# **Leadership Agility**



## **Sprint**

## **Marathon**

Focus is on adjusting swiftly to meet near-term needs. The environment is volatile and unpredictable.

Focus is on the longer-term strategic direction of the organization. The environment is more stable.

## **VALIDATE EMOTIONS**

Address the emotional impact on people

Recognize that emotions will transition but do not go away

#### **URGENCY**

React with intention and speed while maintaining a sustainable cadence

Rebuild stamina and endurance through mindful recovery and pacing

## **INNOVATE**

Encourage and reward risks to innovate and drive change to meet immediate needs

Maintain innovation through recognition and reward – promote and encourage experimentation

#### **PIVOT**

Shift focus to a different approach, strategy, product or service to achieve short-term needs

Identify pivot points on a more regular basis to meet long-term needs

#### **MOBILIZE TALENT**

Identify critical areas to deploy the right talent

Sustain performance by raising the bar for talent in high value areas