Center for Creative Korn/Ferry's Leadership "Learning Agility" 1. Innovating - Not afraid to challenge the status quo a fresh point of view; 2. Performing - Remain comfortable with calm in the face of difficulty Reflecting - Take time to reflect on their experiences Risking – Purposefully put themselves in constructively challenging situations Defending - Are open to learning and resist the temptation to become defensive in the face of adversity Results Agility - Get The first four facets enable one's learning

agility and the fifth frustrates or impedes it.

- Lominger "Learning Agility" Mental Agility - Think through problems from
- ambiguity & complexity 2. People Agility - Know themselves well: learn from experience; cool and resilient through change; treat others
- 3. Change Agility -Curious, have a passion for ideas; like to experiment; engage in skill-building activities
- results under tough conditions; inspire others to go beyond the norm; exhibit presence that builds confidence
- Self Awareness -Insightful, reflective, understands personal strengths and weaknesses, seeks feedback.

- Changewise "Leadership Agility" 1. Context-setting
 - agility Extent to which the changes a leader undertakes are tactical and incremental versus strategic or even visionary
- Stakeholder agility -How completely a leader can understand and create alignment with stakeholders whose views and objectives differ significantly
- Creative agility How insightful and creative a leader is in assessing and solving the complex, novel problems generated in turbulent business environments
- 4. Self-leadership agility -How proactive a leader is in seeking feedback and in experimenting with new and more effective behaviors

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