

# Learning Agility



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Transforming  
Business *for* Good



## Course Overview

In today's complex business world, attaining excellence and maintaining it demands individuals, leaders, and organizations to be adaptable, resilient, and open to innovative thinking. This means they must possess a crucial competency known as 'Learning Agility'.

And with the fast improvement of world, the definition of illiteracy extends beyond the inability to read and write. It now includes those who lack the capacity to continually learn, unlearn, and relearn, as this dynamic process of learning and adaptation has become a fundamental requirement for success.

Learning agility refers to the ability of individuals to learn from experiences, adapt to new situations, and apply their knowledge and skills effectively in different contexts.

**By the end of this Learning Agility training course, participants should be able to:**

- Understand the meaning and importance of learning agility in personal and professional success.
- Identify their current learning agility strengths and areas for improvement.
- Cultivate a growth mindset to embrace continuous learning and development.
- Develop mental agility, critical thinking, and problem solving skills.
- Enhance their people agility through effective communication and emotional intelligence.
- Embrace change and adaptability while setting and achieving meaningful learning goals.
- Learn from failures and maintain resilience in the face of challenges.
- Create a personal growth plan and action steps for ongoing development.

## Course Methodology

The Learning Agility training course adopts an immersive participatory training approach, incorporating a diverse range of interactive methodologies to achieve its objectives. Through structured discussions, work groups, brainstorming sessions, case studies, role-plays, and relevant training games, participants are actively engaged, fostering a dynamic learning environment.

The training methodology is a fusion of both training and consultation, with the trainer offering personalized support to each participant. This guidance empowers individuals to formulate practical plans, ensuring seamless application of acquired knowledge and skills in their work upon their return. The program also draws on self-reflection exercises and journaling, enabling personal growth and enhancing participants' learning agility through real-life scenarios and successful examples from learning agile individuals and organizations.



## Course Objectives

In sending participants to this training course, the organisation will gain the following benefits:

**Organizational Agility and Resilience:** A workforce with high learning agility contributes to overall organizational agility and resilience. The organization becomes better prepared to navigate change, uncertainty, and disruptions in the business environment.

**Increased Employee Engagement and Satisfaction:** Learning agility training can contribute to a positive work environment where employees feel empowered and engaged. This, in turn, can lead to higher job satisfaction and reduced turnover rates.

**Knowledge Sharing and Collaboration:** Employees who undergo learning agility training tend to be more open to sharing knowledge and collaborating with colleagues. This can facilitate a culture of continuous learning and cooperation within the organization.

**Talent Development and Succession Planning:** Identifying and nurturing learning agility in employees can be crucial for talent development and succession planning. It ensures a pipeline of individuals capable of taking on leadership roles in the future.

**Enhanced Employee Performance:** Learning agility correlates with improved job performance. Attendees are likely to demonstrate increased competence and effectiveness in their roles, contributing to overall organizational success.

## PERSONAL IMPACT

In participating in this training course, participants will benefit from the following perspectives:

**Career Advancement Opportunities:** Employees with high learning agility are often seen as valuable assets within the organization. This can lead to increased opportunities for career advancement and professional growth.

**Confidence in Facing Challenges:** Learning agility builds confidence. Attendees are more likely to approach challenges with a positive mindset and a willingness to learn.

**Adaptability and Flexibility:** Individuals become more adaptable to change, demonstrating flexibility in their work approach. This adaptability is a valuable trait in dynamic work environments.

**Enhanced Decision-Making Abilities:** Learning agility improves an individual's ability to process information and make informed decisions swiftly in various professional contexts.

**Accelerated Skill Development:** Participants will boost their capacity to swiftly acquire new skills and competencies, enabling them to remain pertinent in a swiftly changing professional environment.

## Target Audience

This "Learning Agility" training course is designed to benefit a wide range of individuals, leaders, and organizations in various fields and industries. Potential attendees for this program may include:

Individuals seeking to enhance their personal and professional growth.

Leaders and managers aiming to foster a culture of continuous learning and adaptability within their teams or organizations.

HR professionals interested in identifying and nurturing learning agility in their workforce, thereby contributing to organizational development and innovation.

Employees and professionals looking to stay relevant in a rapidly changing business environment and maintain a competitive edge in their careers.

Teams or departments aiming to improve collaboration, problem-solving, and decision-making through enhanced learning agility.





# Course content

## Course Outline

### Introduction to Learning Agility

- What is the meaning of learning agility?
- Importance of learning agility in personal and professional growth
- The Role of Learning Agility in the workplace
- Learning agility dimensions
- The link between learning agility and adaptability in a fast-changing world
- The roadmap to cultivating learning agility

### Unlocking Learning Agility via Self-awareness

- The power of self-awareness in developing learning agility
- Techniques for enhancing self-awareness
- Recognizing personal strengths, weaknesses, and growth areas
- Developing a growth mindset through self-awareness
- Recognizing and challenging fixed mindset beliefs
- Strategies to foster a growth mindset in oneself and others

### Developing Mental Agility

- Techniques for continuous learning and acquiring new knowledge
- Reaching mental agility through analytical thinking
- Reaching mental agility through innovation and creativity
- Practicing mindful thinking and avoiding cognitive biases
- Leveraging technology for learning and staying up-to-date with industry trends
- Developing a habit of reflective thinking for continuous improvement

### Building People Agility

- People agility as a key element of learning agility
- Nurturing learning agility through effective communication
- Active listening as a catalyst for learning agility
- Emotional intelligence and empathy in navigating social dynamics
- Conflict resolution and managing difficult conversations
- Giving and receiving constructive feedback for growth

### Embracing Change Agility and Results Agility

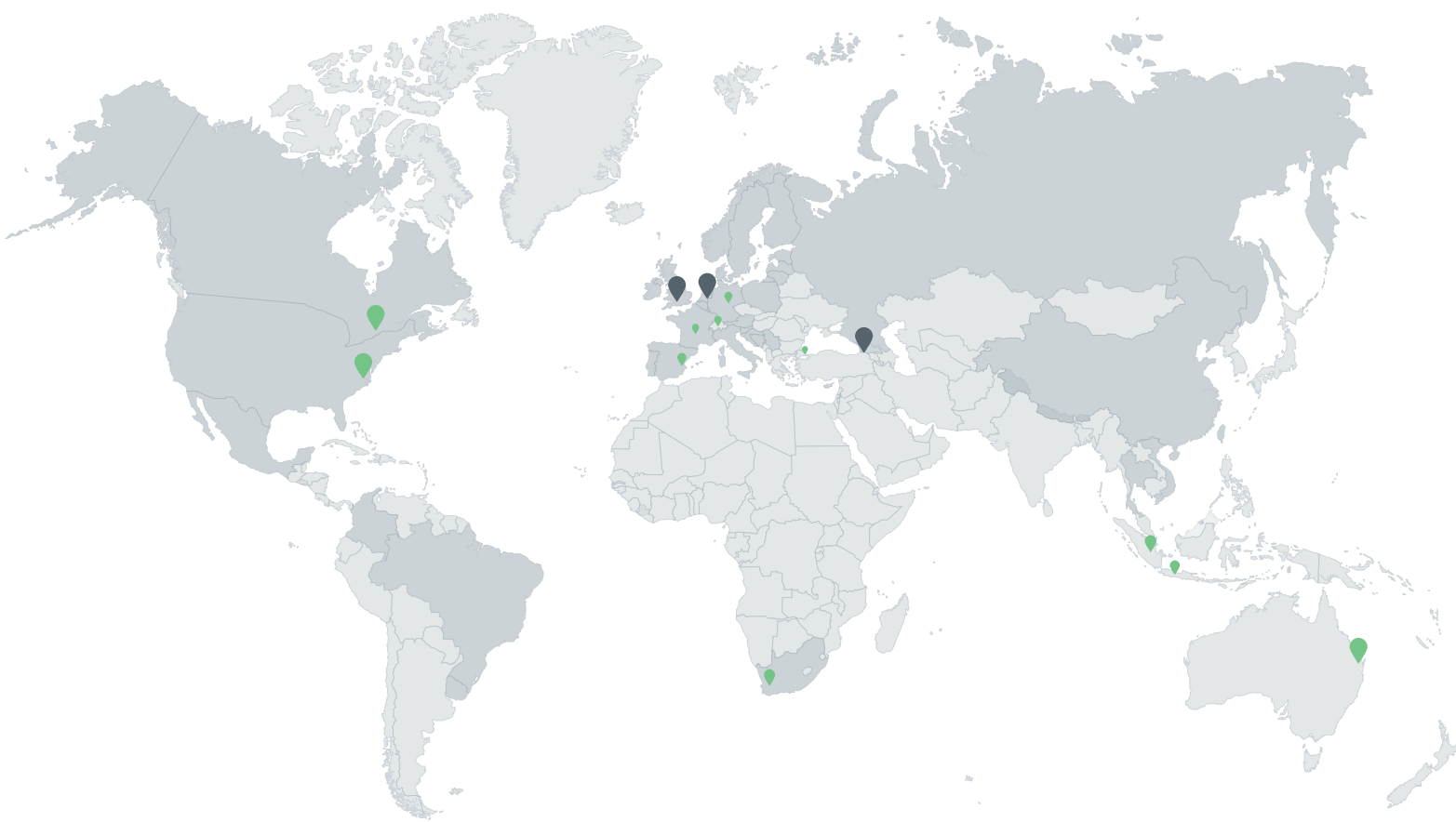
- Change agility as a key element of learning agility
- The difference between adaptability and change agility
- Key principles of change agility
- Results agility as a key element of learning agility
- Integrating strategic planning with results agility
- Developing a personal action plan for continuous improvement

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