

Stainton Model of Organisational Agility

Act now to build a thriving future



The world is evolving at an unrelentingly fast pace. Organisations are having to **adapt** swiftly to cope with **disruption** and keep up with changes in **consumer** needs and expectations. Some will find this easier than others. Many will struggle to know what **changes** they need to make and where to begin. This **risks** becoming vulnerable or missing golden opportunities. **Agility** underpins successful organisational **transformation**.

Are you an Executive in an organisation that is:

- facing decisions on how to respond or adapt to new market conditions?
- experiencing disruption from known and unknown external threats?
- reliant on ways of working that are no longer fit for purpose?
- struggling to keep pace with shifting customer expectations?
- finding a growing mismatch between current performance and future aspirations?

The current disruption means our organisations are unlikely to ever be the same again. There is an opportunity to work on the organisational changes that need to happen that will allow it to emerge stronger and more able to adapt swiftly and effectively in the future.

“Now, more than ever, business agility, the ability to respond & adapt to change faster, leaner and smarter, is crucial for business survival”

Dr Ileana Stigliani, Associate Professor of Design and Innovation, Imperial College London

Use the Stainton Model of Organisational Agility to:

- ✓ bridge the gap between current and future ways of working
- ✓ improve ability to respond to customer needs
- ✓ start developing new sustainable ways of working
- ✓ reduce risk and uncertainty
- ✓ get alignment across the organisation
- ✓ co-create a program of work that is right for your context & business priorities

Here's how we can work with you to deliver lasting successful transformation:

- 1 Review where you stand against the key areas that contribute to organisational agility
- 2 Create a clear roadmap of where your effort will have maximum impact
- 3 Build a responsive approach to match the scale and pace of the challenge you face

The Stainton Model of Organisational Agility has been developed by consultants with deep expertise in organisational development who have studied the vital things organisations need to do to become **agile** in these **dynamic** times. It goes beyond technology and organisational efficiency. It focuses on **balancing internal and external; hard and soft** to enable your organisation to adapt to **changing** circumstances.



Operationally Responsive	Externally Focused
Digital working and technology enables the organisation to perform effectively, with working practices that allow people to work in a dynamic and responsive way. The organisation is designed for speed, flexibility and agility, constantly able to transform while continuing to run and grow.	The organisation places the customer at the heart of strategy where purpose and activities centre on the ability to respond to changing customer needs and expectations. Strong links outside of the organisation strengthen the organisations proposition and delivers shared successes.
Internally Enabled	Culturally Resilient
A clear purpose and people culture, understood by all, drives decision making at every level to find the best ways of working. Leaders listen and are inclusive. People work across the organisation with a collaborative mindset and behaviour, adopting a flexible approach and instilling confidence in people who work in the organisation.	People are encouraged to be creative and pursue new ideas. They are energised by finding better ways of doing things while able to recognise what's important to maintain. People take ownership for their own development and show up in ways that enable others to be at their best, learning from both successes and challenges.

What executive clients say about using the Stainton Model

- "We started to have some great conversations about what we need to start doing to build for the future"
- "The model was a helpful framework to use to assess. It helped show where there was opportunity and that we needed to focus on internal culture, processes and the customer"
- "We need to change to futureproof. It's up to us to make things happen."