

Specialist Human Resources Limited

Agility in Business is All About People

Even the best laid plans will only survive first contact with the customer because the customers' expectations, along with the response by competitors to changes in the marketplace, are constantly changing. But business leaders are not always the first to realise that these changes are taking place.

There is a need for everyone in the organisation to be aware of what is happening in the external environment and to highlight the changes that are taking place. In short, there needs to be a culture of 'Leadership Throughout' where anyone can take the lead to innovate and create a new future for the organisation in response to changes in the external environment. This does not mean that they should be given a free hand - it means that they should be able to operate within guidelines set by senior management. In doing so, it will not only improve personal professional development (and staff retention) but it will also aid organisational development.

HR has an important role to play in ensuring that Leadership Throughout is leveraged as a major element in organisational culture.

How agile is your organisation?