

SKILLS FOR SUCCESS - ADAPTABILITY

FEBRUARY 19 1-5PM

When adaptability is needed

In your organization, what changes are happening / situations are occurring where adaptability might be required?

43 responses



ACTIVITY 1: How Adaptability in Individuals Benefits...

Individuals · Improved adaptability, flexibility, self-efficacy, sense of ownership · Improved change management · Better ability to lead self, problem-solve, manage expectations · Better support of career growth and advancement · Greater autonomy and choice · Progressive vs stagnant supports · Increased sensitivity to needs · Increased excitement, collaboration, productivity, innovation	Teams · Quicker time to adoption · More efficient · Professional development for individual and cross-functional hybridization · More collaborative team · Increased sense of belonging · Growth mindset, leading to increased problem-solving together
Organization · Faster adoption · Increased productivity and efficiency · Alignment with corporate brand/loyalty · Increased buy-in · Higher level of engagement · Lower level of disability claims · Maintain consistent level of service	Managers and leaders · Change management plans easier to implement · Improved communication / culture · Greater personal and professional growth · Greater trust of staff to make independent choices and related actions · Greater ability to expand within roles with more confidence, less need to “fix” mistakes

	More efficient learning
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BREAKOUT ACTIVITY: Overcoming Organizational Barriers to Adaptability

What organizational structures get in the way?	How could you overcome these barriers?
Status quo – “this is the way we’ve always done it”	Letting go / creating a culture that supports letting go
Budgetary constraints	Increased investment in L&D
Disconnect from HR / may not view as a priority	Explicit training of adaptability as an area of priority for the organization
Working in silos	Increased communication across teams

What organizational structures get in the way?	How could you overcome these barriers?
Decision makers don't always know how the work is done "on-the-ground"	Intentional conversations and collaboration across all teams and levels
Rigidity in leadership/leadership structure	Training on the importance of relationships – having this understanding starting at the top

BREAKOUT ACTIVITY: Adaptability Learning Interventions and Supports

- Focus your attention on the current task
- Minimize distractions
- Manage your time to demonstrate your understanding of limited resources, for example: punctuality, not wasting time
- Fulfill assigned tasks to demonstrate dependability

Demonstrate responsibility

- Design a specific learning activity you would use to develop individuals
- Identify what other support is needed by :
 - Managers
 - Leaders
 - Organization

Individual	- Pre assessment: Self reflective exercises - Video showing what responsibility doesn't look like - Main activity can be around case studies (be involved with this) - Post assessment: sharing their findings in the case studies (can they identify where they haven't been responsibility)
Managers	.
Leaders	- Action plan with leadership - Alignment (stay on course) - Leaders should take the training first (for perspective as employee and coach) - Performance plans and reviews
Org	

- Anticipate changes
- Reflect and evaluate what changes have happened and what is coming
- Identify when to keep trying and when to adapt your approach and mindset
- Keep trying when something does not go according to plans
- Modify your plans and approaches to reflect changing circumstances

Persist and
persevere

- Design a specific learning activity you would use to develop individuals
- Identify what other support is needed by :
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 - Organization

Individual	--Team building activity - Escape room - Discussion as a team afterwards with the L&D department as facilitator -Using what transpired into the workplace
Managers	–The L&D department -Evaluation - measurement - follow-up with Team -Breaking down the discussion Lessons learned to adapt and problem solve Problem solving skills Shift in approach and mindset
Leaders	
Org	

- Be positive and optimistic
- Stay calm when you are facing setbacks
- Recover when you are not able to stay calm
- Encourage others to stay calm

Regulate
your
emotions
when
appropriate

- Design a specific learning activity you would use to develop individuals
- Identify what other support is needed by :
 - Managers

- Leaders
- Organization

Individual	Mindfulness practises Juggling game - tossing ball Mirror-mirror - mirroring facial expressions Case studies with personas - engage different strategies for different people's needs
Managers	Creating a psychologically safe environment to take risks to show and share emotion. Managers - need to have their buy in - being mindful of the "persons" as showcasing the differences in people/needs.
Leaders	Leaders - built trust and relationship (adapting to different people) mindful of leadership response - it matters. Non judgemental - show compassion and care - model vulnerability themselves. - validating feelings
Org	Org - commitment to support personal and professional growth - provide the logistics - classroom - time off or other needs

- Set goals and expectations based on your skill sets, available resources and supports
- Define expectations and standards for reaching goals

Set or adjust
your goals
and
expectations

- Design a specific learning activity you would use to develop individuals
- Identify what other support is needed by :
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Individual	Complete self-assessment regarding strengths and skills (Who am I?) Develop SMART goals in conjunction with Organizational + Team Strategic Priorities Document goals and engage in peer to peer accountability Celebrate achievements!
Managers	Mentorship/coaching initiatives Clear communication of available resources
Leaders	Clear communication of strategic priorities
Org	Means for celebration - incentive initiatives, praise/"shout out" activities

Commented [1]: Here is a link to a free strengths assessment: <https://www.viacharacter.org/>

- Define tasks, milestones, and longer-term strategies to achieve goals
- Prioritize and choose an order of tasks according to your circumstances

Plan and
prioritize

- Design a specific learning activity you would use to develop individuals
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Individual

Cue Cards

- Everyone gets a blank card and write down their top three things to prioritise on a specific project
- Trade cards for 60 sec.
- Rank the ideas again
- Trade for 60 seconds
- Organize ideas onto a larger white board with post-its in the 4 quadrants
 - Discuss as a group to ensure things are in the right places.
 - Listen to the group voice
- Removes ownership and balances status. Team prioritise.

Activity Prompts:

- Ask them to rank things according to urgency and importance.
- Once we have things organized, then we can build a plan
- "If this is true, then what..."

BONUS PREP: Yes Circle

Go around the group and everyone shares an idea that is intentionally "bad" and the group accepts it every time with "yes, I hear you." This sets up an environment of acceptance. Do this to prime the pump for the real discussion.

Commented [2]: LOVE THIS IDEA

- Who is participating?
 - Who does this first?
 - Do we all move through this?
- Links to vision, mission, values of the organization
- Make sure everyone is on the same team so we can practice this together

	- Would there be takeaway resources? - Budget? Sponsor to support it? - Time to make this happen - Strong WHY (how, why) - Business case - What is the container? - How long? - Expectations? - Boundaries?
Managers	-
Leaders	
Org	

- Reflect on your own skill sets and resources
- Find opportunities for improving yourself
- Learn from setbacks and mistakes

Seek self-improvement

- Design a specific learning activity you would use to develop individuals
- Identify what other support is needed by :
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 - Leaders
 - Organization

Individual	Creating an assessment to reflect on their own skills for adaptability (strengths/opportunities) (where am I at? What do I need?)
Managers	· Modelling the behaviour Provide opportunities to learn more about themselves (power of YET) /create
Leaders	
Org	