

# LEARNING AGILITY FOR ENTERPRISES

In the context of learning, adapting to evolving business strategies, working with a multicultural workforce, and taking on dynamic assignments, all demand individuals to be flexible and agile.

## WHO IS AGILE?



Constantly looking out for **new experiences**



Thriving on **complex problems and challenges**



Delivering **better performance** with new skills ingrained

It is imperative that one understands the **difference between flexibility and adaptability** in the context of learning agility.

### FLEXIBILITY

Ability to **change frameworks** as deemed necessary

VS

### ADAPTABILITY

Ability to **quickly adjust** to an alien situation

The idea is to be **people-driven and not process-driven**. It requires an approach of continuous learning, ideally on a daily basis.



People-driven



Process-driven

## COMPONENTS OF LEARNING AGILITY



### Potential to Learn

An employee with **open and receptive mind-set** will be able to constantly experience new things.

### Motivation to Learn

Enterprises need to ensure that their learners are **engaged and inspired** by the learning process.



### Adaptability to Learn

Consistently working on **improving their skills** is an important asset to have among employees.

## RAPIDLY ADAPT, ADOPT AND INNOVATE

Successful companies are the ones that are tapping 'Learning Agility' to rapidly adapt, adopt and innovate.



Learners who can

**LEARN WHILE THEY WORK,  
WORK WHILE THEY LEARN**

can be considered as the most valuable resource in a team.

Employees having high levels of learning agility show

**5X**

**HIGHER ENGAGEMENT RATES**

compared to an average employee.

Having an agile workforce has helped enterprises post

**25%**

**HIGHER PROFIT MARGINS**

compared to an average employee.

## THE NEED OF THE HOUR

A **continuous professional development platform** to harness learning agility.

L&D professionals need to **think beyond just 'training'** and deploy learning & development programs that **set a culture of lifelong learning** among the employees.

### TRADITIONAL METHODS NEED REPLACEMENT

- SETTING GOALS
- PLANNING
- EXECUTION



**A CONTEXTUAL  
INTENT-BASED  
FRAMEWORK**

that embraces situational awareness while learning.