosted at company premises or external venue
- Agile Strategy with Lego® Serious Play® online course at Apian Learning: \$69 per learner (optional extra, bulk pricing available)
- 50% deposit to secure booking