



Fostering Agility

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LEARNING AGILITY

“...the willingness and ability to learn new competencies in order to perform under first-time, tough or different conditions.”

Lombardo and Eichinger, 2000

Learning Agility Behavioral Influences

- Feedback Seeking-asking others for feedback
- Information Seeking-the desire to update knowledge and expertise
- Performance Risk Taking-taking on stretch assignments where the challenge/opportunity is significant
- Interpersonal Risk Taking-sharing/disclosing mistakes with others
- Collaborating-working with colleagues from different backgrounds to share perspectives

Learning Agility Behavioral Influences

- Experimenting-testing out unproven ideas and moving on when it doesn't work out (i.e., failure tolerance)
- Flexibility-the ability to shift, such as finding common themes amongst opposing points of view
- Speed-moving on quickly and not dwelling unnecessarily
- *Reflecting*-critically evaluating events with others to understand what happened and why

Burke, 2015

FOUR_KEY QUESTIONS

- What experiences are you creating (and how are you measuring them)?
- What conversations are you fostering?
- What risks are you underwriting (and why)?
- What are you doing to accelerate the accumulation of experiences and conversations?

DISCUSSION