



THE AGILE BUSINESS LEADER®

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How does this diagram represent being a successful leader?



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What do we know about Business

1. Globalisation has become the norm

Economies, societies, and cultures have become integrated through a global network of communication, transportation, and trade.

2. Employee demographics having a larger impact

Changes in demographics including; gender, age, ethnicity, occupation, seniority, salary levels, marital and family status.

What do we know about Business

3. Protection of intellectual property and talent heightened

Copyrights, trademarks, designs, confidential information, trade secrets, patents and knowledge are a vulnerable resource.


4. Sustainable development has become a main focus

Triple bottom line (TBL) accounting- people, planet, profit

Economic- reduce costs and increase revenues, emerging markets and labor practices


Social- attract and retain quality talent, human rights management.

Environmental- resource limitations, regulations and laws, urban growth, food scarcity.



What do we know about Leadership

1. **Age-** Grey hair is not a legitimate credential for leadership.
2. **Communication-** Leaders will be useless if they can't communicate their passion to their organization.
3. **Drive-** All effective leaders are driven to achieve beyond expectations.
4. **Play to the Strengths-** High performance leaders create an alignment of strengths making weaknesses irrelevant.



What do we know about Leadership

5. **Power Sharing-** When leaders share power they are demonstrating profound trust in and respect for others ability
6. **Optimism and Organisational Commitment-** These are fundamental to leadership (try running an organisation without them).
7. **Leaders are Different from Managers-**
 - a. **Managers-** relies on control and intimidation
 - b. **Leaders** inspire trust and originate ideas

Managers

1. Maintain the status quo
2. Monitor situation
3. Allocate resources
4. Communicate targets
5. Measure the results
6. Feedback on the trends



Leaders

- 1. Strategic Thinkers**
- 2. Look Forward**
- 3. Create Visions**
- 4. Challenge**
- 5. Motivate**
- 6. Inspire**



What do we know about Leadership Agility

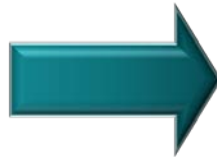
Leadership agility refers to....

1. Performing faster.
2. **Being more flexible.**
3. Responding with adaptability.
4. **Being resilient to change.**
5. Building upon shared knowledge.
6. **Developing wisdom and innovation.**
7. Taking the organization forward and allowing it to respond quickly.



What do we know about reality

Poor leaders know the storm of change is coming and choose not to respond.





The figure displays three Gantt charts for a construction project. The first chart, titled 'Overall Project Schedule', shows the project duration from 0 to 100 days. The second chart, titled 'Foundation and Structural Work', shows the detailed schedule for these tasks. The third chart, titled 'Interior Finishing and Landscaping Work', shows the detailed schedule for these tasks. The charts use color-coded bars to represent different tasks and their durations.

Task	Start Date	End Date	Duration (Days)
1. Site Preparation	01/01/2023	01/01/2023	1
2. Foundation Work	01/01/2023	01/01/2023	1
3. Structural Work	01/01/2023	01/01/2023	1
4. Interior Finishing	01/01/2023	01/01/2023	1
5. Landscaping	01/01/2023	01/01/2023	1

**When you change the way you look at things,
you change the way things look.**

In this picture is there two pillars or three?





**From your experience as
a leader and a follower,
what are the traits or
competencies of an
excellent leader?**

- ***Write one trait per post-it note.***
- ***Keep them with you until later***

Agile Business Leader

Action
using your capability

STRATEGIST *delivers:*

- Change Leadership
- Strategic Adaptability
- Resources for Innovation
- Path to more profitability

Business
Business Capital

ENABLER *facilitates:*

- Outcomes
- Motivation
- Learning in action
- Collaborative cultures

People
Human Capital

CHAMPION *is:*

- Resourceful
- Responsive
- Resilient
- Committed

SPECIALIST *has:*

- Industry Knowledge
- Operational Intelligence
- Specific expertise
- Corporate accountability

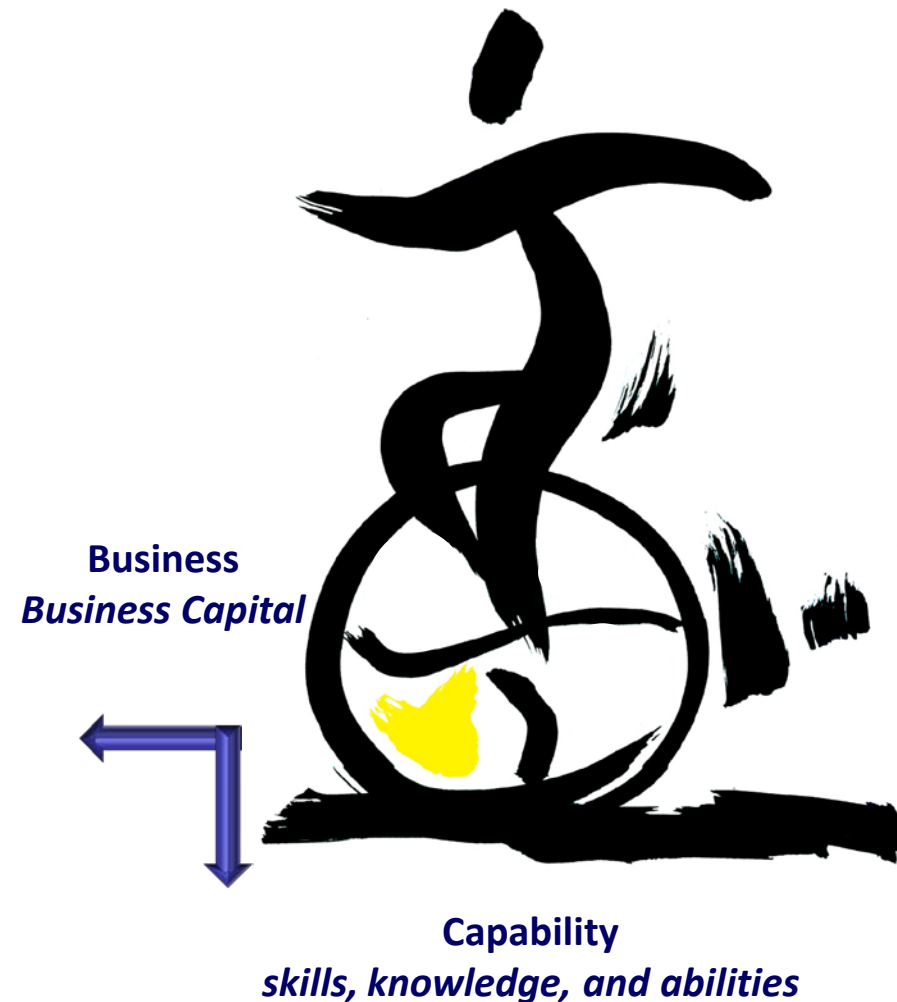
Capability
skills, knowledge, and abilities



Specialist

Has:

- Industry Knowledge
- Operational Intelligence
- Specific expertise
- Corporate accountability



Specialist Traits and Competencies

Industry Knowledge:

Ensure good ideas come to fruition.
Understand industry trends.

Operational Intelligence:

Build quality systems.
Build a reservoir of internal and external operational expertise.

Specific Expertise:

Consistently update their specialist knowledge.

Corporate Accountability:

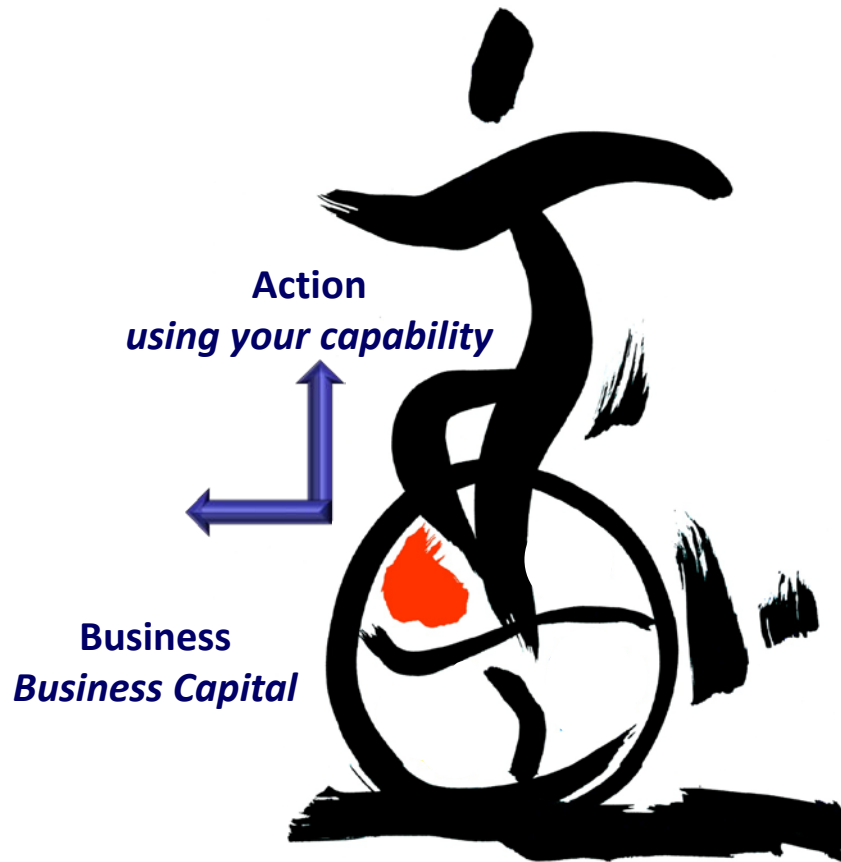
Exemplify corporate governance.





Specialist role to the rescue

HUDSON RIVER VID



Strategist

Delivers:

- Change Leadership
- Strategic Adaptability
- Resources for Innovation
- Path to more profitability

Strategist Traits and Competencies

Change Leadership:

Create and communicate vision and values.
Promote change.

Strategic Adaptability:

Think strategically.
Develop strategic solutions.

Resources for Innovation:

Recognize and rectify specific inefficiencies.
Resolve issues through innovation.

Path to more profitability:

Ensure good ideas come to fruition.

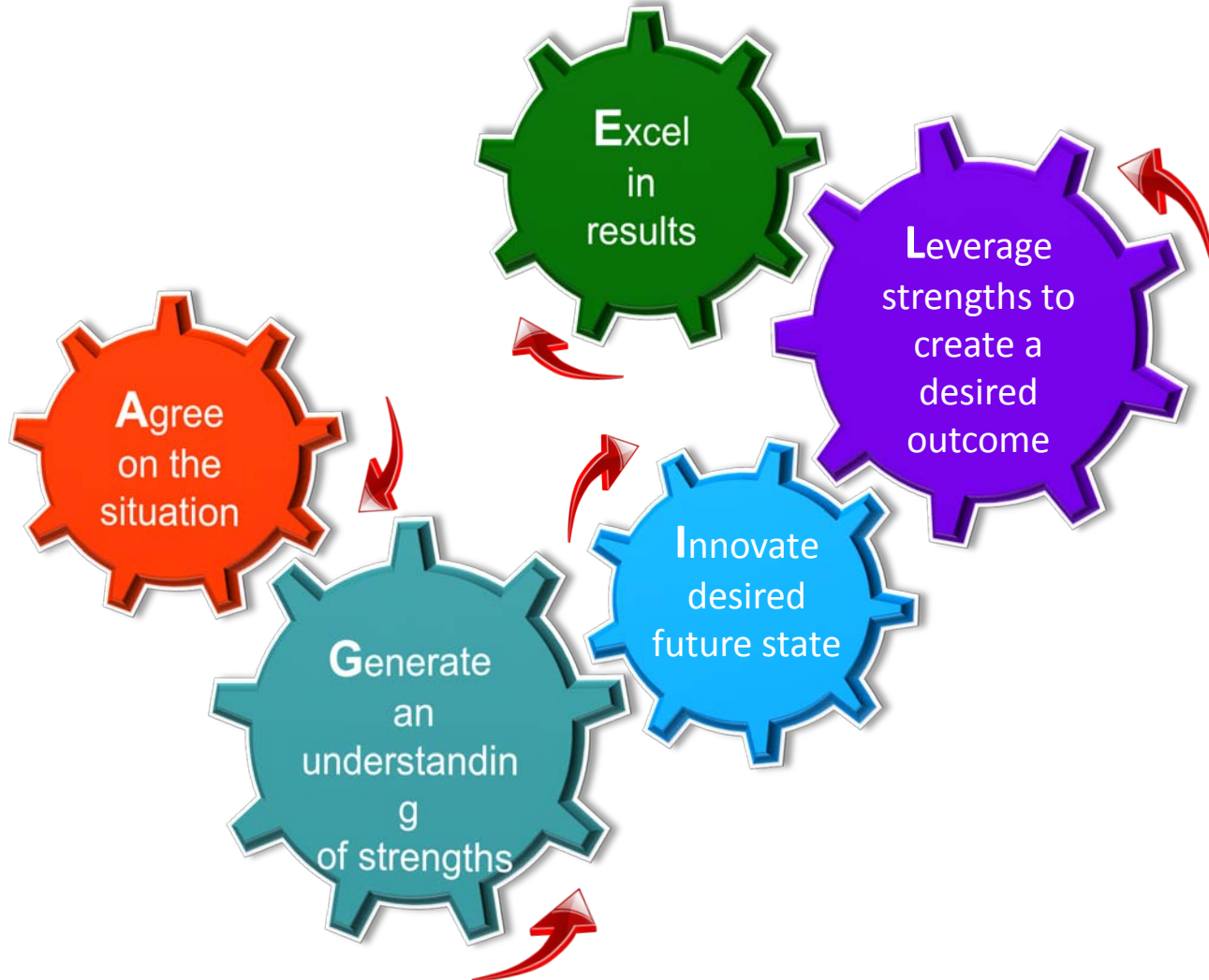




The A G I L E Strategic Planning Approach

A tool necessary for working in the
global economy

The A G I L E Strategic Planning Approach





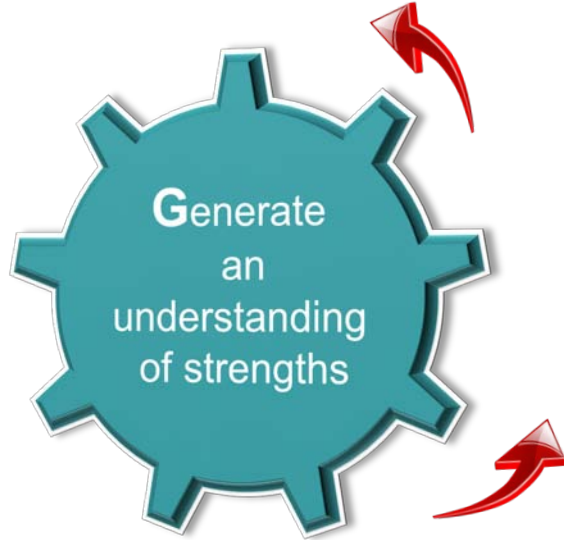
Purpose of this step: Recognize and understand the situation facing the individual, team, or organization and help ensure alignment on the situation.

Question to prompt thinking: Based on your understanding, what situation is currently affecting performance?

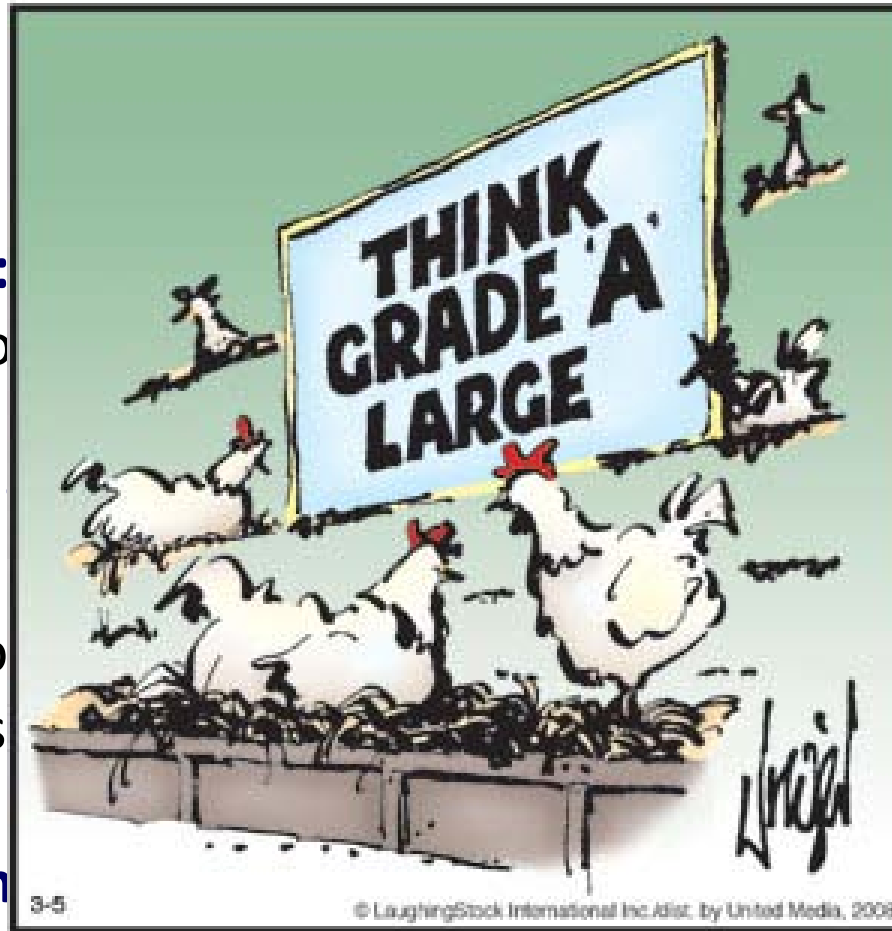
Process step confirmation: Does everyone who needs to be involved understand the situation?

Yes ☐

No ☐



HERMAN®



Purpose of this step:
that are accessible for

Question to prompt
within the network?
systems, finances, co
individuals, attitudes

Process step confirm
strengths?

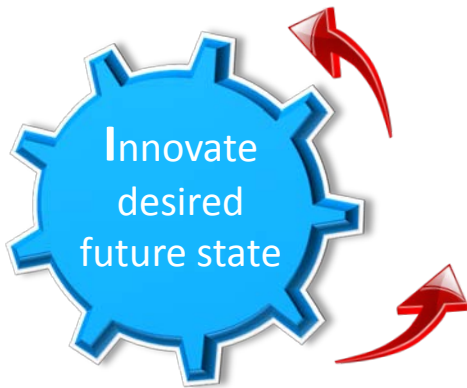
Yes ☐

No ☐

capabilities

able
ures,
es,

e



Bizarro



Purpose of this step: Create clarity and alignment on what is seen as the optimal future state.

Question to prompt thinking: What outrageous possibilities could occur in eight years or more to have an enormous impact on this situation?

Process step confirmation: Have we gone beyond the realm of possibilities for what could be achieved with the organization?



Purpose of this step: Ensure the strategies or initiatives are aimed at achieving the desired future state and leverage available strengths.

Question to prompt thinking: What strategies are needed for creating the future we want?



Process step confirmation: Have we searched and incorporated high-leverage points (strengths) in our strategies to make a difference?

Yes ☐

No ☐



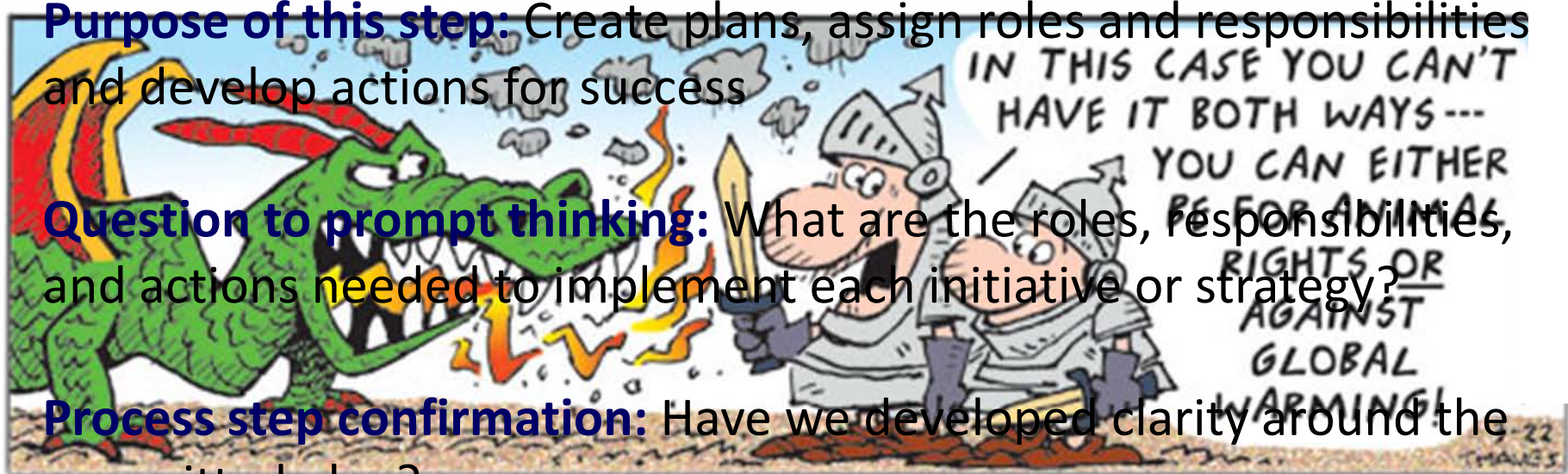
Purpose of this step: Create plans, assign roles and responsibilities and develop actions for success

Question to prompt thinking: What are the roles, responsibilities, and actions needed to implement each initiative or strategy?

Process step confirmation: Have we developed clarity around the committed plan?

Yes ☐

No ☐



Champion

Is:

- Resourceful
- Responsive
- Resilient
- Committed



Champion Traits and Competencies

Resourceful:

Use innovation practices to influence and adjust.
Build internal and external networks.

Responsive:

Understand self and use strengths.
Set high expectations.

Resilient:

Practice work/life balance.

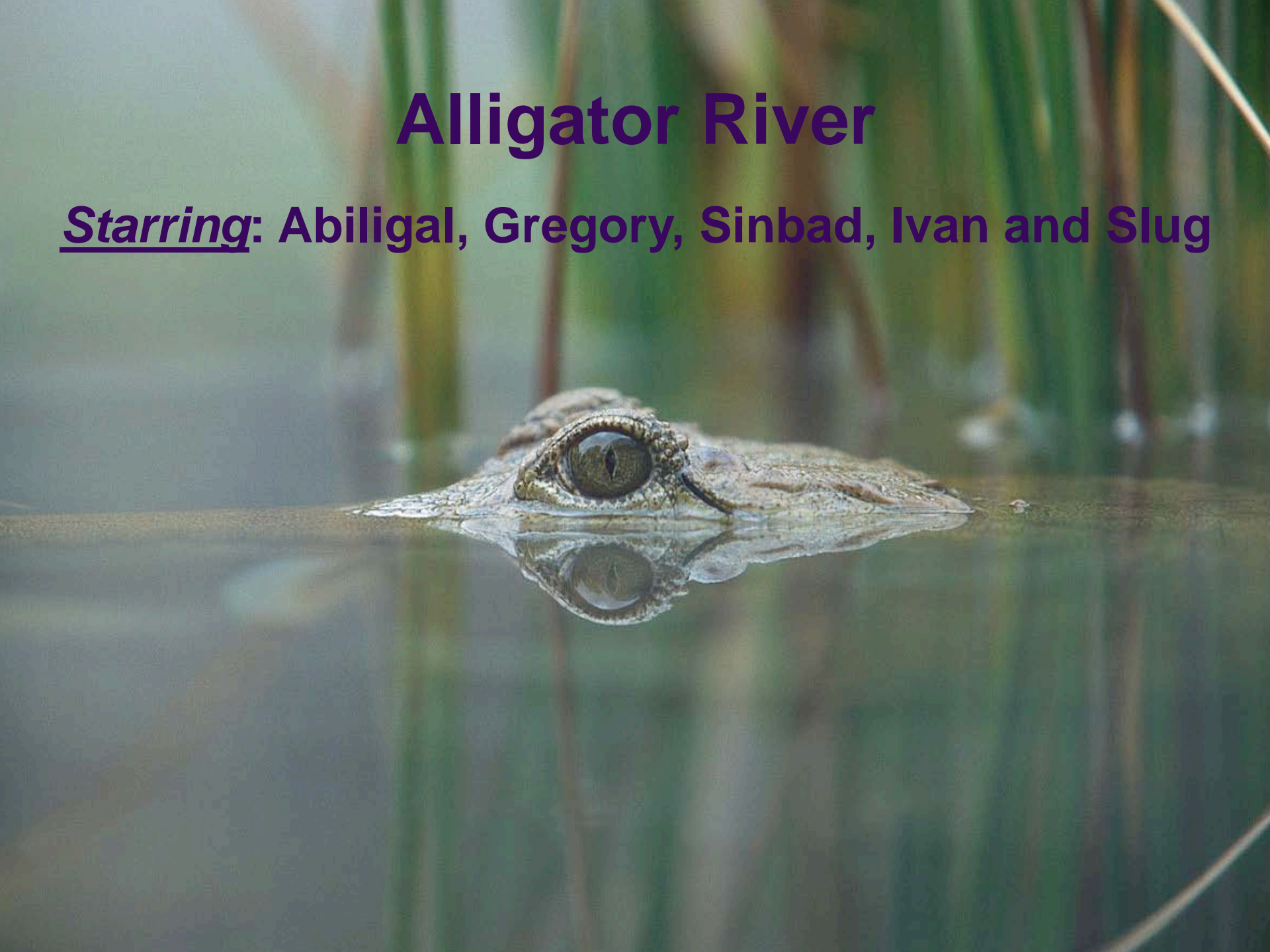
Committed:

Act with courage.
Achieve with self-determination.



Alligator River

Starring: Abilgal, Gregory, Sinbad, Ivan and Slug



Once upon a time there was a woman named Abigail who was in love with a man named Gregory. Gregory lived on the shore of a river. Abigail lived on the opposite shore of the river. The river that separated the two lovers was teeming with man-eating alligators. Abigail wanted to cross the river to be with Gregory. Unfortunately, the bridge had been washed away by a heavy storm the previous evening.

So she went to ask Sinbad, a riverboat captain, to take her across. He said he would be glad to if she would consent to go to bed with him before he takes her across. She promptly refused and went to her brother named Ivan to explain her plight. Ivan did not want to be involved at all in the situation.

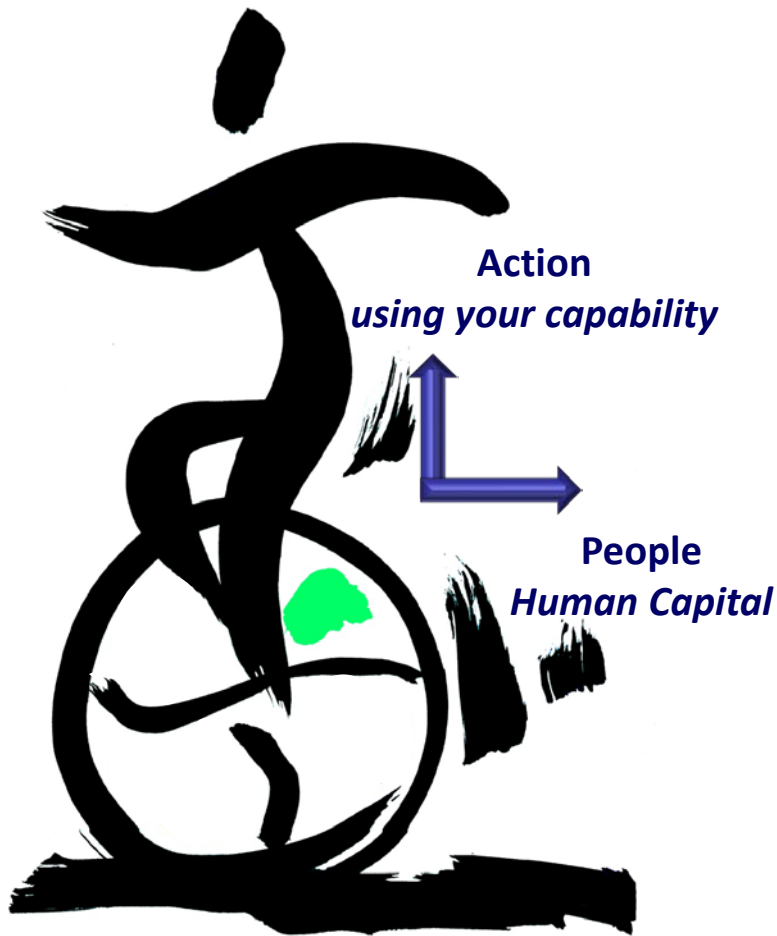
Abigail felt her only alternative was to accept Sinbad's terms. Sinbad fulfilled his promise to Abigail and delivered her into the arms of Gregory.

When she told Gregory about her amorous escapade in order to cross the river, Gregory cast her aside with disdain. Heartsick and dejected, Abigail turned to Slug with her tale of woe. Slug, feeling compassion for Abigail, sought out Gregory and beat him brutally. Abigail was happy to see Gregory getting his due. As the sun sets on the horizon, we hear Abigail laughing at Gregory."

Enabler

Facilitates:

- Outcomes
- Motivation
- Learning in action
- Collaborative cultures



Enabler Traits and Competencies

Outcomes:

Develop collaborative processes for delivering outcomes.
Value and build upon group diversity.

Motivation:

Motivate people toward action.
Coach and mentor teams and individuals.

Learning in Action:

Develop learning environments.
Create productive working environments.

Collaborative Cultures:

Build relationships of trust.
Foster communication.





PHUKET REALITY TEAMBUILDING



- 1. What ABL role or trait is your strength as a leader?**
- 2. What ABL role or trait is your stretch as a leader?**
- 3. How would you like to improve as a leader?**
- 4. What would be a good next step towards improving?**

THANK YOU

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