How agile is your business?

Digital revolution. An unstable social and economic environment. An ageing population. The increasing influence of millennials in the workforce.

Today's world is full of new business challenges and risks that affect organizations' ability to survive, grow and achieve success.

Yesterday's ideas of best practice are no longer valid in our current environment of constant, rapid change.

How often do you find yourself thinking "That's all very well, but what does it mean for my business?"

Yet only

38% of them are aware that they will face significant business transformation by 2023.

68% of HR and business leaders say they are facing rapid technological / digital disruption.

84% of executive leaders and HR say becoming more agile is an important business priority.

70% of change efforts fail.

Blitz-scale new ideas to drive future success

Invest in new ideas quickly

Accepting of diverse backgrounds and ways of thinking

Bring the best ideas forward which ensures the best ones make it to customers

Agility is the answer

When many companies are struggling to grow, those that are most agile are not only growing, they are growing faster.

Business agility is the ability to anticipate and/or quickly respond to emerging market opportunities. It means the ability to implement change effectively, while continuing to learn and being flexible. *

Measure your agility

Our Agility Index is a method for diagnosing agility and is a well-tested approach for continuous improvement. Companies can measure how agile their business is based on the views of their own employees. The results will give you a detailed picture of what your employees think about their working environment.

* Source: Dave Ulrich, https://rbl.net/blog/post/agility-the-new-response-to-dynamic-change

KINCENTRIC A Spencer Stuart Company

Building an agile workplace

Do your human resource management practices and systems support agility? And, are they agile within themselves?

HR plays a critical role in turning a business into an agile business by:

- Enabling rapid, iterative decision making
- Introducing an agile approach to the measurement of multiple touchpoints across the employee lifecycle
- Developing tech-enabled digital employee experiences
- Bringing the best ideas forward
- Promoting agile teams

Agility requires continuous dialogue with employees

Key to agility is the ability to generate regular feedback with employees through continuous dialogue.

1/2 think high quality decisions are not made at the right speed.

54% of employees thinks there is effective cooperation across different groups or functions.

1/2 say they have no technology to effectively serve customers.

eX Pulse

This is where ex Pulse can play a critical role. Now you can measure the eXperiences that matter the most with our smart and intuitive people-science solution. So simple and actionable, creating more time for you to focus on your other priorities. Backed up by decades of research, to help you make the changes that matter - to become a more agile workplace.

Quickly connect with your people and focus on solving your organization's most pressing talent issues.

Get insights at any time, understand your employees' experiences and act quickly.

Unlocking the power of people and teams to accelerate organizational success.

Connect with us
to learn how we can help you engage your workforce.

We ignite change through moments that inspire performance by harmonizing:

People
Solutions rooted in a deep understanding of human behaviors and organizational change

Insights
Validated methods and data that accelerate outcomes

Technology
Intuitive experiences that facilitate actions at scale