

Building Organizational Agility

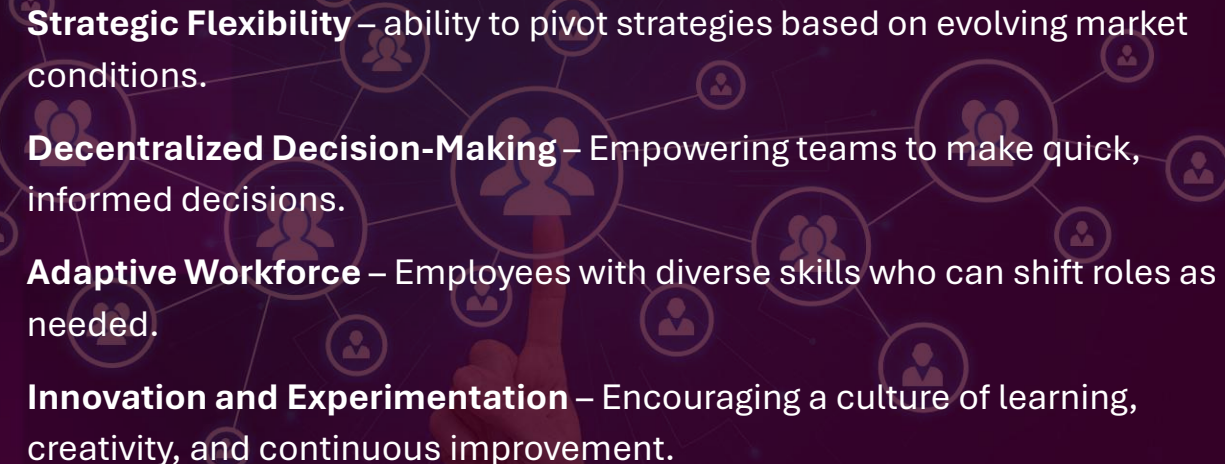


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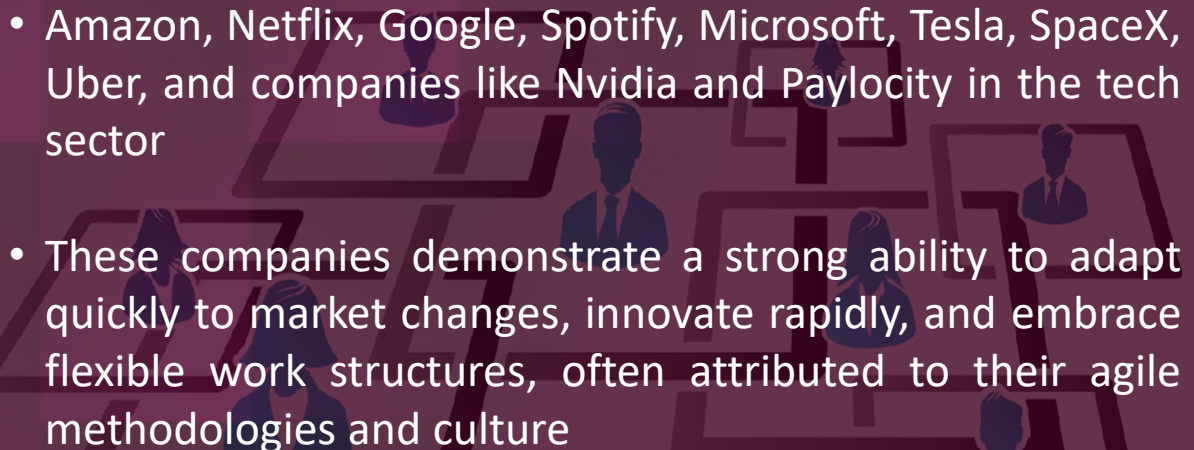
What is Organizational Agility

Organization's ability to quickly adapt to change and meet customer needs.

Key Aspects:

- ❖ **Strategic Flexibility** – ability to pivot strategies based on evolving market conditions.
 - ❖ **Decentralized Decision-Making** – Empowering teams to make quick, informed decisions.
 - ❖ **Adaptive Workforce** – Employees with diverse skills who can shift roles as needed.
 - ❖ **Innovation and Experimentation** – Encouraging a culture of learning, creativity, and continuous improvement.
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- A network diagram consisting of several circular nodes, each containing a stylized human figure icon. The nodes are interconnected by thin lines, forming a web-like structure. A hand is visible at the bottom, with the index finger pointing upwards towards the central node of the network.

What company names come to mind when you think of Organizational Agility

- Amazon, Netflix, Google, Spotify, Microsoft, Tesla, SpaceX, Uber, and companies like Nvidia and Paylocity in the tech sector
 - These companies demonstrate a strong ability to adapt quickly to market changes, innovate rapidly, and embrace flexible work structures, often attributed to their agile methodologies and culture
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- The background of the slide features a dark purple gradient. Overlaid on this is a large, light purple maze. Within the various paths and dead ends of the maze, there are several silhouettes of people in business attire, including men in suits and women in blouses, suggesting a complex organizational structure or a path through a challenging environment.

Indian company names when you think of Organizational Agility?

Information Technology & Digital Services

TCS ; Infosys, Wipro, HCLTech

01

02

Telecom & Digital Infrastructure

Reliance Jio , Bharti Airtel

E-commerce & Consumer Tech

Flipkart , Zomato, Swiggy

03

04

Banking & Financial Services

HDFC Bank , ICICI Bank, Paytm

Automotive & Mobility

Mahindra & Mahindra, Tata Motors, Ola

05

06

Retail & FMCG

Reliance Retail, ITC Limited, Dabur

Manufacturing & Industrial

Larsen & Toubro (L&T), Tata Steel

07

08

Renewable Energy & Sustainability

Adani Green Energy, ReNew Power

How to measure Organizational Agility (1/2)

Strategic :

Speed of Decision-Making
Market-responsiveness
Competitive Benchmarking

Structure:

Span of Control
Speed of implementing change
Cross-functional Collaboration

Process:

Product Development Cycle time
Process Automation
Supply Chain Flexibility



How to measure Organizational Agility (2/2)

Innovation :

New Product/ Service Launch Rate

Investment on R&D

Employee Participation in Innovation Programs/ Patents

Talent/ Culture:

Employee Engagement

L&D Investment

Leadership Succession

Customer-Centricity:

NPS

Customer Feedback Loop Speed

Personalization & Digital Adoption



How to Build Organizational Agility

Empower Agile Leaders – Decentralized decision-making & visionary leadership.

Flatten Hierarchies & Enable Cross-Functional Teams – Move from silos to networks.

Use Digital Tools & AI – Leverage technology for rapid decision-making.

Encourage a Culture of Experimentation & Learning – Fail fast, learn faster.

Stay Customer-Centric & Responsive – Adapt based on real-time customer feedback.

Resilient Supply Chains & Financial Agility – Build buffers and diversification.

How to Build Agile HR Function

Move from Process-driven HR to Value-driven HR

HR as Strategic Business Partner— Proactively shape business strategy with agile people solutions

Employee-Led & Human-Centric Approach Create flexible, inclusive, empowering workplaces.

Skill-Based, Future-Ready Workforce — Hire, upskill, and retain talent based on skills, not just roles.

Continuous Feedback & Real-Time Insights — Replace rigid processes with dynamic, data-driven decisions.

Technology & AI-Driven HR — Leverage automation for smarter, faster HR services.

