



Learning Agility



Learning Agility is the combination of skills that make an individual able and willing to learn from experience and apply insights from those experiences to perform effectively in challenging and unfamiliar situations.



Constantly looking out for **new experiences**

WHO IS AGILE?



Thriving on **complex problems and challenges**



Delivering **better performance with new skills ingrained**

Introduction

*"The ability to learn is a defining characteristic of being human;
the ability to continue learning is an essential skill of leadership.
When leaders lose that ability, they inevitably falter.
When any of us lose that ability, we no longer grow."*

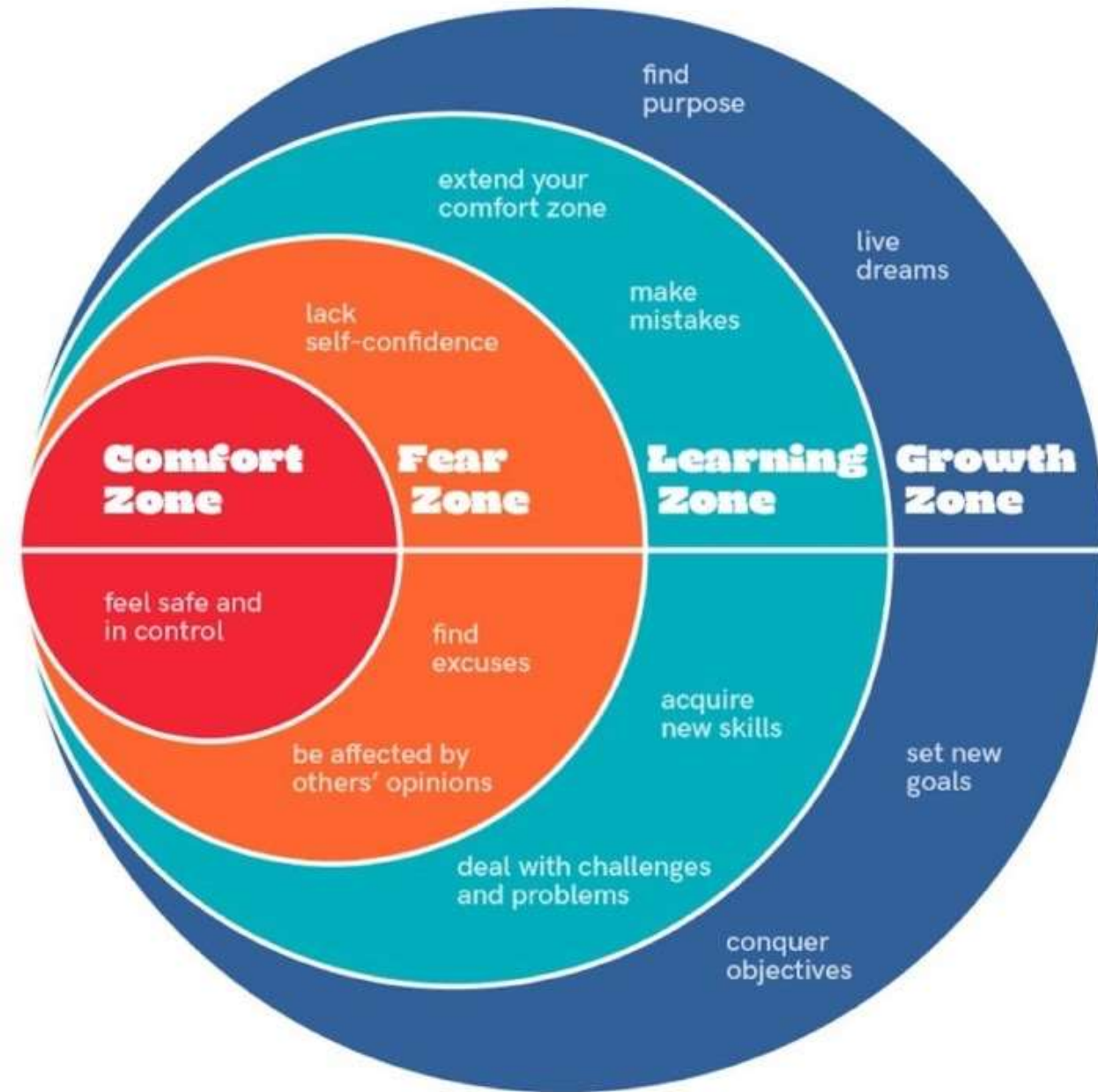
— Bennis and Thomas, *Geeks and Geezers:
How Era, Values and Defining Moments Shape Leaders*

*"The illiterate of the 21st century will not be those who cannot read
and write, but those who cannot learn, unlearn, and relearn."*

— Alvin Toffler

Learning Agility

Having both the **ability**
and **willingness** to
learn from past
experiences and apply
those learnings to **new**
and first time
experiences **successfully**.



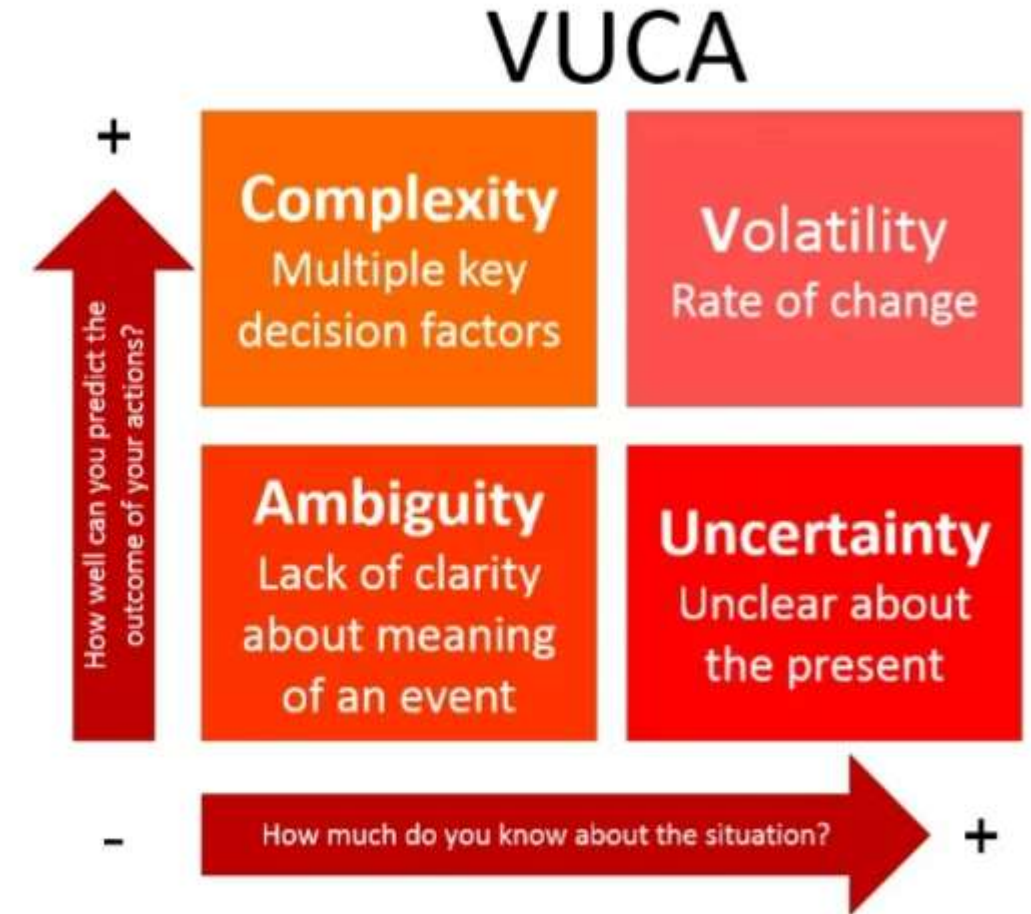
Wind of Change

In today's kinetic business environment:

Individuals, leaders and organizations Can no longer rely on strategies that have worked in the past, or even those that are working today.

Learning is central to functioning effectively in this VUCA environment, and by its sheer definition, has to be essentially agile.

These individuals have 'learning agility'





The future of Job is being shaped by:

- Technologies Like AI, Robotics (leading to automation)
- Increased competition
- A constant need to innovate
- The younger generations pushing against traditional notions of work and demanding careers that look different.



A Peek into the Future Workplace

Learning Agile Behavior



Overview



**Personality &
Motivation
(Self)**

**Performance
(Self &
Feedback)**



**Learnin
g Agility**





Factors of
Learning Agility

Self
Awareness

Extent to which an individual
knows his or her true
strengths and weaknesses

Mental Agility

Ability to examine problems
in unique and unusual ways

People Agility

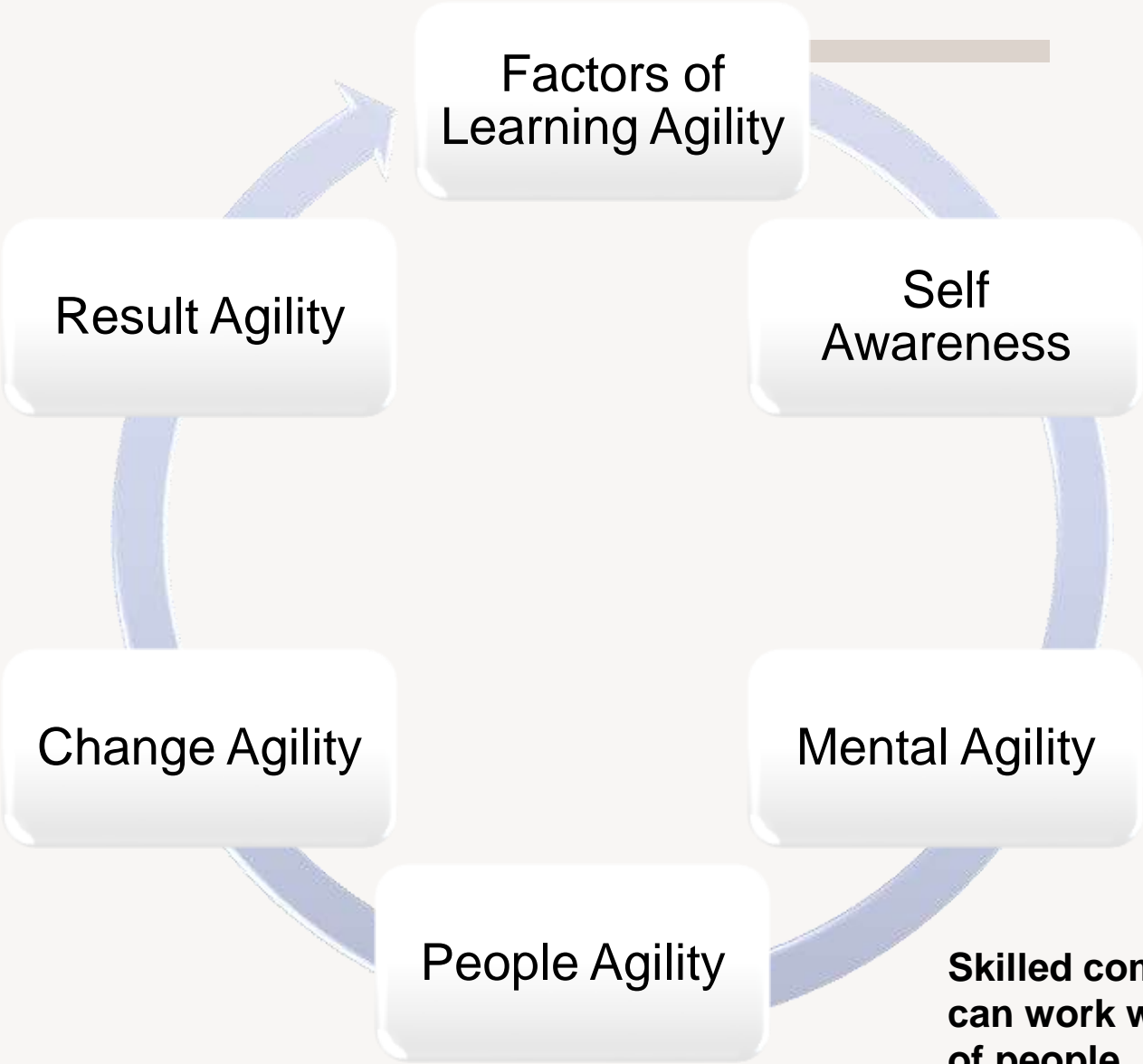
Skilled communicator who
can work with diverse types
of people

Result Agility

Delivers results in
challenging first- time
situations

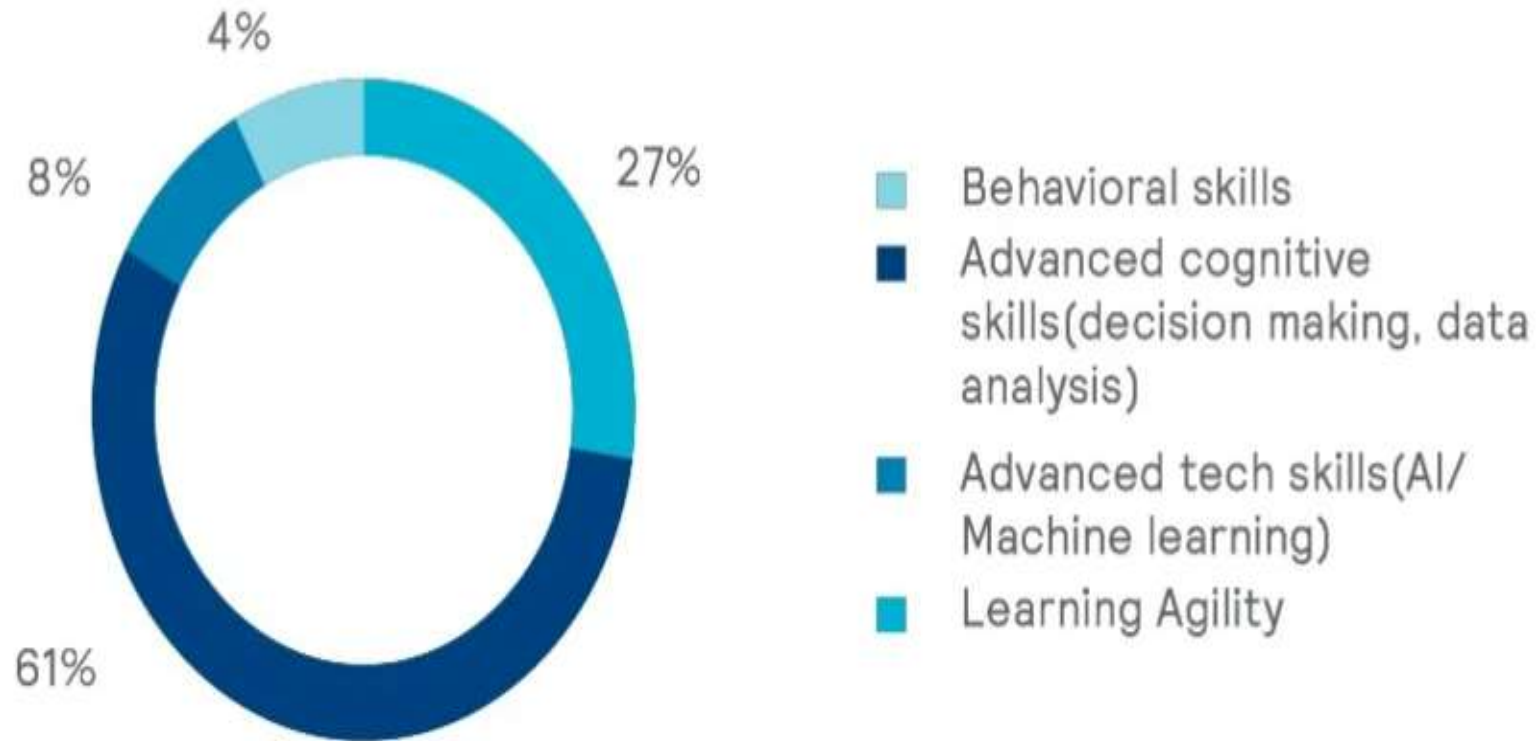
Change Agility

Like to experiment and
comfortable with change



A Peek into the Future of Workplace

Top skill organizations look for while hiring talent



9 dimensions of learning agility you should measure



Provides Career growth
and promotion
opportunities

Enhances readiness to
face challenges and
uncertainty

The Willingness
to Learn

Assists in innovation &
ideation

Improves flexibility &
adaptability



Impacts of Learning Agility

An organization with a learning agile workforce has:

- Improved employee productivity
- Future-ready workforce
- Increase in number of high potentials
- Higher overall organizational productivity and profitability

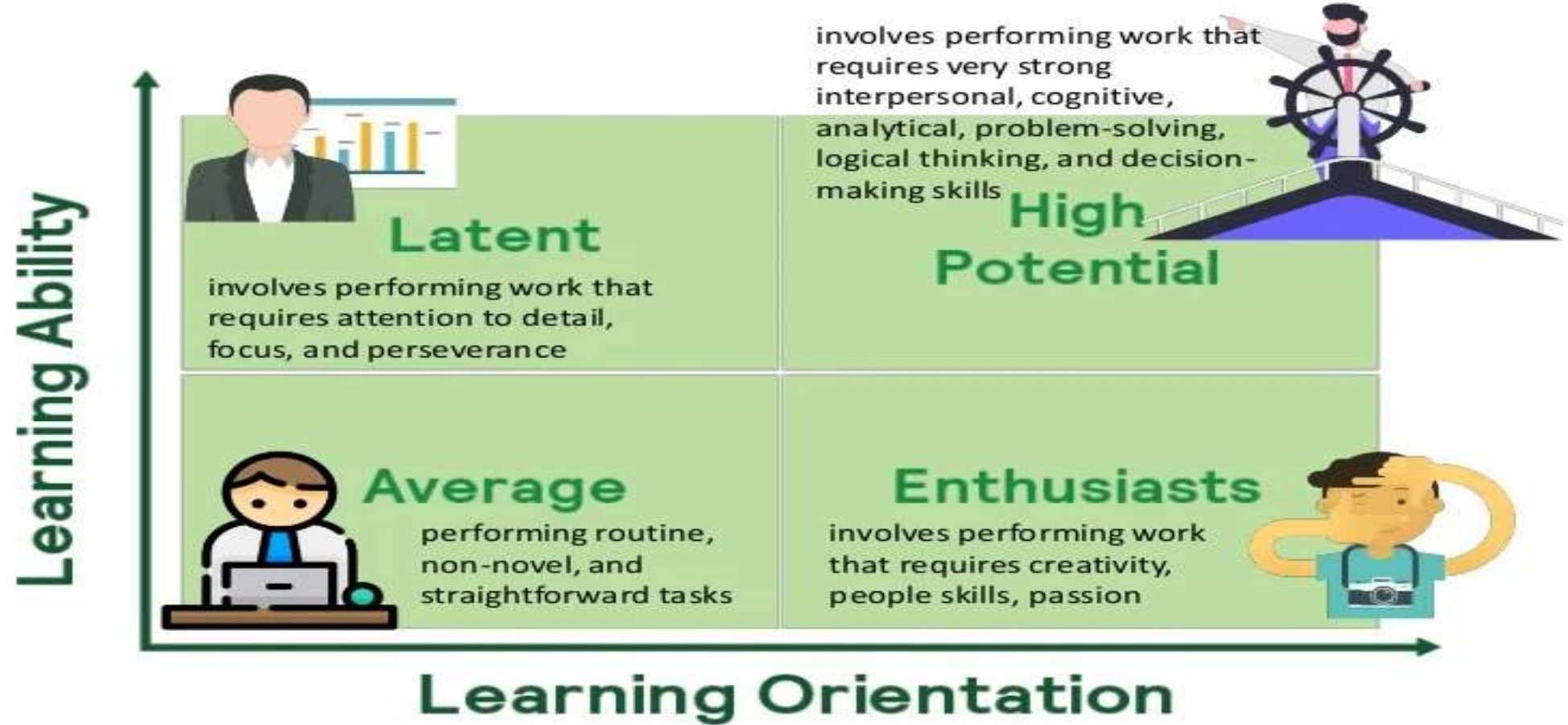
Potential to
Learn

Motivation
to Learn

Adaptability
to Learn

**Three
Essential
Components
of
Learning
Agility**

Learning Agility Matrix





How Can Learning Agility Be Improved?

- Find the gap using learning agility assessments
- Celebrate mistakes as learning opportunities
- Foster a culture that challenges the status quo
- Equip individuals, leaders and organizations with the skills to deal with uncertainty

Summary

An Eagerness to **LEARN** about Self, Others, and Ideas

Genuine **WILLINESS** to Learn from Feedback and Trial

THOUGHTFULNESS and **EXPERIMENTATION**

RESILIENCE and **IDEALISM** regarding change

An **UNCOMPROMISING** – yet OPEN- point-of-view



Any Questions??





**Thank
You**