

LEADERSHIP AGILITY



GENTEX[®]

TRAINING CENTER



Introduction

Leadership Agility Training Course builds the capacity to lead well when conditions keep changing. Agile leadership is not speed for its own sake; it is the ability to sense what is happening, decide with partial information, and adjust without losing direction. Many leaders default to familiar habits long after those habits stop working. This program develops the flexibility to choose a different response deliberately. It draws on adult development research, agile practice, and change leadership. As a result, participants learn to read context, shift between styles, and help their teams adapt. Furthermore, the course covers decision agility, learning habits, and agile team practices.

Leadership Agility Course Objectives

- Apply the three levels of leadership agility: expert, achiever, and catalyst.
- Diagnose situations using the Cynefin framework and VUCA conditions.
- Shift deliberately between directive, facilitative, and delegating styles.
- Apply situational leadership to match style with team readiness.
- Make faster decisions using the OODA loop and decision rules.
- Practise sense-making and adaptive problem framing.
- Apply agile practices: sprints, retrospectives, and stand-ups.
- Build feedback loops and rapid learning cycles into team routines.
- Lead change with Kotter's eight steps and the ADKAR model.
- Develop personal agility habits through structured reflection.

Course Methodology

- Facilitated sessions built around live leadership dilemmas.
- Diagnostic workshops using the agility levels self-assessment.
- Role-play of style switching and adaptive decision-making.

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- Case studies from technology, services, and industrial settings.
- Group exercises in retrospectives and feedback loop design.
- Simulation of leading a team through rapid change.
- Peer coaching, reflection, and personal agility action planning.

Who Should Take This Course

- Managers and team leaders in changing environments.
- Scrum masters and agile delivery leaders.
- Change and transformation managers.
- Project and program managers using agile methods.
- HR and organizational development professionals.
- Senior specialists moving into leadership roles.
- Executives sponsoring agile transformation programs.

Leadership Agility Course Outlines

Day 1: Foundations of Leadership Agility

- Defining leadership agility and why it matters now.
- The three agility levels: expert, achiever, and catalyst.
- Adult development stages and leadership maturity.
- The VUCA framework and the Cynefin framework.
- Agile values and the Agile Manifesto principles for leaders.
- Common agility blockers: habits, fear, and hierarchy.
- Workshop: leadership agility self-assessment.





Day 2: Contextual Diagnosis and Flexible Style

- Reading context before choosing a response.
- Situational leadership and readiness levels.
- Directive, facilitative, and delegating styles in practice.
- Knowing when to hold course and when to change.
- Managing ambiguity and incomplete information.
- Sense-making techniques and assumption testing.
- Role-play: switching style mid-conversation.

Day 3: Decision Agility and Rapid Learning

- The OODA loop for fast-moving decisions.
- Decision rules, guardrails, and delegated authority.
- Reversible versus irreversible decisions.
- Running small experiments and learning cycles.
- After-action reviews and retrospectives as learning tools.
- Building feedback loops into daily operations.
- Workshop: designing a rapid learning cycle.

Day 4: Agile Teams and Adaptive Practices

- Agile team structures, roles, and ways of working.
- Sprints, stand-ups, and backlog prioritisation basics.
- Facilitating retrospectives that produce change.
- Coaching teams toward self-organisation.
- Psychological safety and constructive challenge.

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- Distributed and hybrid agile team practices.
- Simulation: facilitating a retrospective.

Day 5: Leading Change with Agility

- Change leadership with Kotter's eight steps and ADKAR.
- Balancing stability and experimentation.
- Influencing stakeholders during uncertainty.
- Adaptive strategy cycles and rolling planning.
- Sustaining agility and preventing regression.
- Personal agility habits and reflection practices.
- Capstone: presenting a 90-day leadership agility plan.

Conclusion

By successfully completing Leadership Agility Training Course, participants will have acquired the knowledge to diagnose context, move fluidly between leadership styles, decide and adjust quickly, build learning loops into team routines, and lead change without losing direction. They will also understand how to sustain agile habits in themselves and their teams. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders respond to change rather than resist it.

FAQs for the Leadership Agility course

Q1 What is the "Leadership Agility" course about?

It is a training program that develops the ability to lead effectively amid constant change. It covers leadership agility levels, contextual diagnosis, flexible leadership styles, rapid decision-making, agile team practices, and adaptive change leadership.





Q2 What are the key benefits of the "Leadership Agility" course?

Participants gain faster, better-calibrated responses to change, less reliance on old habits, and stronger team adaptability. Organizations benefit from quicker learning cycles, smoother agile adoption, and leaders who adjust strategy with evidence rather than defending a fixed plan.

Q3 What skills will I gain from the "Leadership Agility" course?

Participants build contextual diagnosis and style flexibility, agile decision-making and rapid learning, agile team facilitation and retrospectives, and adaptive change leadership and stakeholder influence.

Q4 What tools, methods, or standards are covered in the "Leadership Agility" course?

The course covers the three leadership agility levels, the VUCA and Cynefin frameworks, situational leadership, the OODA loop, agile practices such as sprints, stand-ups and retrospectives, the Agile Manifesto principles, after-action reviews, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Leadership Agility" course applied in real-world practice?

Learners apply it by diagnosing each situation before choosing a style, delegating decisions with clear guardrails, running short experiments, facilitating retrospectives that lead to action, and reviewing results in rolling planning cycles with their teams.