

# Business Agility: analyze the actual state, attitudes and opportunities for improvement

## What is Agility Indicator and where do we use it?

Agility Indicator is a tool for multilateral feedback that helps achieve organizational development goals. It helps to manage the transition to agile method of work and way of thinking. The tool can be used by organizations that plan to apply these approaches, as well as those that already work with the agile methodology, but would like to explore attitudes and “adjust their clock” to the actual situation.

## How does it work?

This instrument “scans” the organization inside and out and presents a broad perspective on the level of flexibility and adaptability of the company. Participants evaluate statements about how the organization thinks and functions in 4 key areas.

## Challenges for the organization, team leaders and the employees













Challenge	Our solution
The processes and structure in the organization function in outdated and cumbersome models	Research on the attitude towards the application of agile methodology in work processes
Agility principles have been introduced in the company, but do not work properly	A quick survey that provides a clear graphical analysis of the current situation and identifies obstacles to the application of the agile methodology
Difference in working with agile principles between different organizational units	Internal benchmarking and comparisons between departments. An excellent basis for discussion and consultation between leaders and specialists in the company.
Generational clash: different generations in the company adopt an agile approach with different attitudes	Feedback on the overall attitude towards business agility in the company and greater continuity between generations in terms of work process



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HR AREA:	USAGE:	FEEDBACK TYPE:	PARAMETERS:	FORMAT:
 HR management	 Web-based	 Self-assessment	 Time to complete: 30 minutes	 Standardized
 Organizational development	 Mobile App	 Multi-rater	 Standard - English, Bulgarian, German	 Adaptable
	 Training with moderators	 Employee survey	Can be developed in every other language	

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