



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 ingraind**



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."*

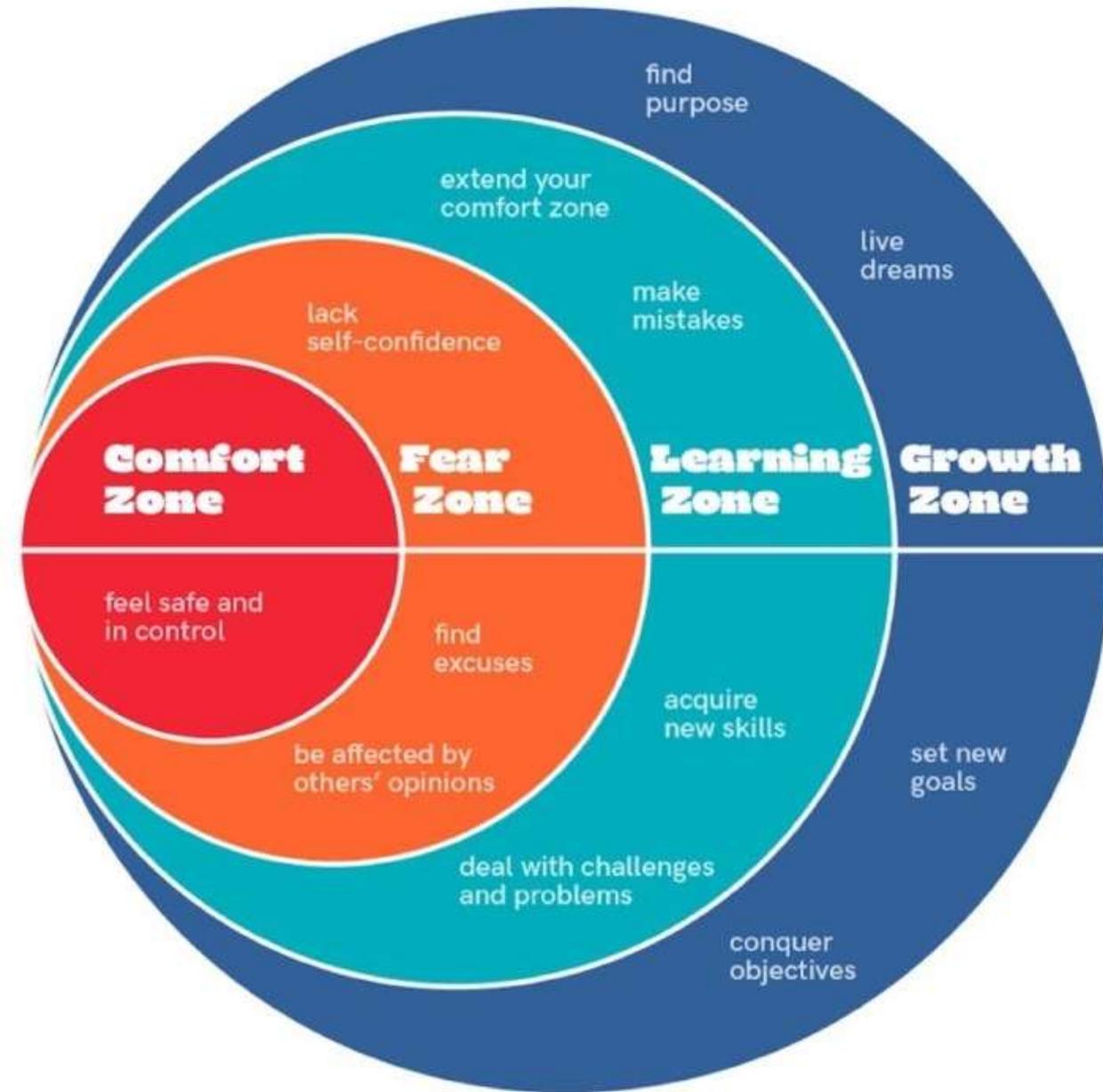
— Bennis and Thomas, *Geeks and Geezers: How Era, Values and Defining Moments Shape Leaders*

"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**.



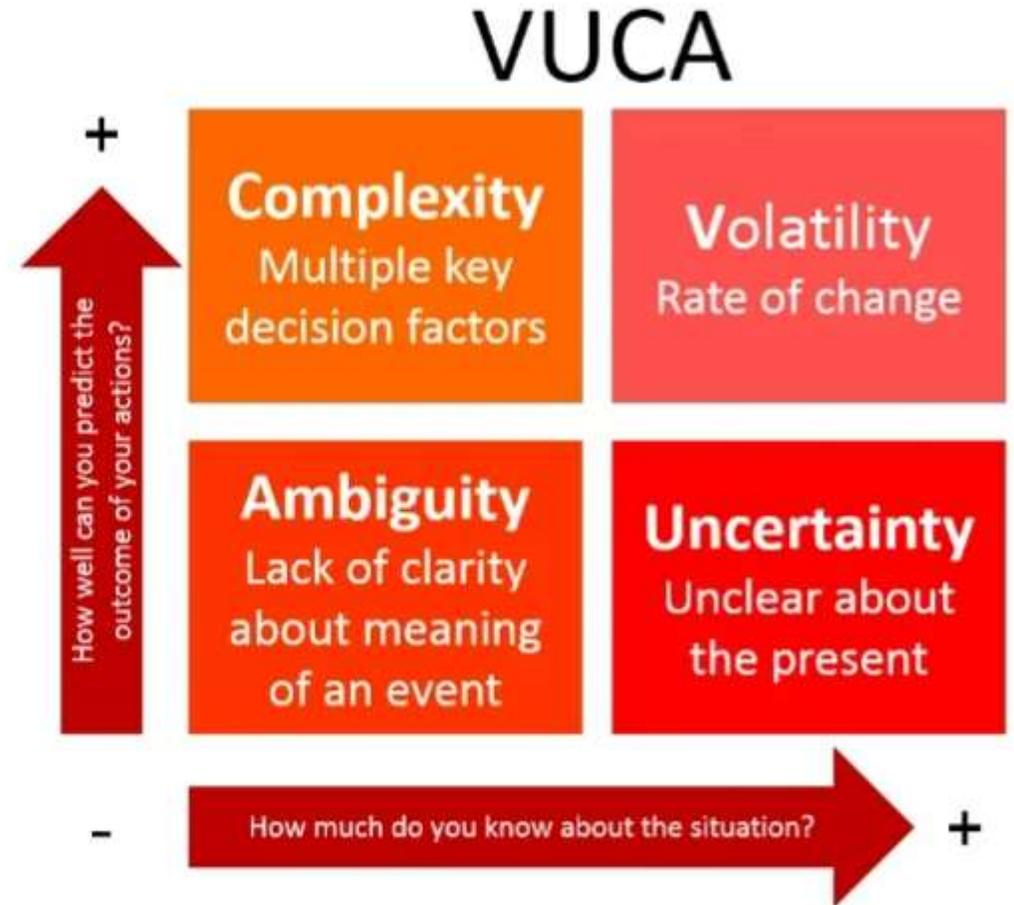
Wind of Change

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

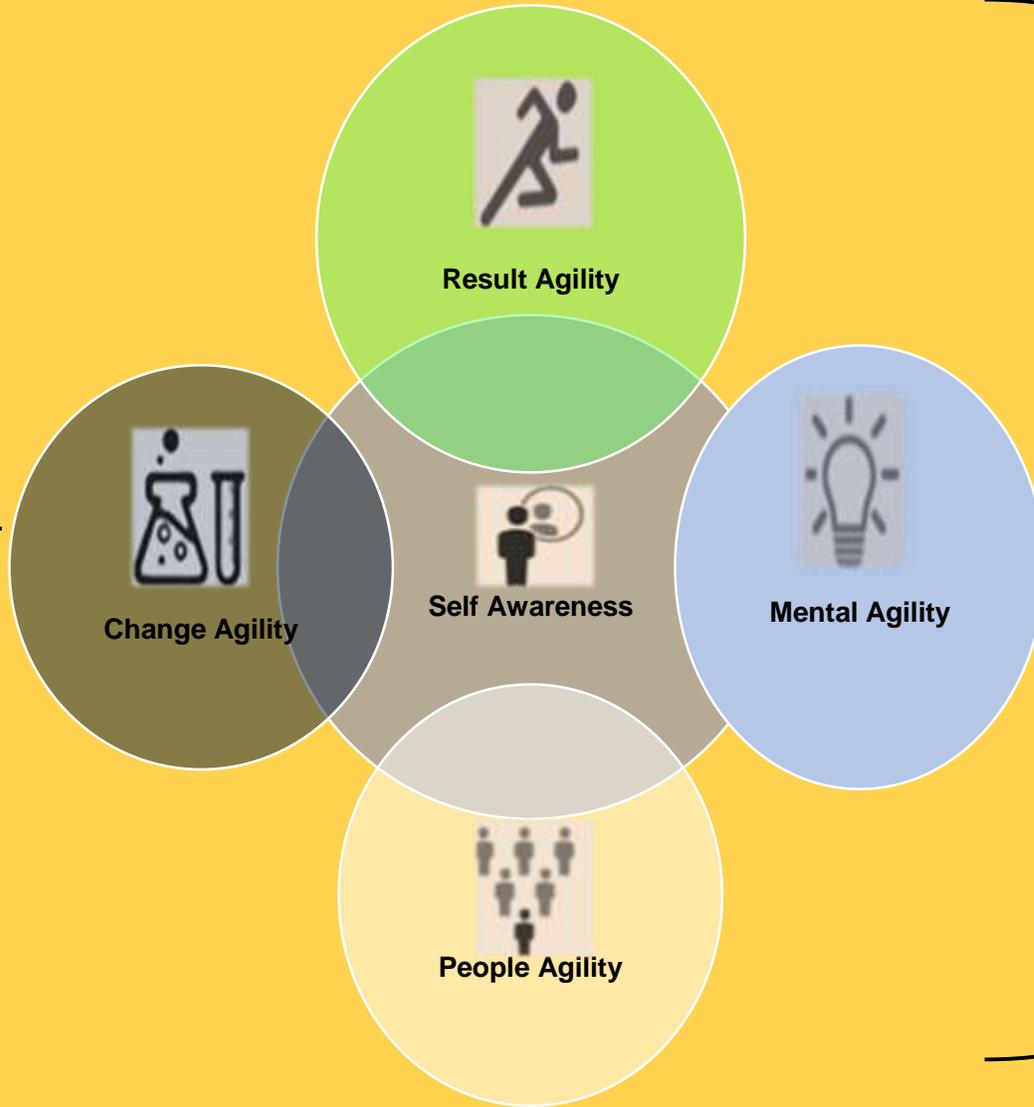


Overview



Personality & Motivation
(Self)

Performance
(Self & Feedback)



Learning
Agility





Factors of Learning Agility

Result Agility

Self Awareness

Change Agility

Mental Agility

People Agility

Delivers results in challenging first-time situations

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

Like to experiment and comfortable with change

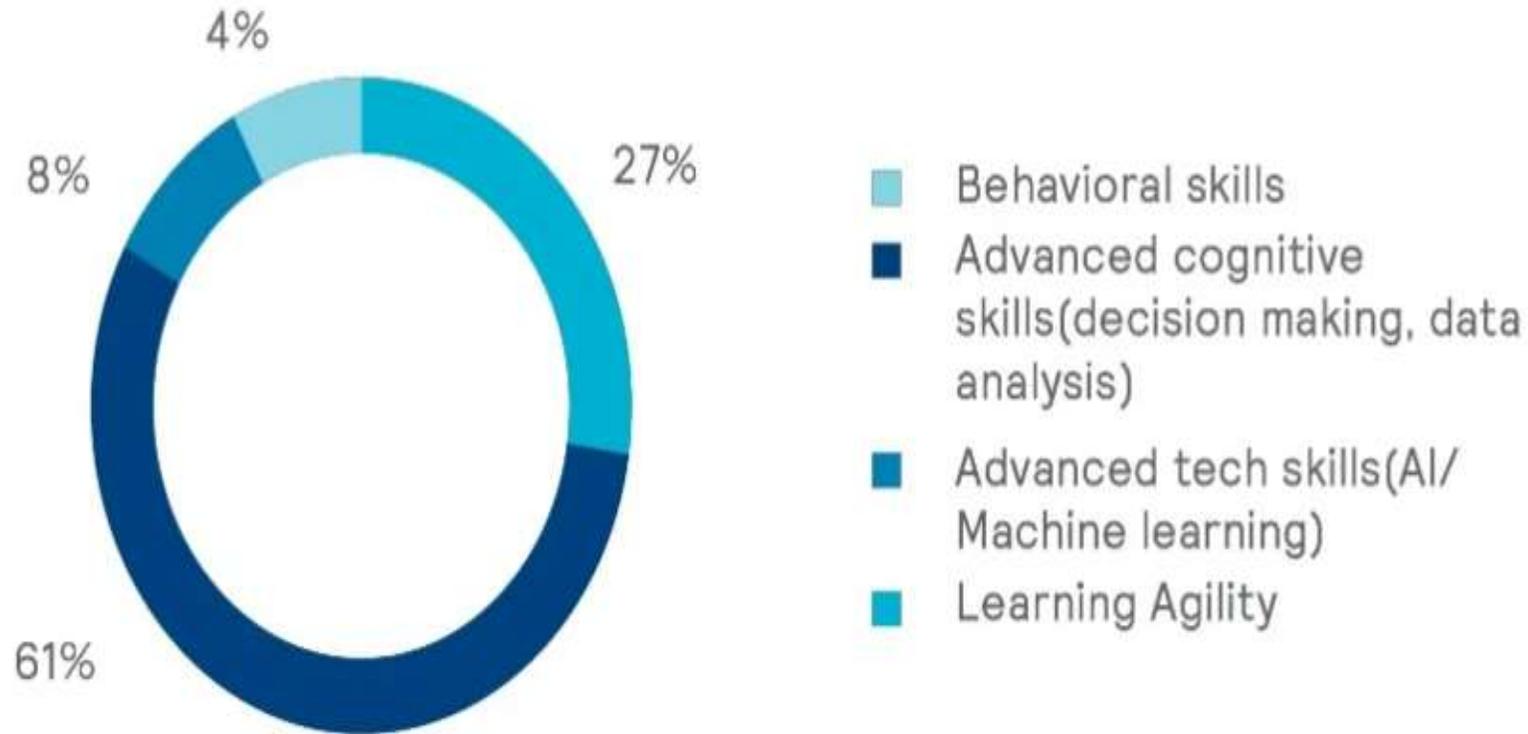
Ability to examine problems in unique and unusual ways

Skilled communicator who can work with diverse types of people



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

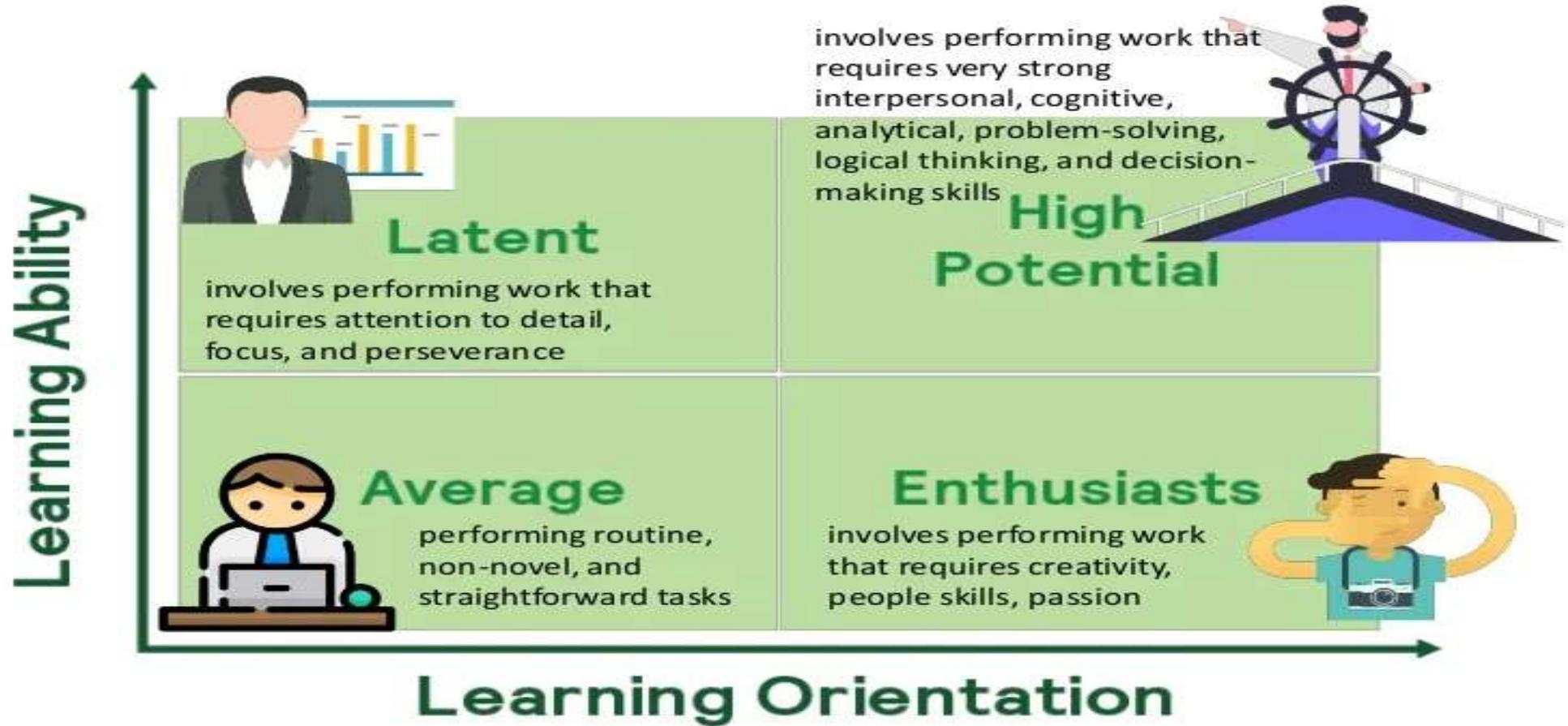
Potential to Learn

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**