

Learning Agility And Its Impact On Employee Development

Learning Agility

- Being Able To Change Track Is An Example Of Learning Agility. Organizations Often Need To Pivot From Strategies And Tactics That Don't Work To Explore Newer Pastures That Do
- Learning Agility Leads To Progress And Development. By Quickly Identifying The Need In The Market And Society, Businesses Of All Kinds—Both For Profit And Non-Profit—Can Arrive At Solutions.



Learning Agility And Its Relevance In An Organization

- As we move ahead our career ladder we tend to face newer and challenging hurdles, sometimes we are able to create solutions with brainstorming or taking insights from others and at times it can lead to a deadlock. A deadlock means a knot where there is a less possibility to move ahead and this delays the overall task.
- Learning agility emphasizes on the importance of evolving gradually with the circumstances as well as from within, this ensures a better approach to the job. It is not narrowed to the job roles only but it expands to the continuous change in the environment and how it impacts an organization and its processes. One of the most widely known concept of obsolescence directs how it is crucial to keep a check on the changes and try to inculcate those within the system.
- For example, it was said that Telephone Books will not be replaced by any other thing but today every communication is done within the fingertips, this happened because of the technological upgradation with time. Similarly, the organisational processes and the systems that they work in does not have to change radically but they can be made more dynamic. At an individual, the agility of a person leads to better situational response in any aspect, at an organizational level it can help in optimizing and making a better use of the resources.

Importance Of Learning Agility

- Smoother Adaption To Changes
- Stimulates Innovation
- Employee Enrichment
- Develops Leadership
- Flexibility In Decision Making
- Transforming Towards Novel Approaches



Impact Of Learning Agility On Employees

Agile Employees	Non-Agile Employees
While employees with high learning agility confidently develop expertise in performing new tasks quickly.	Employees with low learning agility hesitate to move out of their comfort zone and perform new tasks.
While employees with high learning agility move beyond the horizon, experiment, and innovate to always add value.	Employees with low learning agility fail to add value as they blindly follow instructions.
They invest time in upskilling themselves for unleashing their full potential	Employees with low learning agility are confined to present business requirements.

Applying Learning Agility In Personal Life

- Investments are very prominent now then it was earlier within people but the concept of learning agility can be applied if any person wants to pivot their financial goals which would require higher risk tolerance.
- Emotional Intelligence is crucial in both personal and professional life, this ensures that we do not react but respond to any situation. This plays an

important role in making rational decisions in a dilemma or any important event.

- People go through different changes throughout their lifetime, this requires smooth adaption and moving forward quickly to take relevant steps. Learning agility brings about a readiness and curiosity to discover new possibilities and experiences.