

<p>So this session is about how you can be an agile L&D professional. I am going to share with you my thoughts on some simple steps that you can take, reflect upon and implement easily. By the end of this session you will be able to:</p>	<p>Describe what agile means for you as an L&D professional Describe what benefits being agile will bring to you and your organisation Hopefully you will want to adopt some of these steps when you get back to the workplace</p>
<p>So what exactly do I mean by agile? Is it about being able to pull the proverbial rabbit out of a hat? Or to make your ever shrinking resources go further? Or is it about bending and flexing with whatever is thrown your way?</p>	<p>To me agile can be many things. It can be about stealth –effortlessly glide around the organisation seeing what is going on, being a ninja, having your finger on the pulse and noticing what is happening, or even not happening.</p>
<p>It can also be about flexing with what is happening. Instinctively knowing what is the right next step. It is about staying calm in the midst of the storm to find out where the storm is raging and who needs to help calm it.</p>	<p>It can also be about avoiding those false starts or those blind alleys that suck you in. It is more about getting it right first time because you have, “ninja-like” infiltrated the organisation.</p>
<p>It is about getting to the root of the problem, seeing what is really there rather than what presents itself, roaring the loudest and making the most noise, pulling you into uncertain directions</p>	<p>It is about recognising the difference between what someone says they want and what they really need. So someone says they want a glass of orange, when they actually need to have their thirst quenched and so your solution may be a glass of water.</p>

<p>So why bother? Being more agile gives you in L&D more credibility because you solve the right problems in the right way with the right people. You start to become change agents rather than purveyors of learning materials.</p>	<p>I am suggesting just 4 ways to start. These will be ways that you can implement easily and quickly, but please pay attention, this presentation is speeding along at its own pace!</p>
<p>1. Be a ninja, infiltrate the organisation, analyse what is going on. 2. Use the right stakeholders to work with you in the right way</p>	<p>3. Set clear organisational, performance and learning objectives and know the difference 4. Listen, reflect and feedback what is happening or not happening</p>
<p>Network like a ninja. Be everywhere. Get your finger on the pulse. Read organisational plans, go to briefings and find out what is really going on. Make connections and network to find the right allies and supporters.</p>	<p>Dig deeper and analyse. If you always do surveys, try focus groups or analysing the latest management information. Collate appraisal information and don't just use it to determine what training is needed.</p>
<p>Ask yourself who do you need to spend more time with? Concentrate on working with those stakeholders that are both supportive and have an impact in the organisation. Win over the snipers, keep close the networkers and don't waste time on the undead.</p>	<p>What is the prize? What is the organisation trying to achieve? What does best look like if it is trying to be the best? How will you know when you are there? Set reasonable and agreed expectations around how quickly you can be the best and how that will be measured</p>

<p>Help people managers turn into heroes by helping them to achieve their team goals and improve performance. Use Roberts Mager's PCS format for goal setting, a great model for setting SMART objectives</p>	<p>All the while listen, encourage, seek feedback and give great feedback. Inspire everyone to reflect on their performance and its impact. Measure what is important and change tack if the feedback dictates it.</p>
<p>Create a virtuous spiral so that the only way is up. Listen, reflect, adapt and react. Become proactive rather than reactive. Inquisitive rather than obedient. Solution focussed rather than training driven.</p>	<p>Quick recap on what you have to do to become an agile L&D professional</p> <ol style="list-style-type: none">1. Infiltrate the organisations like a ninja2. Work with the right stakeholders in the right way3. Set clear objectives4. Listen, reflect and feedback what is happening or not happening <p>That's how you get to be bendy in L&D!</p>