AGILITY DEVELOPMENT

You can identify an agile organization as an organization with a bottom up, flat structure, with empowered people, who can work autonomously, are engaged, responsible and committed.

There might be a confusion with the agile method (issued from the IT world), which is a method (we use also when working on innovation). Agile here is a concept.

You can call an agile organization also a healthy organization, teal (according to what says Frédéric Laloux in his book "Reinventing Organizations"), integrated, flat, an organization working with the Sociocratic or Holacracy Model and so on. Generally speaking, an organization where the consciousness of the importance of the human being is present and where the human potential is developed and where there is wellbeing.

Some examples of agile organizations in the world:

> Semco, Harley-Davidson, AES, BSO/Origin, Morning Star, Buurtzorg, Patagonia, Sun Hydraulics, Gore, HCL Technologies, One point, Zappos, USAA,…

Some examples of Belgian and French organizations who are or are on their way to become agile:

> Sogilis, Favi, Chronoflex, Poult, Sew Usocome, Les Grignous, Decathlon, Cosucra, Färm, CVP Creative Visual Packaging, Belgian Ministry of Social Affairs,…

It is very difficult, if possible, to start with the agility as a whole, as at first, the consciousness needs to be opened to see where the organization stands and what needs to be done, then working on one or more of the pillars of the agility become possible.

Yes, we are talking about the transformation of the organization, which is not an easy thing.

There are indeed different steps to unfold and to make that an organization transforms into an agile organization.

The different steps can be seen as the 5 pillars of the agility to develop.
The 5 pillars are:

- ➢ **POWER OF ADAPTATION**
- ➢ **EMPOWERMENT**
- ➢ **COLLABORATION**
- ➢ **INNOVATION**
- ➢ **ORGANIZATION**

You can start with any of the 5 pillars, depending of the situation of your organization, but in most of the cases, we start with the Innovation, together with the Collaboration, as innovation without collaboration cannot be done globally. This after having had a training in [Development of the Adaptive Intelligence](#).

Why do we start with the Innovation?

Because   -   It is easy to understand
                   -    You will get quick results
                   -    As the innovation approach is global:
                          - we work on any human aspect in the organization
                          - we work also on other pillars of the agility: empowerment, collaboration, organization.

The starting point is the [InnoSurvey](#) which is a 360° innovation assessment that besides giving you an assessment on 16 different Innovation aspects, gives you also a benchmark (internal with your stakeholders and external with your market). Then we do an IAR (InnoSurvey Analysis with Recommendations). See more on ["Innovation"](#)

_____