Building Agility to Navigate Uncertainty and Complexity

Duration: 0,5 day
Audience: Pour tous

Who is this training for?

Employees and managers

Training objectives

Equip employees and managers in times of organizational change to gain confidence and be more comfortable navigating ambiguity.

This experiential workshop will lead participants to :

- Make sense of ambiguous situations and the evolving context
- Discover and explore what to rely on in one's business environment
- Identify a variety of options and strategies to better navigate ambiguity

Summary

Adapted to the context of today's evolving organizations, this workshop invites employees and managers to develop new benchmarks and a common language to transform discomfort into a driver of change and commitment. This participatory workshop combines concepts, reflection and action. The proposed experience places particular emphasis on the VICA strategic management mode: volatility, uncertainty, complexity and ambiguity. The formula aims to raise awareness through experimentation to generate real action.

Course outline

Notions related to ambiguity. Distinguishing ambiguous situations in an organizational environment

- The framework of ambiguity : VICA
- The VICA dynamics: the matrix

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Methods and management modes to navigate the VICA world

- VICA antidote: the 4 responses to VICA or the solutions to be put in place to navigate ambiguity
- Clarity • Vision
- Adaptability
- Understanding

Options and strategies to better navigate ambiguity

- Vision : projecting oneself with the head-heart-hand
- Agility : the use of agile mindsets and methods

Approach and methodology

Workshop in reflection and action, individual and collective mode.

Recommendations

- Reflect on concrete situations of uncertainty or change experienced (projects, transformations, ambiguities)
- Identify what makes you less comfortable with ambiguity (e.g.: lack of reference points, unclear decisions)
- Clarify your expectations (e.g.: gain confidence, make better decisions, adapt more quickly)

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