

# ACHIEVING ORGANIZATIONAL AGILITY



Organizations have been struggling to recover from the effects of the COVID-19 pandemic that threw the global economy into disarray. While a few thrived in this environment, others were severely impacted. Amid such a volatile market, the future is difficult to predict.

Since most small and medium-sized businesses (SMBs) struggle to navigate past the ever-changing challenges and constraints brought about by the pandemic, they need to revisit their best-laid plans to meet shifting market conditions. Organizations that want to survive or even thrive must be agile, adaptable and innovative enough to be able to pivot whenever the needs of employees, customers or the market change.

## WHAT IS ORGANIZATIONAL AGILITY?



A company's organizational agility involves having systems in place that are flexible enough to adapt and respond rapidly to market changes induced by disasters, pandemics, inflation and more without having to make radical changes and adjustments. Speed, adaptability and innovation are key to building an agile organization.

## 4 CHALLENGES TO ORGANIZATIONAL AGILITY

Although SMBs realize that agility is critical for an organization's survival, it's hard to achieve and sustain in practice. Although most organizations focus only on specific innovation units, the success of an innovation depends on how the entire organization functions. That's why it's critical to identify underlying flaws in business processes such as:

- 1 SLOW DECISION MAKING
- 2 CONFLICTING DEPARTMENTAL PRIORITIES
- 3 RISK-AVERSE CULTURES
- 4 SILO-BASED INFORMATION



## 3 KEY STEPS ON YOUR PATH TO AGILITY



**Sensing:** This alludes to an organization's ability to detect, identify and assess the opportunities and challenges presented by changing conditions and support informed decision making.

For example, if there is rapid technological development in a sector or the impact of consumer and social factors is difficult to predict, it's essential to be able to effectively "sense" exactly when there's a need for change and where innovation or adaptation is most needed.\*



**Shifting:** Shifting is the ability of an organization to adapt internally to fit the demands of its external environment, like a supply chain crisis. Agile companies can not only shift their resources but also their outdated working methods. The most flexible organizations are those with this type of agility.\*



**Securing:** Securing refers to the ability of a company to mobilize the resources required, both internally and externally, to capitalize on opportunities. As the company grows, this may become even more challenging.

Although huge firms are endowed with many assets, they often struggle to support new initiatives while staying focused on today's critical issues. As a result, they either tend to limit access to resources or dilute the impact of their changes by starting on too many competing initiatives.\*

## WHY PARTNER WITH AN MSP?



The top priority for any business today should be to anticipate and reduce risks when they arise. Organizations that are flexible and quick to adapt will not only survive, but also thrive.

Partnering with a managed services provider (MSP) like us will help you find the right technological solutions to meet business goals and maximize profitability.

CONTACT US FOR A FREE CONSULTATION

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