

The Agile Organization

How to Build an Engaged, Innovative and Resilient Business

The key to retaining competitive advantage in a volatile business world is agility. The third edition of The Agile Organization shows how to develop capabilities across the organization to adapt. With helpful checklists, tips and advice, this is a practical blueprint to building both agility and resilience at individual, team and organizational levels. It covers how to design agile organizations as well as how to implement agile models into existing organizations and people practices. There is guidance on how agility can be applied to talent management, flexible working patterns and the importance of mobilizing and energizing employees for change. This edition contains new material on agile mindsets and enterprise agile planning, alongside how hybrid forms of working can enhance resilience. There is also extended material on how inclusion and wellbeing initiatives can support individual resilience and innovation to improve performance across the organization. Case studies include ING, the University of California, Berkeley, the UK National Health Service (NHS) and SNC-Lavalin's Atkins business. This book is an essential read for HR and OD specialists, senior leaders and managers who want transform their organization and build an agile business.



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