AGILE LEADERSHIP

BY METABERATUNG

AGILE LEADERSHIP STUDY

STUDY	„Redefining leadership in a digital age“
WHO	metaBeratung and the Global Center for Digital Business Transformation of the IMD Business School in Lausanne
WHEN	End of 2016/ beginning of 2017
WITH WHOM	1,042 executives from 76 countries and 17 industries were surveyed
HOW	Structured interviews (N = 19) + online-surveys
RESULTS	Identification of core competencies and behaviours of „agile leaders“

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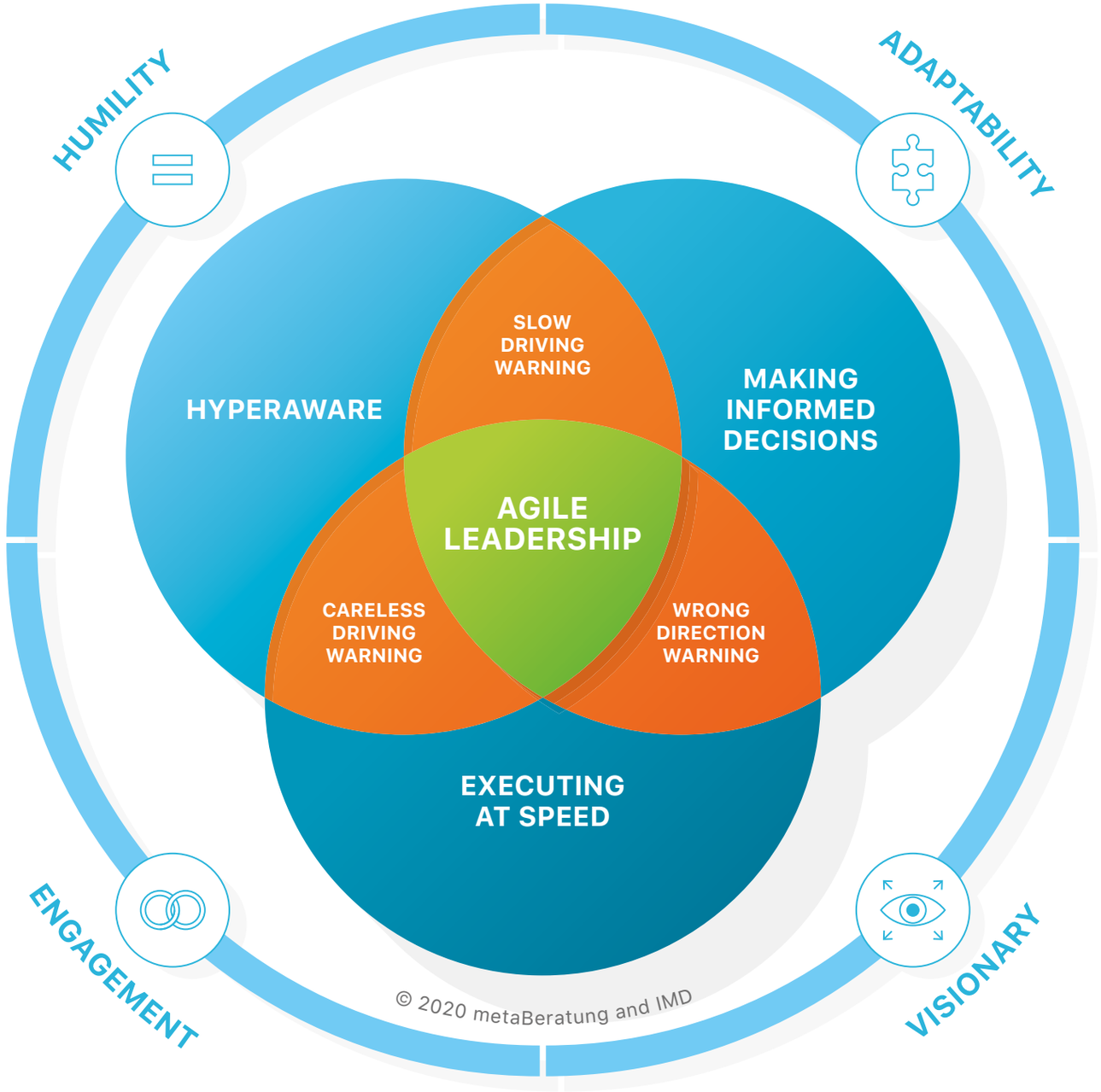
IMD REAL LEARNING. REAL IMPACT | GLOBAL CENTER FOR DIGITAL BUSINESS TRANSFORMATION An IMD and Cisco Initiative

AGILE LEADERSHIP
THE HAVE MODEL



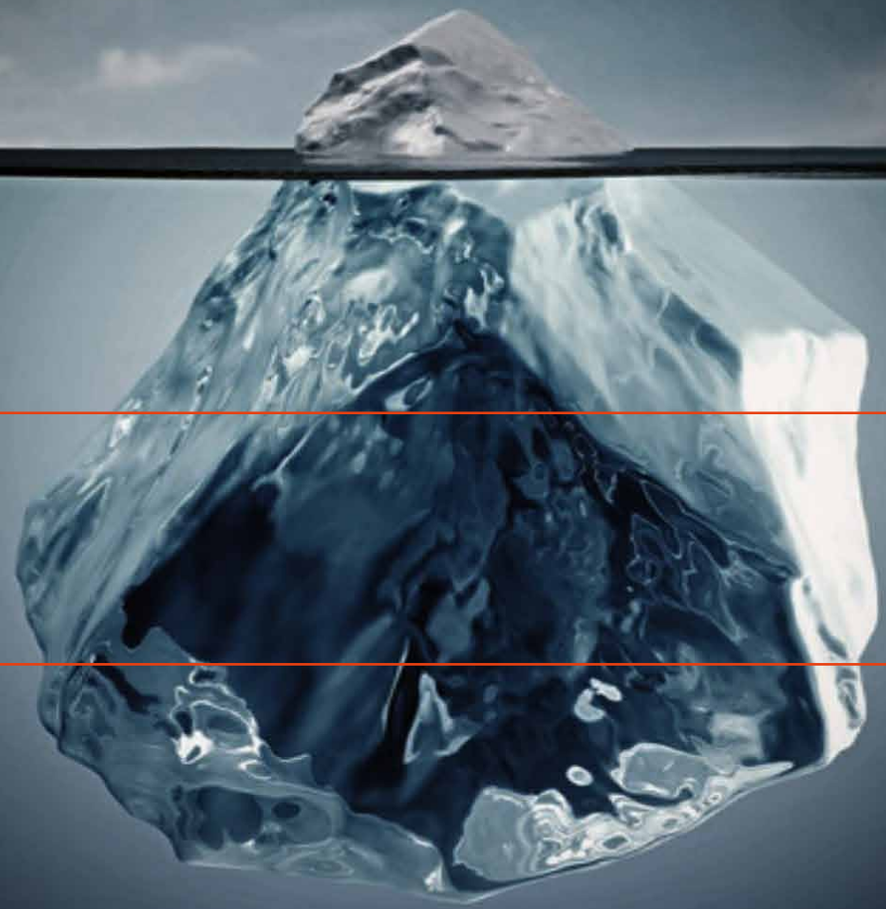
CONNECTING COMPETENCIES AND PERSONALITY

BEHAVIOUR
WHAT WE DO

COMPETENCIES
WHAT WE HAVE LEARNED

PERSONALITY
WHO WE ARE >>> PREFERENCES

MOTIVES
WHAT WE WANT >>> DRIVERS

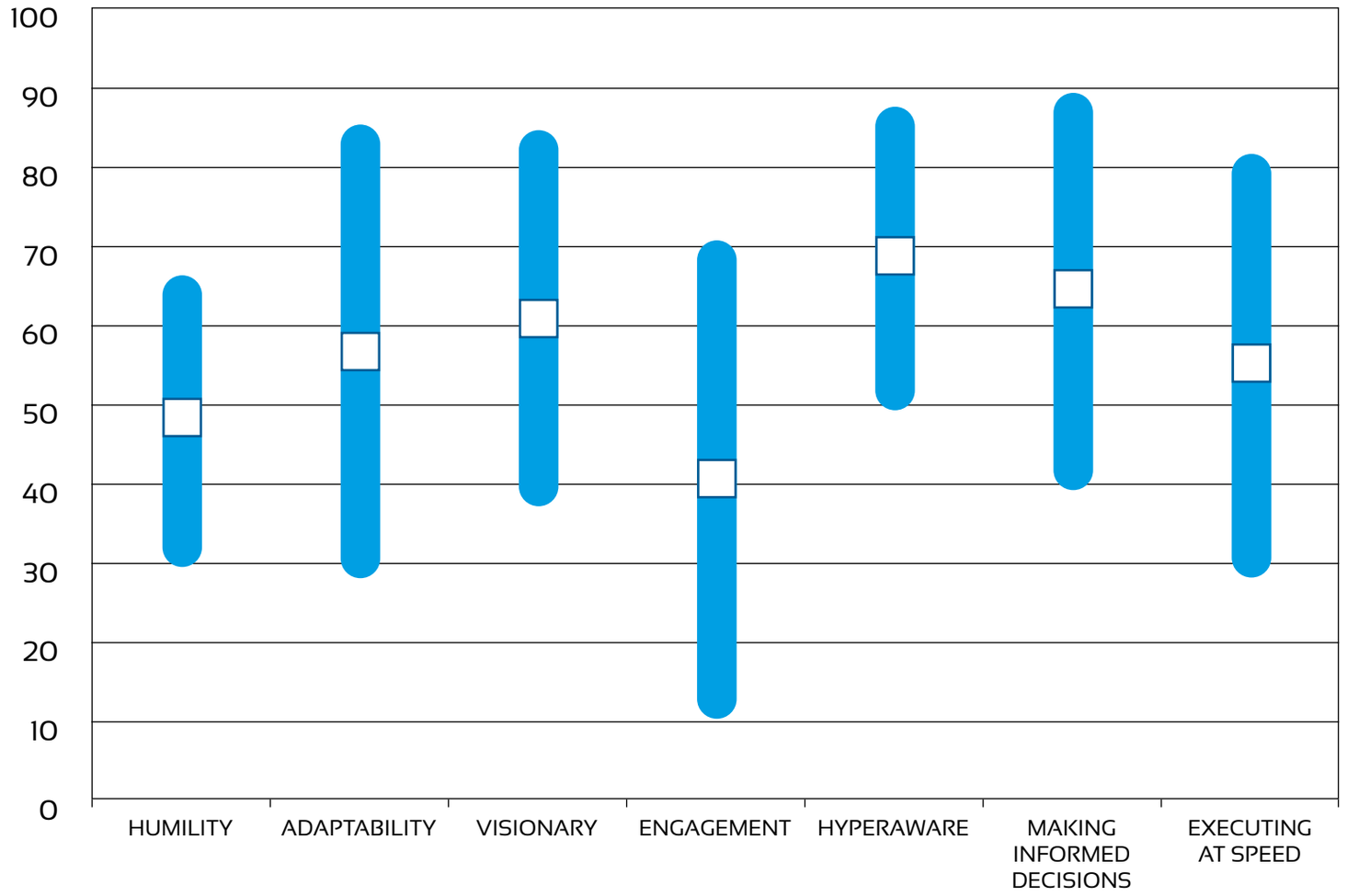


HOW ORGANIZATIONS USE THE MODEL

INDIVIDUAL LEVEL
succession planning & talent management

TEAM LEVEL
learning about 'blind spots' and competencies and behaviors that are strong/missing

ORGANISATIONAL LEVEL
selecting agile leaders for internal innovation hubs



personality matters

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