Anticipating Future Disruptions by Encouraging an Agile Mindset

92% of companies do NOT believe their current business model is economically viable

80% of companies do NOT believe they are well prepared for sudden industry disruption

How Prepared Are You?

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Encouraging an
Agile Mindset

There has been an almost constant debate in the research and business media about what the future of work looks like. Indeed, the Institute for the Future recently forecast that **85% of the 2030 jobs have not yet even been invented**. Furthermore, with the longevity of business models rapidly declining, organizations are understandably concerned about how digital and other disruptions will impact the products and services they rely on to drive revenue. However, **only 20% of companies** believe that they **are well prepared for sudden industry disruption** and **an even smaller number (8%)** think that their current business model **could maintain its economic viability** given the pace of change in their industry.

Our experience working with hundreds of organizations and thousands of executives over the last few decades has shown that *successfully exploiting the opportunities created by disruption requires a multi-tiered approach*. We feel strongly that there are three key steps to *move leaders and their companies from a posture that is more cautious, defensive, and retrenched to one that is* **more agile, adaptable, and responsive**:

1) Identifying executive and team strengths and developmental opportunities, with a specific focus on agility, resilience, creativity, and complex problem solving;

2) Leveraging creative, action-oriented, silo-busting techniques to address real-world challenges the organization is facing; and

3) Designing execution plans as well as collaborating with L&D trainers and staff to identify and implement novel techniques and activities that encourage and maintain an agile footing.

These can be framed in the following 3-step process:

Revaluing through Assessment, which includes:

- ✓ An upfront bespoke assessment protocol
- ✓ Sharing features of high-performing teams
- ✓ Evaluating how the team maps to these characteristics
- ✓ Reviewing and discussing team profiles
- ✓ Experiencing firsthand the thinking styles of their teammates

Recalibrating through Idea Generation and Creative Strategy Discussions, which includes:

- ✓ Immersing members in team-specific, problem-solving challenges
- ✓ Leveraging the team's unique group dynamics to solve real-world challenges to change and growth
- ✓ Enabling the team to contribute to the growth and productivity of the organization by conceiving unique and useful new ideas
- ✓ Practicing and applying the best-in-class qualities/characteristics of high-performing teams (trust, collaboration, and leadership)

Reinforcing through Performance and Action Learning, which includes:

- ✓ Creating plans for implementing the new, winning growth concepts
- ✓ Assigning a champion to lead each winning strategy implementation program
- ✓ Identifying the L&D resources necessary to drive and sustain new ways of thinking and performing

CONTACT

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Robert C. Satterwhite, PhD helps organizations strategically manage executive selection, succession, and development, including executive and leadership team assessment, coaching, and onboarding. As the founding principal of Talent Acuity, he is a recognized leader in the design and delivery of executive assessment, development, and high-potential programs.

Previously, Robert was VP, NE Region at APT*Metrics* and a Partner at The Partnering Group advising companies on their talent management challenges and practices. He has extensive expertise across a range of industries, including retail, manufacturing, financial services, private equity, insurance, pharmaceutical, hospitality, nonprofit, and federal agencies.

Robert has a Master's in Psychology and a PhD in Industrial/Organizational Psychology. He has published numerous scientific articles in peer-reviewed journals and is co-author of the book, *The Importance of Psychological Traits*. Robert has appeared in *Human Resource Executive Magazine*, HR.com's *Talent Management Excellence Magazine*, AESC's *Executive Talent Magazine*, and *Retail Leader*, discussing human resources, human capital, and talent management issues.

Bryan W. Mattimore is cofounder and "Chief Idea Guy" of the Growth Engine Company, a sixteen-year old innovation agency based in Norwalk, Connecticut. Prior to cofounding Growth Engine, he was president of the Mattimore Group, a fifteen-year-old ideation facilitation and creativity consulting company. Bryan has facilitated over a thousand brainstorming sessions, moderated over five hundred creative focus groups and consumer ethnographies, and managed over two hundred innovation projects, leading to over $3 billion in new sales for a wide variety of Fortune 500 clients, including Kraft, Unilever, Ford, AT&T, BNY Mellon, LVMH, Merck, and Pepsi.

He is the author of three books on business creativity: *99% Inspiration* (selected as the American Management Association's membership offering/book of the year), *Idea Stormers, How to Lead and Inspire Creative Breakthroughs* (2012), and *21 Days to a Big Idea* (2015). He is also the inventor of the creativity training game, Bright Ideas.

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