The Business Jam

Soft Skills Framework

Learning Skills | Learning

Life Skills | Leadership

LEARNING AGILITY

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INFORMATION PAGE

Topic: Learning Agility

Skill: Learning Skills | Learning, Life Skills | Leadership

Duration: 30 min

Format: Self-study

LEARNING AGILITY

Learning Skills | Learning

Life Skills | Leadership

Self-Study Guide

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WHAT IS LEARNING AGILITY?

- Learning agility is a set of complex skills that enable us to learn something new in one place and then apply what we learned elsewhere, in a wholly different situation. Learning agility is our ability to learn, adapt, unlearn, and relearn to keep up with constantly changing conditions. *https://harver.com/blog/learning-agility/*

- "Learning agility is dealing with new experiences flexibly and rapidly by trying new behavior, getting feedback on these attempts, and making quick adjustments so new learning will be realized when you do not know exactly what to do."

- *Hoff, David; Burke, W. Warner. Learning Agility: The Key to Leader Potential (p. 9). Hogan Press. Kindle Edition. Co*

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WHY DO WE NEED LEARNING AGILITY?

- Companies become complacent/satisfied with their own success.

- They stick with the "way things are done here" once they discover what works for them in a specific environment.

- They become reluctant to change and refuse to learn new ways of doing things.

- Learning agile leaders are quick to adjust to a fast-changing environment.

- They keep-up-to date with what competitors are doing.

- They are able to quickly adjust to new trends by learning through experimentation and searching for new knowledge.

- Learning Agility is therefore an indication how quickly a person will adjust and learn in the face of uncertainty.

WHAT ARE THE BENEFITS OF MEASURING LEARNING AGILITY

- More effective identification of potential leaders

- Leadership development

- Assist in managing teamwork

- Important tool in prioritizing personal development

- Can be used to measure company-wide learning and adjustment e.g. is the company displaying all 9 traits of learning agility

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THE BURKE LAI TOOL

https://easiconsult.com/learning-agility-offerings/

THE 9 DIMENSIONS OF LEARNING AGILITY

Flexibility
- Being open to new ideas and proposing new solutions.

Speed
- Acting on ideas quickly so that those that aren't working are discarded and other possibilities are accelerated.

Experimenting
- Trying out new behaviors (approaches, ideas) to determine what is effective.

Performance Risk Taking
- Seeking new activities (tasks, assignments, roles) that provide opportunities to be challenged.

Interpersonal Risk Taking
- Discussing differences with others in ways that lead to learning and change.

Collaborating
- Finding ways to work with others that generate unique opportunities for learning.

Information Gathering
- Using various methods to remain current in one's area of expertise.

Feedback Seeking
- Asking others for feedback on one's ideas and overall performance.

Reflecting
- Slowing down to evaluate one's own performance to be more effective.

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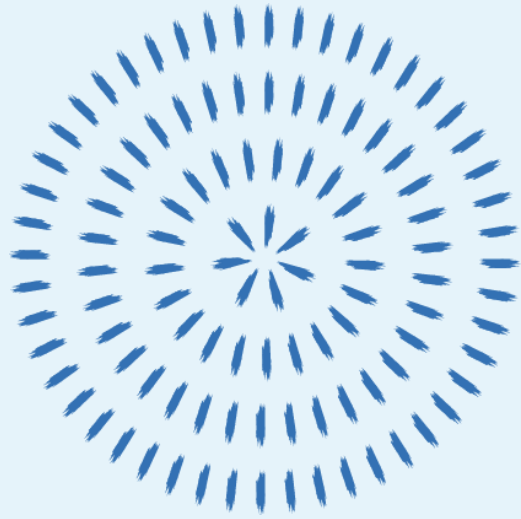
CENTER FOR CREATIVE LEADERSHIP'S
Learning Agility Assessment Inventory (LAAI)

https://www.ccl.org/

https://cclinnovation.org/wp-content/uploads/2020/02/learningagility.pdf

Center for Creative Leadership

4 LEARNING AGILITY ENABLERS + 1 DERAILER

Innovating

Performing

Reflecting

Risking

Defending

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INNOVATING

- Question the status quo (the accepted way of doing things)
- Challenge long-held assumptions.
- Discover new and unique ways of doing things.
- Engage in experiences which provide new perspectives and opportunities to grow
- Generate new ideas by viewing issues from multiple angles (Framing/Reframing)

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PERFORMING

- Overcoming unfamiliar challenges.

- Able to focus while handling the stress brought on by ambiguity.

- Adapt quickly in order to perform.

- Demands observation and listening skills.

- Need to be able to process data quickly.

- Assess options and choose new direction within limited time.

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REFLECTING

- Understand the need for feedback

- Focused on processing information

- Deconstruct own assumptions and behavior

- Pursue deeper insight by searching for the constructs/systems underlying self-evident behaviour/patterns

RISKING

- Venture into unknown territory

- Make yourself available to try new things

- Mentally open yourself up to new ideas and experiences, even if you know it might cause discomfort

- Be adventurous and comfortable with progressive risk—risk that leads to opportunity, not thrill-seeking.

- Success is not always guaranteed and can lead to disappointment

- Stretch yourself outside your comfort zone

- Calculated risk breeds confidence that leads to further experimental behaviour

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DEFENDING

- We sometimes remain closed or defensive when challenged or given critical feedback

- Seek feedback, process it, and adapt yourself based on the new information

- Defensiveness needs to be measured and understood alongside the positive behaviors associated with learning agility

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CHARACTERISTICS OF LEARNING AGILE INDIVIDUALS

ARE MORE EXTROVERTED

More sociable
More active
More likely to take charge

ARE MORE FOCUSED

Continually refine and polish
Are more organized
Are more driven
Are more methodical

ARE MORE ORIGINAL

Are more likely to create new plans and ideas
Seek complexity
Readily accept change and innovation

ARE MORE RESILIENT

Are more "at ease"
Are more calm
Are more optimistic
Rebound from stressful events more quickly

ARE LESS ACCOMMODATING

Challenge others
Welcome engagement
Express opinions

https://cclinnovation.org/wp-content/uploads/2020/02/learningagility.pdf

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