



Introduction to *Leadership Agility*

**Experience Integral
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Leadership Agility

Breadth and depth of leadership potential
[as per state stages/waking up and
structure stages/growing up]

vs.

Actual leadership behavior

Levels of Leadership Agility

- Expert
- Achiever
- Catalyst (Requires Individualist Consciousness)
- Co-creator (Requires Strategist Consciousness)
- Synergist (Requires Magician Consciousness)
- ...?



At the Core of Leadership Agility

...is the ability
to step back in a way that
gives you *greater
perspective*,
followed by fuller
engagement in what needs
to be done next

The Core Capacity of Agile Leadership

- Reflection informing your action:
 - In retrospect/ after the fact
 - In the moment/ real time



The Four Competencies of Leadership Agility

1. Self Leadership Agility
2. Creative Agility
3. Stakeholder Agility
4. Context Setting Agility

Self Leadership Agility

Entails stepping back, and becoming more aware of your:

- physical behaviors,
- feelings/emotions, 'deep mood'
- current 'way of being' or the 'place' you are speaking/acting/listening from

and experimenting with new and more effective approaches



Creative Agility

Involves stepping back from your habitual assumptions about:

- how something should be done (*efficiency*),
- what in fact needs to be done, (*effectiveness*) and/or even
- what being 'you' means in the circumstance (*identity*)

and developing optimal solutions to the often novel and complex issues you face



Stakeholder Agility

Requires you to step back from your own views and objectives to consider the needs and perspectives of those who have a stake in your initiatives

- First-order Role Taking
- Second-order Role Taking*



Context Setting Agility

Entails stepping back and determining the best initiatives to take, given the changes taking place in your larger environment

- Conducting thought-based analysis
- Recognizing somatic information
- Leveraging emotional intelligence
- Trusting intuitive knowing



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