

The Agile Response

Lead your people through disruptive change.

Are you ready to harness talent, grow skills for the future, move people into new roles and do all this in a way that is positive, human and caring?

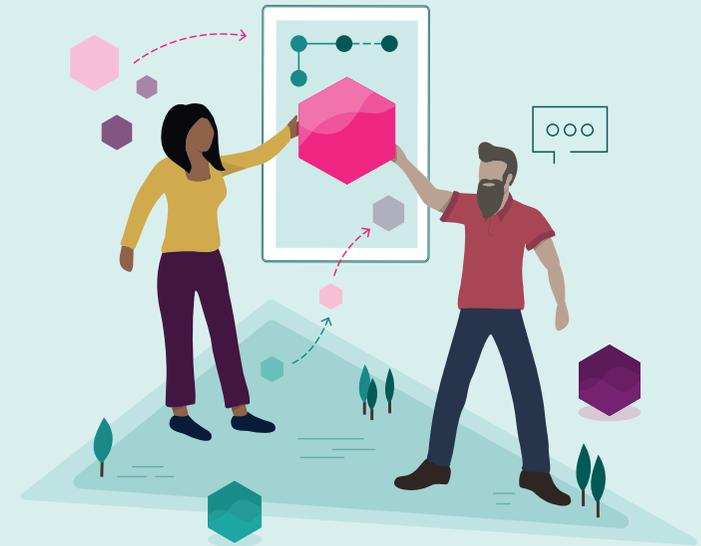
The Career Innovation Company's **Agile Response** is designed to help you sustain and inspire your people. By paying attention to their aspirations, development and professional growth, together you can survive and thrive at this critical time.

The **Agile Response** addresses disruptive change via resilience, adaptation and transformation in three brand new flexible resources:

For HR & People Strategy leaders: Humanising the workplace during COVID	For Managers: Conversations that put people first	For People: Adapt and grow for careers of tomorrow
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Our virtual workshops are facilitated by career experts; all content can be adapted for in-house delivery or curated as content for your LMS.

If you would like to discuss how The Agile Response could meet your needs, please contact info@careerinnovation.com



“The COVID crisis brings long-term challenges, but it presents opportunities too. It’s important we apply the lessons learned from responding to the crisis to future ways of working within our organisations.”

Career Innovation Company Virtual Roundtable participant.



Strategic resource for HR leaders

Humanising the workplace during COVID

HR leaders have occupied centre stage as organisations respond to the global pandemic and recognise that to prosper, people need to be at the heart of business strategy. As the fallout continues, you can continue to lead a people-first agenda fit for the future of work.

The Agile Response enables you to:

- Align a people development focus with business capability-building priorities
- Identify changing employee needs and expectations
- Articulate a compelling organisational purpose and set of guiding principles
- Refocus career away from competencies towards growth experiences for improved internal mobility
- Implement short and long-term resilience and wellbeing strategies
- Access untapped diverse talent pools internally and externally

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How does Humanising the workplace work?

In a 3 hour virtual workshop for HR leaders you will:

- Capture lessons learned individually and team-wide during COVID
- Reach consensus on your changed business context and implications for engagement and retention
- Signpost priority areas for your future people strategy



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Communication resource for managers

Conversations that put people first

As COVID's impact on business continuity is felt more acutely, the role of managers in reinforcing a vital connection with your people increases. Equip managers for the important conversations that lie ahead. Help them encourage people to step up to grow their skills or take on new work, and support anxious employees to build futureproofing skills and purpose.

The Agile Response enables your managers to:

- Be vigilant to employee needs and boost resilience, well-being and productivity
- Surface people's strengths, potential and development gaps from learning gained in disruptive change, and leverage team agility
- Share vision and purpose to help people see new and emerging career opportunities
- Communicate organisational realities and future skill needs and help people find alignment with their aspirations

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How does Conversations that put people first work?

A 60 minute conversation toolkit with bite-sized recorded content and conversation guide, managers gain skills and strategies for 3 conversation types:

- Supporting resilience
- Learn forward: capitalising on employee learning
- Keeping talent: helping your critical people see a future with the business



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Embed resource for employees

Adapt and grow for careers of tomorrow

Your people have been on a turbulent journey during the pandemic. Many rising to the challenge with renewed purpose; others overstretched or feeling isolated. As we face prolonged uncertainty, employees benefit from building capacity for further change. Support your people to continue to build resilience, reflect on learning from the crisis, and connect with your purpose.

The Agile Response enables your people to:

- Assess the impact of significant change on career motivations and learning goals
- Deploy their personal resources to build capacity
- Harness the power of relationships to grow their career in disruption
- Remain agile and productive in an unpredictable future of work
- Take ownership of their career and development

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How does Adapt and grow work?

A 45 minute virtual workshop to:

- Reinvigorate employees during volatility by focusing on personal growth
- Trigger employee agility, stoking internal talent mobility
- Invest in employee professional development and well-being

You can also support futureproofing with our in-depth career development programme:

[Be Bold in Your Career.](#)



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