08:00 – 08:30  Arrival

08:30 – 09:00  Introductions and plan for the day

09:00 – 10:45  Agility: New Fad or Something Really Transformative?
Alec Levenson and Alan Colquitt
Agility is the latest rage taking the corporate world by storm. The current incarnation comes from the world of software development: consultants have taken the methodologies developed there and brought them into other industries and organizational challenges facing senior leaders. Earlier agility waves focused on everything from organizational ambidexterity, to culture, to treating change like a part of day-to-day business life rather than a disruptive discontinuous event. So what is different about the current wave, and how can leaders best leverage it for improved organizational effectiveness?

This interactive session will review the history of agility and ask the participants to share an example of how agility is being explored in their company and/or something their leaders would like to learn about how to become more agile. The group will share lessons learned and advice on steps for improvement.

10:45 – 11:00  Break

11:00 – 12:00  Performance Improvisation
This is a participant co-created session which will include both table discussion and group discussion.

The topics to be addressed will be drawn from a combination of (a) issues that arise during the discussions earlier in the day, and (b) whatever challenges the participants want to propose in real time for collective brainstorming and problem solving.

12:00 – 1:00  Lunch

1:00 – 2:15  Performance Improvisation, cont’d

2:15 – 3:00  From Strategic Workforce Planning to Organizational Capability
Alan Colquitt and Alec Levenson
At the first EEN meeting in London in March, the topic of strategic workforce planning was introduced by participants as something they were struggling to link effectively into the corporate strategy. This session will start with a review of the challenges of strategic workforce planning and how to ensure it addresses organizational capability gaps to improve organizational performance and implement an organization’s business strategy and strategic priorities. The participants will discuss at their tables, followed by group discussion.

3:00 – 3:15  Break

3:15 – 4:00  From SWP to Org Capability, cont’d

4:00 – 4:30  Wrap-up and adjourn