

LEARNING & DEVELOPMENT

AGILITY SKILL TYPES

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<https://businessagility.education>

GLOSSARY



IntrAgility

Within; from the inside, from the latin intra inside.

InterAgility

Between; among and including mutually; reciprocal, from the Old French entre or latin inter.

ExtrAgility

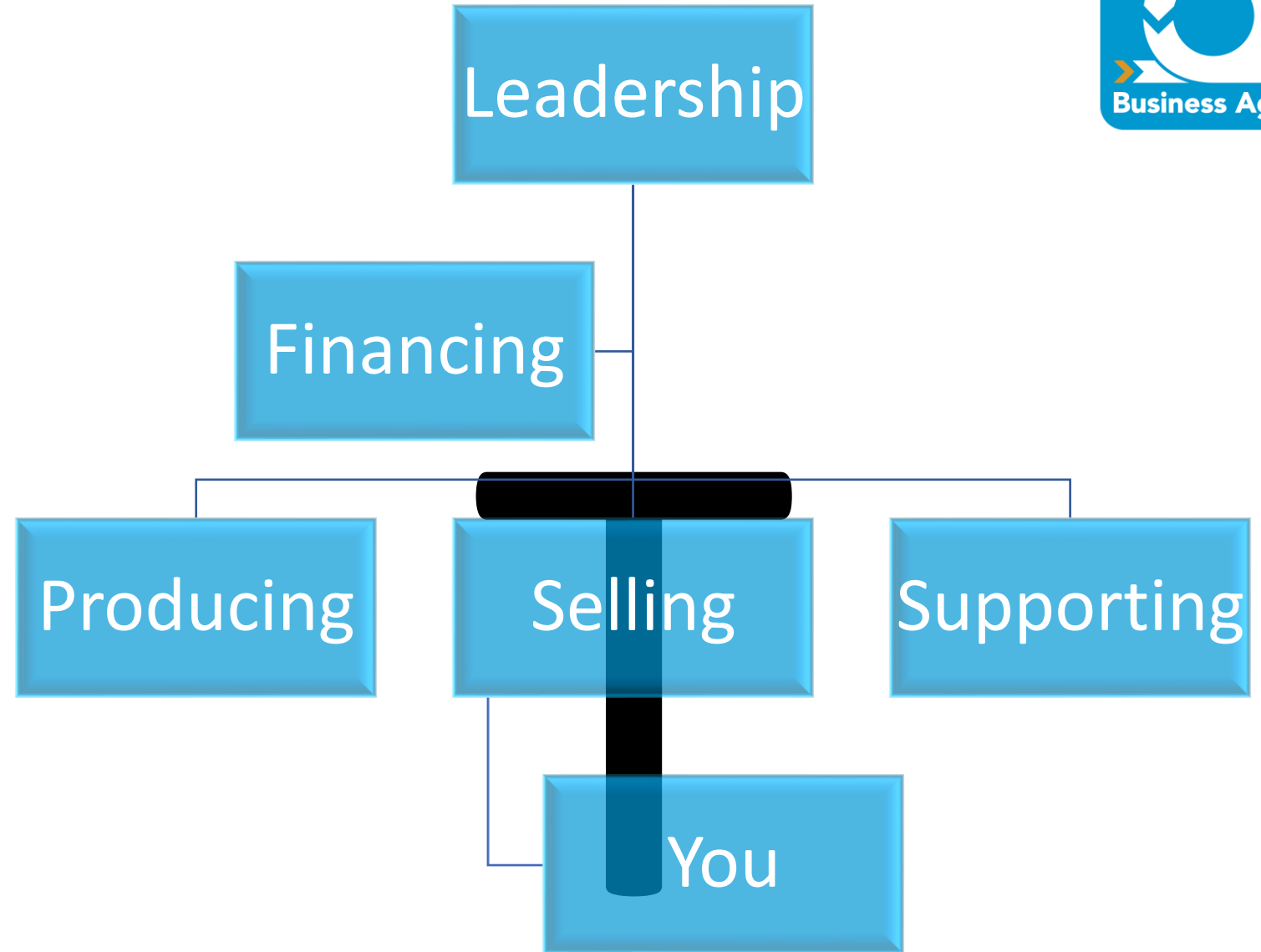
Outside; beyond or what we incorrectly think is beyond the scope of Business, from the latin extra.

Business Agility portmanteau words such as Intragility, Interagility and Extragility, came from Graduate work completed at University (Hormaza Dow, 2022) © 2022

**IT'S IMPORTANT TO
DEVELOP T-SHAPED SKILLS**



**T-SHAPED
SKILLS HELP
INDIVIDUALS
IMPROVE
PERFORMANCE
IN THEIR
DEPARTMENTS**



**THE PROBLEM IS... PEOPLE AND
ORGANIZATIONS ARE
NOT JUST T-SHAPED...**

AGILITY SKILL TYPES

AGILITY SKILLS DEVELOPMENT IS A CONTINUUM
EFFECTIVENESS DEPENDS ON CONTEXT!

PERSONAL AGILITY

Personal Agility is an I-Shaped Skill, our Mindset, Emotional Intelligence, Interpersonal Skills, Introspection. Agility of this type is about our Way of Working, our Tasks, Tests and Learning

InterAgility is a M-Shaped Skill, visually describing a shape defined by General + Specialized Skills but extending into more than one Business Sub-Function

INTERAGILITY



INTRAGILITY

IntrAgility is a T-Shaped Skill, from inside out, effective in Departments (e.g., Agile Marketing, Agile HR, Agile Finance) but can be restrained if it is applied solely within one Sub-Function

ExtrAgility is a (phi) Φ -Shaped Skill, a holistic view and encompasses aspects of Corporate Social Responsibility and Sustainable Development Goals (SDGs)

EXTRAGILITY

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CONSIDER INTEGRATING SKILLS I to T to M to Φ (phi)

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AGILITY SKILL TYPES

PERSONAL AGILITY



I-Shaped Agility Skills is about the Ancient Greek aphorism "**know thyself**"!

The **I, Iota letter in Greek** actually can also be understood as 'very small'.

However, it **does not mean that your Skills have to be small** to have an impact!

I-Shaped Agility Skills explore our **Mindset**, our **Emotional Intelligence**, **Interpersonal Skills** but also seeking **Introspection and time to reflect** and More.



AGILITY SKILL TYPES

INTRAGILITY



IntrAgility is a **T-Shaped Agility Skill**.

Tau letter in Greek, Visually describes the Skills shape defined by **General + Specialized**.

This type of Agility is from the inside out, meaning it is a **great start for a Department**.

Can **greatly benefit Individuals** while also getting them **started on exploring the rest of the organization** through InterAgility and ExtrAgility.



DO NOT LIMIT TO JUST ONE BUSINESS SUB-FUNCTION!

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AGILITY SKILL TYPES

INTERAGILITY



InterAgility is a **M-Shaped Agility Skills**.

Between; **among and including mutually; reciprocal**, from the Old French entre or latin inter.

M, just like Mu letter in Greek, Visually describes the Skills shape defined by General + Specialized **Skills in Multiple Departments**.

However, these Skills **extend and interact with more than one** Business Sub-Function.



AGILITY SKILL TYPES

EXTRAGILITY



ExtrAgility is a **(Phi) Φ -Shaped Agility Skills**.

Phi letter in Greek is considered the '**Golden Ratio**', Visually describes the Skills shape defined to demonstrate a **Holistic Agility**.

It is **Your Skills + Collective Skills** we can draw from our Internal and External Customers, with all of the Business Agility Sub-Functions.

More importantly, it is recognizing the Impact we can have on **Profit, People and Planet** - encompasses **Corporate Social Responsibility, Sustainable Development Goals (SDGs)**.



RESPECTING PEOPLE & PLANET IS NOT BEYOND THE SCOPE OF BUSINESS

AGILITY SKILLS ASSESSMENT

SELF-REFLECTION TOOL



Each Agility Skills Assessment will be Unique to an Individual and their Company Environment. Select the most Important Drivers of Agility according to your Context, it will help you Determine how to Integrate the Types of Learning & Development based on your Needs.

DEVELOP YOUR OWN ROADMAP TO INTEGRATE SKILLS

RESOURCES

Agile Development Manifesto
Agile's Customer Manifesto
Agile Marketing Manifesto
Agile HR Manifesto
Agile People Manifesto
Agile Sales Manifesto
Declaration of Interdependence
Heart of Agile Kokoro
Scrum Values

Cynefin Framework
Agile Business Consortium Code of Practice
Business Agility Institute Code of Conduct
unFIX Principles
ICAgile – International Consortium for Agile
Personal Agility Institute – Alchemy
#NoConsentNoTracking
Inference Ladder
Bloom Taxonomy

SOURCES

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BEYOND T-SHAPED AGILITY SKILLS

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