



# MONDAYS

*with Mike*

## Agility in the Workplace

Workplace agility defines an organization's ability to work efficiently and effectively to generate increased productivity and engagement levels. This can be the front office of a large organization, the central offices and building offices of school districts, and right on down to the office of a small church congregation.

Mrinmoy Rabha from Vantage Circle shares the following five key elements that must be in place in order for an organization to be agile.

1. Freedom of expression and experimentation. Agile organizations understand the importance of tapping into employees' resourcefulness to safely generate fresh ideas and innovative ways to address challenges.
2. Speeding up efficiently. We must have an effective decision-making process and nurture employee empowerment. Create a sense of responsibility and accountability.
3. Foster a robust communication system. This will help with:
  - a. Smooth workflow
  - b. Remote work arrangements
  - c. Increased transparency
  - d. Flexibility with fast developments.
4. Collaboration. We must know and appreciate the various groups that we work with and how their work processes impact ours and the overall organization. A seamless trade of information, knowledge, and expertise should be the norm.
5. Make the best use of the tools available. Know and use the menu of tools available in the organization. These can include software, AI, and other technology that will enhance the speed, accuracy, and timing of information. Using these effectively in both remote and hybrid environments is critical.

So, how are we doing as we lead our office teams, departments, school districts, corporations, regional divisions, and other workplaces?

Our agility depends upon us as the "personal trainer" leader!

Have a great week!