

Center for Creative Leadership "Learning Agility"	Korn/Ferry's Lominger "Learning Agility"	Changewise "Leadership Agility"
<ol style="list-style-type: none"> <li><b>Innovating</b> – Not afraid to challenge the status quo</li> <li><b>Performing</b> – Remain calm in the face of difficulty</li> <li><b>Reflecting</b> – Take time to reflect on their experiences</li> <li><b>Risking</b> – Purposefully put themselves in challenging situations</li> <li><b>Defending</b> – Are open to learning and resist the temptation to become defensive in the face of adversity</li> </ol> <p>• <i>The first four facets enable one's learning agility and the fifth frustrates or impedes it.</i></p>	<ol style="list-style-type: none"> <li><b>Mental Agility</b> – Think through problems from a fresh point of view; comfortable with ambiguity &amp; complexity</li> <li><b>People Agility</b> – Know themselves well; learn from experience; cool and resilient through change; treat others constructively</li> <li><b>Change Agility</b> – Curious, have a passion for ideas; like to experiment; engage in skill-building activities</li> <li><b>Results Agility</b> – Get results under tough conditions; inspire others to go beyond the norm; exhibit presence that builds confidence</li> <li><b>Self Awareness</b> – Insightful, reflective, understands personal strengths and weaknesses, seeks feedback.</li> </ol>	<ol style="list-style-type: none"> <li><b>Context-setting agility</b> – Extent to which the changes a leader undertakes are tactical and incremental versus strategic or even visionary</li> <li><b>Stakeholder agility</b> – How completely a leader can understand and create alignment with stakeholders whose views and objectives differ significantly</li> <li><b>Creative agility</b> – How insightful and creative a leader is in assessing and solving the complex, novel problems generated in turbulent business environments</li> <li><b>Self-leadership agility</b> – How proactive a leader is in seeking feedback and in experimenting with new and more effective behaviors</li> </ol>

# Lominger International Competency Guide

**Ying-Ying Zheng**



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