

CASE STUDY

Agility Training Becomes Priority to Global Consultant



PROGRAM USED:
*Unlocking Personal
Agility[®]*

COMPANY:
Global Consulting Firm

ABOUT:
*Case study evaluates the
impact TRACOM Group's
products and training
have had on client
organizations.*

From Accenture's Competitive Agility Index, to KPMG's Global CEO Outlook report, many of the largest consulting firms are increasingly beating the drums about the importance of Organizational Agility. In today's constantly changing and ever-disruptive world, Agility is a necessity for survival. Consulting firms recognize this Agility need for their own benefit and that of their clients. They also see that agility starts with the mindset of their people.

Consulting firms, with people as their primary assets, are at the forefront of Agility training. The good news is that research shows mindset and Agility skills can be developed. In fact, analysis of Agility shows that only 20 percent of the related abilities are genetic. The remaining 80 percent can be developed with effort. Everyone has ability to unlock their potential with the proper training.

The Impact of Profile Reports

TRACOM partners with several of the leading consulting firms in the world. Recently it expanded an Agility training pilot into a wide-scale deployment. The firm has used TRACOM's Adaptive Mindset for Agility including Multi-Rater Profile and *Unlocking Personal Agility* course since 2017.

The program is based on the latest in neuroscience research and helps participants overcome the way their brain locks them into the status quo. It teaches participants about the cognitive biases that get in the way of the ability to generate, evaluate and implement new and useful ideas, which includes specific strategies for how to overcome these biases. This highly interactive course includes multi-rater feedback through the Adaptive Mindset for Agility Profile Report. Hence, participants get a full understanding of their current Agility strengths and weaknesses, as well as direction to develop those skills.

*"The corporate
playbook is being
rewritten and replaced
by one that takes
business agility to a
level we have never
seen before."*

*— Lynne Doughtie, U.S.
Chairman and CEO of
KPMG*

Feedback ratings showed that most participants agreed or strongly agreed with the following:

"I feel that this was a valuable learning experience."



"The knowledge and skills that I gained are directly relevant to my work."



"I would recommend this learning experience to others."



"I believe it's a time when you need to rethink, in a very profound way, almost everything from your strategy, from your leadership, from your current mobile positioning and branding, to very significantly reinvent yourselves. It's a great opportunity for all companies, including Accenture"

— Pierre Nanterme,
Accenture Chairman
and CEO

Results Prove Effective

Executives and leaders appreciate the practical nature of the course, as well as the ability to immediately turn the Agility concepts they learn into improvements at the workplace.

TRACOM's program connects Agility to other key business criteria by demonstrating how Agility improves work performance. For this global firm, the link between Agility and high performance is undeniable.

Benefits of Agility Training

Data collected from over 700 global employees with the consulting firm proved that people with High Agility outperform those with Low Agility:

23% improvement in seeing beyond normal patterns

34% more likely to be viewed by others as entrepreneurial

21% better at anticipating trends and future challenges

39% more likely to be considered a go-to for innovation

19% more motivated to support new initiatives

Consultants – much like other highly educated service professionals – are widely known as demanding consumers of training programs. They earn their way selling their ideas and their time, not sitting in a classroom. For this reason, the rave reviews for the *Unlocking Personal Agility* course caught the eye of the firm's learning and development leaders. Based on the relevancy of the topic and the proven connection to business results, it's become one of the most requested courses among their manager and leadership ranks.

Participants feedback from the course validated that it was well received and applicable.

"Many of the ideas presented resonated with me and will be implemented in my day-to-day business."

"This course gave me the confidence booster I needed to believe in myself."

"The (Agility) material is directly relevant to my role. I can apply these strategies to almost every endeavor."

About The TRACOM Group

The TRACOM Group – The Social Intelligence Company – is a workplace performance company and a leading provider of Social Intelligence research and training.

Through our learning solutions, TRACOM has helped millions of people around the world to uncover hidden barriers and identify strategies that enable more positive outcomes and professional success. Our Social Intelligence solutions include learning and development programs in the areas of Mindset, Resiliency, Agility, Emotional Intelligence and Behavioral Style – all focused on helping our customers create a more engaged, productive and effective environment. Through interpersonal skills training, survey and assessment design, and research in the areas of performance management, leadership development, or employee engagement, we deliver positive, impactful solutions for our customers. Backed by years of research and proven methodology, TRACOM Group provides the "Ah Ha's" that lead to high-performance.