

SUCCESS STORY

Agility Training Becomes Priority to Global Consultant

INDUSTRY:

Global Consulting Firm

CHALLENGE:

"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

SOLUTION:

Unlocking Personal Agility

THE CHALLENGE

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 SOLUTION

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.

FEEDBACK

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.

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

PARTICIPANT

RESULTS

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
-  **21%** better at anticipating trends and future challenges
-  **34%** more likely to be viewed by others as entrepreneurial
-  **19%** more motivated to support new initiatives
-  **39%** more likely to be considered a go-to for innovation

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.

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