AGILE BUSINESS STRATEGY AND ORGANISATIONAL DEVELOPMENT FOR SUSTAINABLE GROWTH



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Introduction

Agile Business Strategy and Organisational Development for Sustainable Growth examines how organizations adapt strategy quickly while building the capability to keep growing responsibly. This Training Course covers adaptive strategy design, organizational development, and sustainable value creation. Participants study the Business Model Canvas, Wardley mapping, the McKinsey 7S framework, Kotter's change model, ADKAR, OKRs, and ESG and GRI principles. Furthermore, the programme connects strategy to capability through design labs, organizational diagnostics, and growth roadmap workshops. As a result, delegates leave able to align strategy, structure, and people behind growth that lasts.

Agile Business Strategy and Organisational Development for Sustainable Growth Course Objectives

- Define agile business strategy and sustainable growth clearly.
- Scan markets and value chains with PESTLE and Wardley mapping.
- Design and stress-test business models with the Business Model Canvas.
- Diagnose organizational alignment using the McKinsey 7S framework.
- Design structures, roles, and decision rights for agility.
- Build capability through talent, learning, and succession planning.
- Lead change with Kotter and ADKAR methods.
- Set growth and sustainability goals with OKRs and KPIs.
- Embed ESG and GRI principles into growth decisions.
- Govern strategy and organizational development for the long term.

Course Methodology

- Interactive workshops using real strategy and organization files.
- Market and value chain analysis labs.
- Business model design and stress testing exercises.
- Organizational diagnostics with 7S and culture review.
- Growth roadmap and change leadership workshops.
- Action planning that converts each session into a workplace commitment.

Who Should Take This Course

- Strategy and organizational development professionals.
- Executives and senior business leaders.
- HR business partners and organization design specialists.
- Transformation and change managers.
- Business unit leaders and general managers.
- Sustainability and ESG officers.
- Consultants advising on growth and organization.

Agile Business Strategy and Organisational Development for Sustainable Growth Course Outlines

Day 1: Foundations of Agile Strategy and Sustainable Growth

- Defining agile strategy, organizational development, and sustainability.
- Strategy horizons: now, next, and later.
- Vision, purpose, and sustainable value creation.

- Stakeholder mapping across investors, employees, and communities.
- Governance, ethics, and accountability for growth.
- Organization development models and maturity.
- Building the strategy and OD framework.

Day 2: Market Insight and Business Model Design

- PESTLE and macro-environment scanning.
- Wardley mapping and value chain evolution.
- Customer segmentation and value proposition design.
- Business Model Canvas and business model innovation.
- Unit economics, pricing, and monetisation.
- Scenario planning and stress testing.
- Documenting strategy and model hypotheses.

Day 3: Organisational Diagnosis and Design

- The McKinsey 7S framework: strategy, structure, systems, shared values, style, staff, skills.
- Culture assessment and behaviour review.
- Structure design, spans, and layers.
- Role clarity, job design, and decision rights.
- Capability, skills, and workforce planning.
- Incentives, appraisal, and performance alignment.
- Documenting organizational gaps and priorities.

Day 4: Growth Execution and Change Leadership

- Growth options and portfolio logic.

- Agile funding, OKRs, and roadmap design.
- Kotter's change model and ADKAR readiness.
- Communication, engagement, and resistance handling.
- Talent development, coaching, and succession.
- Digital enablers and ways of working.
- Building the growth roadmap with milestones.

Day 5: Sustainability, Measurement, and Governance

- ESG integration and GRI reporting principles.
- Sustainability targets and science-based commitments.
- Growth metrics, KPIs, and leading indicators.
- Strategy and OD review cadence.
- Governance structures and accountability.
- Learning routines and strategy renewal.
- Personal action plan and continuous improvement.

Conclusion

By successfully completing Agile Business Strategy and Organisational Development for Sustainable Growth, participants will have acquired a practical command of adaptive strategy design, organizational diagnosis, capability building, change leadership, and sustainable growth governance. They will know how to align structure, incentives, and skills behind a chosen direction, lead change so commitment holds, and integrate sustainability into growth decisions. In addition, the course prepares delegates to measure progress and renew strategy as markets shift. As a result, they return to work ready to grow their organization deliberately and responsibly. Gentex Training Center delivers this Training Course with a practical, standards-based approach.

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FAQs for the Agile Business Strategy and Organisational Development for Sustainable Growth course

Q1 What is the "Agile Business Strategy and Organisational Development for Sustainable Growth" course about?

It is a five-day programme that links adaptive strategy to organizational capability and responsible growth. It covers PESTLE and Wardley mapping, Business Model Canvas design, the McKinsey 7S framework, structure and capability design, Kotter and ADKAR change methods, OKRs and KPIs, and ESG and GRI integration.

Q2 What are the key benefits of the "Agile Business Strategy and Organisational Development for Sustainable Growth" course?

Participants gain the ability to align structure, incentives, and skills behind a chosen direction rather than changing strategy alone, and to lead change so commitment holds under pressure. They also learn to build growth that satisfies investors, employees, and regulators simultaneously, which reduces execution and reputational risk.

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Q3 What skills will I gain from the "Agile Business Strategy and Organisational Development for Sustainable Growth" course?

Market and business model analysis with PESTLE, Wardley mapping, segmentation, and Business Model Canvas design, organizational diagnosis and design with the McKinsey 7S framework, culture assessment, structure design, and decision-right mapping, growth execution and change leadership with OKRs, roadmap design, Kotter and ADKAR methods, talent development, and succession planning, and sustainability governance with ESG integration, GRI principles, growth metrics, and strategy renewal routines.

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Q4 What tools, methods, or standards are covered in the "Agile Business Strategy and Organisational Development for Sustainable Growth" course?

The course covers agile strategy, organizational development and sustainability definitions, strategy horizons across now, next and later, vision, purpose and sustainable value creation, stakeholder mapping across investors, employees and communities, governance, ethics and accountability for growth, organization development models and maturity assessment, PESTLE environmental scanning, Wardley mapping and value chain evolution, customer segmentation and value proposition design, the Business Model Canvas and business model innovation, unit economics, pricing and monetisation analysis, scenario planning and strategy stress testing, the McKinsey 7S framework across strategy, structure, systems, shared values, style, staff and skills, culture assessment and behaviour review, structure design with span and layer analysis, role clarity, job design and decision-right mapping, capability, skills and workforce planning, incentive, appraisal and performance alignment, growth option analysis and portfolio logic, agile funding and OKR design, growth roadmap and milestone planning, the Kotter change model, the ADKAR readiness model, communication, engagement and resistance handling, talent development, coaching and succession planning, digital enabler and ways-of-working design, ESG integration and GRI reporting principles, sustainability targets and science-based commitments, growth metrics, KPI and leading indicator design, strategy and OD review cadence, governance structure and accountability design, and learning routine and strategy renewal practice.

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Q5 How is the "Agile Business Strategy and Organisational Development for Sustainable Growth" course applied in real-world practice?

Delegates apply it through strategy briefs, PESTLE scans, Wardley maps, segmentation studies, value proposition canvases, Business Model Canvases, unit economics models, stress-test reports, 7S diagnostic reports, culture assessments, structure design proposals, role charters, decision-right matrices, workforce plans, incentive alignment papers, growth roadmaps, funding proposals, OKR sets, change and communication plans, talent and succession plans, ESG integration plans, sustainability target submissions, KPI dashboards, review agendas, and strategy renewal papers. They also use it to chair strategy and OD reviews and to brief boards on growth and sustainability performance.