

AGILITY:

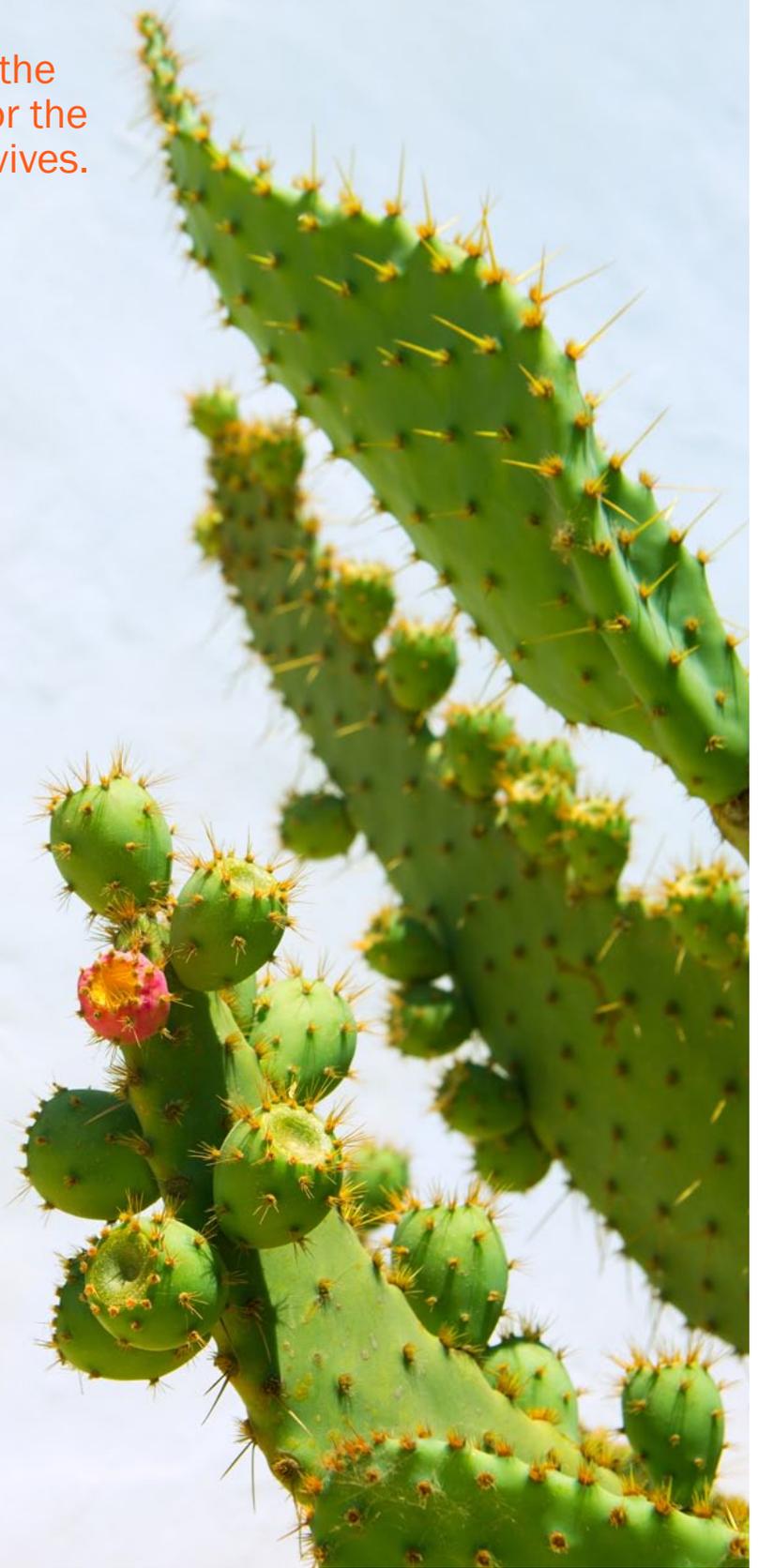
Create the  
capability to  
change.



sage ways™

It is not the strongest of the  
species that survives, nor the  
most intelligent that survives.  
It is the one that is most  
adaptable to change.

CHARLES DARWIN



# Constant Change is the New Normal

If you're of a certain age, you may remember rotary-dial phones, anchored to the wall by a cord. Then there were push buttons. Then cordless. Then mobile. Then touch-screen. And so on. What's remarkable about this isn't so much that technology marches on; it's that the intervals between changes are getting smaller and smaller.

The same goes for business shifts—accelerating change is reshaping the world in ways we could never have imagined. Change no longer comes in cycles; it's a constant state. A new normal. And managing it requires a new way of thinking about organizations, and the people who lead them.

## Overwhelmed? You're not alone.

In 2010, IBM conducted a Global CEO study, interviewing 1500 chief executives across 60 countries in 33 industries.

The number one concern among execs? The growing complexity of the business environment.

The CEOs said change happened quickly, and on a large scale; they said the future couldn't be predicted with any precision.

The majority of the execs went on to admit that their organizations weren't equipped to cope.

## Sage Ways can help.



# Adaptable Organizations are Successful Organizations.

At Sage Ways, we think a better metaphor for business is the natural world, and the living systems described by Charles Darwin. In these ecosystems, only the adaptable successfully navigate change; they do this by transforming both themselves and their environment, leading to a rebalancing, and a newly-learned resilience.

The same holds true in a business ecosystem—success comes to those able to make adjustments to business models, strategies, or leadership within the evolving structure of the system. Success comes to those with the capability to change.

Sage Ways works with the new normal every day, helping people and teams in organizations create a dynamic capability to change, so that they can adapt to today's ever-increasing demands and complexities with ease and creativity.

We think of this capability to change as *Agility*.

## The Key to Success

An ever-growing body of research connects agility—the cultivated capability to adapt to change more quickly, reliably, and sustainably than the competition—and success.

In their book, *The Agility Factor*, veteran researcher Chris Worley and team reviewed the performance of hundreds of companies over decades, and came to a simple, data-backed conclusion: over time, agile companies are up to seven times more profitable.

AGILE  
COMPANIES:  
7X MORE  
PROFITABLE



# Agility Can Be Learned. Here's How.

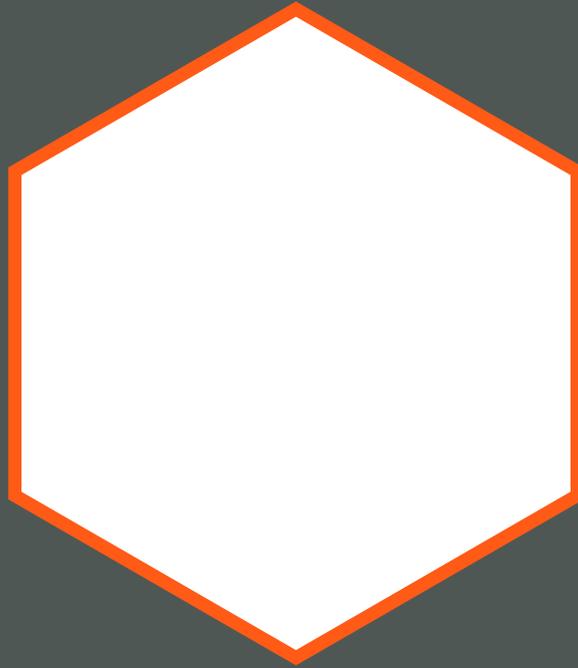


In an ecosystem, the most prolific rate of change takes place on the fringes, or what scientists call the ‘verge’.

It’s where no single species dominates, and change is constant—like the ocean’s intertidal zone, or the boundary between forest and savanna.

While organisms at the heart of dominant environments enjoy some amount of stability, those on the verge have learned agility: they’ve learned to adapt. Verges exist in business ecosystems too, where leaders take center stage and can miss the very important agile work happening at the verges of their organizations. The verge is the zone where individual leaders and their organizations converge and interact with merging ideas. We believe that effective organizational change in this new context can’t survive without conscious work on both fronts.

So Sage Ways blends both talent development and organizational change at this verge—this environment primed for learning. We help leaders learn agility, then help them create the capability to change across their organizations.



## Are you ready to grow?

We've found that while organizations must remain stable in executing their core businesses, there's increasing pressure to generate profound change through 'blue sky' thinking designed to look beyond current limitations or following a 'blue ocean' strategy in a quest for new market spaces ripe for growth.

We help organizations generate profound change by integrating leading-edge learning concepts—like Vertical Development—with insights from the emerging field of Neuroleadership, and practical methods for addressing real-world business challenges through Action Learning.



# Sage Ways Agility Solutions

Sage Ways  
Agility Framework



Our Agility Solutions combine deep personal change with proven organizational development methods. We help leaders understand where they are in their own journey of growth and integrate personal leadership work with organizational best practices based on research findings from *The Agility Factor*.

The result: a pragmatic, evidence-based framework that helps leaders create agile organizations that are ready for a new-normal environment.

**TALENT ACCELERATOR**  
Integrated talent development programs to create a pipeline of agile leaders.

**IDENTITY CATALYST**  
Tools to ignite leadership effectiveness by articulating who you are, and what you stand for.

**AGILITY IN ACTION**  
Workshop programs to develop a growth mindset in leaders so they are able to thrive in change.

**CULTURAL AGILITY**  
Innovative development experiences that foster curiosity and cultural awareness with emerging markets as the lab.

**TEAM AGILITY**  
Develop teams that work together as one, so they are more agile and effective.

# What to Expect?

## Expect to be challenged.

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Expect your leaders to develop the agility needed to transform your business to the new normal.

Expect to learn the skills to build an agile organization, and boost performance.

Expect to create new ways of working that will optimize creative collaboration in the face of complexity and constant change.



# Why Sage Ways?

At Sage Ways we believe the key to business growth and success is to meet the increasing rate of change and complexity head on. We help you do this by strengthening your people's capabilities to adapt, create and innovate. By making them agile.

We partner with clients to create customized solutions through:

## PRAGMATIC DESIGN AND EXECUTION

We deliver finely-tuned solutions based on your needs and our deep experience, honed over decades as business and human resources leaders.

## PRODUCTIVE COLLABORATION

We bust traditional silos by building collaboration experiences and processes that ignite the entire team's energy to address real-time business challenges.

## LEADING EDGE LEARNING

We challenge the status quo and develop new and creative ways of addressing complex problems and driving deep transformational change.

## Getting Started

To determine your current organization's agility, contact us at [hello@sagewaysconsulting.com](mailto:hello@sagewaysconsulting.com) to embark on the Agility Factor Assessment.

# Create the capability to change.

Sage Ways helps people and businesses create a dynamic capability to change, so they can adapt to today's ever-increasing demands and complexities with ease and creativity.

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