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COURSE BROCHURE

Agile Business Strategy and Organisational Development Training Course

24 – 28 January 2027
Muscat

Agile Business Strategy and Organisational Development Training Course

Ref: 716_26853 **Date:** 24 – 28 January 2027 **Location:** Muscat **Fees:** 5500 GBP

Agile Business Strategy and Organisational Development is a 1-week training course for managers who lead strategy refreshes and organisational change, built around quarterly strategy cycles, cross-functional squads and capability building for long-term growth. Shifting markets, low-carbon transition and fast technology change make annual plans age within months. Participants produce an agile strategy and OD action plan with Jupiter Prime Training.

Why Agile Business Strategy and Organisational Development Matters Now

Three forces push organisations toward agile strategy. Customers and investors change priorities quickly, so fixed annual targets lose relevance; the move to low-carbon operations demands experiments whose results cannot be predicted; and talent shortages reward organisations that redeploy people fast. Organisations with short cycles and adaptable structures redirect money and staff early; rigid ones keep funding initiatives that no longer fit. The course draws on Objectives and Key Results OKR, the Cynefin sense-making model and the Global Reporting Initiative GRI Standards for linking strategic choices to sustainability disclosure.

Who Gains Most from Agile Business Strategy and Organisational Development

- Strategy units that run planning cycles and track progress against goals
- Department heads who translate priorities into team objectives and resourcing
- Change and OD functions that redesign structures, roles and ways of working
- Transformation offices that coordinate cross-functional initiatives and funding
- Sustainability leads who must embed transition targets in business plans

The gain is largest when a strategy lead, an OD practitioner and two department heads from one organisation attend together and run the first quarterly cycle as a single group.

Agile Business Strategy and Organisational Development Capabilities

Participants learn to replace a static annual plan with a rolling cycle of bets, measures and structural adjustments.

- Apply the Cynefin model to sort strategic issues by uncertainty — for executive agenda setting
- Design quarterly OKRs that link growth and sustainability goals — for department heads
- Build a strategic bets portfolio with stop and scale rules — for investment committees
- Specify cross-functional squad structures and decision rights — for HR and OD functions
- Weigh organisational readiness and culture signals — for change sponsors
- Communicate strategy shifts through short review rhythms — for staff and boards

Key Agile Business Strategy and Organisational Development Terms

- Agile strategy — an approach that sets direction through short, repeated cycles of choice, testing and adjustment instead of one fixed annual plan
- OKR — Objectives and Key Results, a goal method pairing a qualitative objective with three to five measurable results
- Strategic bet — a funded initiative treated as an experiment with explicit evidence needed to continue or stop it
- Squad — a small cross-functional group with end-to-end ownership of one customer or operational outcome
- Organisational development — planned, evidence-based work on structure, culture and capability so an organisation can sustain change
- Quarterly business review — a short meeting where leaders reallocate money and people according to results

Agile Business Strategy and Organisational Development Day by Day

Day 1: Strategy in Uncertain Markets

- Cynefin Model — Sorting Issues into Clear, Complicated and Complex
- Annual Planning Limits — Why Fixed Budgets Lag Market Shifts
- Trend Radar — Spotting Technology, Talent and Low-Carbon Signals
- Strategic Intent Statement — Setting Direction without Fixing Every Step
- Sector Cases — Agile Strategy in Retail Banking and Utilities

Day 2: Quarterly Strategy Cycles and OKRs

- OKR Drafting — Writing Objectives and Measurable Key Results
- Cascade versus Alignment — Linking Team OKRs to Strategic Intent
- Sustainability OKRs — Embedding Emissions and Resource Targets
- Strategic Bets Portfolio — Funding Experiments with Stop Rules
- Quarterly Business Review Design — Reallocating Money and People

Day 3: Team Design and Decision Rights

- Squad and Tribe Structures — Organising around Customer Outcomes
- Decision Rights Matrix — Who Decides, Who Advises, Who Is Informed
- Span and Layer Review — Removing Approval Bottlenecks
- Role Clarity Charters — Product Owner, Coach and Chapter Lead
- Hybrid Operating Models — Combining Functional and Agile Units

Day 4: Organisational Development and Culture

- Readiness Diagnostic — Measuring Appetite for Agile Ways of Working
- Culture Signals Mapping — Behaviours Leaders Reward and Tolerate
- Capability Building Plan — Coaching, Rotations and Learning Sprints
- Resistance Patterns — Responding to Middle-Management Concerns
- Feedback Loops — Retrospectives at Team and Leadership Level

Day 5: Practising the Agile Strategy and OD Action Plan

- Applying Cynefin and Trend Findings — Framing Priority Issues
- Applying OKR and Bets Design — Setting the First Quarter
- Applying Team and Decision Rights Design — Mapping Structural Moves
- Applying Readiness and Culture Insights — Sequencing Capability Actions
- Agile Strategy and OD Action Plan — Presenting for Peer Challenge

Applying Agile Business Strategy and Organisational Development After the Course

- Run a first quarterly business review with one department, using the OKR set and stop rules drafted during the course
- Complete a readiness diagnostic with two teams and agree the capability actions that remove the largest blocker

Agile Business Strategy and Organisational Development Questions FAQ

What is Agile Business Strategy and Organisational Development and why does it matter now?

Agile business strategy and organisational development combines short strategy cycles with deliberate work on structure and capability. It matters now because markets, technology and low-carbon transition move faster than annual plans can follow.

Which roles gain most from Agile Business Strategy and Organisational Development training?

Strategy leads, department heads, OD and change practitioners, transformation office staff and sustainability leads gain most, since each shapes how priorities become funded work and team structures.

How does Agile Business Strategy and Organisational Development differ from an agile project management course?

It works at organisation level on strategy cycles, investment bets and structure rather than on sprint mechanics inside one project. Participants decide what to fund, stop and reorganise, not how to run a backlog.

What do you bring back from Agile Business Strategy and Organisational Development training?

You bring back a draft action plan with priority issues, first-quarter OKRs, a bets portfolio, proposed team structures and capability actions, ready for your next review.

Agile Business Strategy and Organisational Development: The Way Forward

The agile strategy and OD action plan first informs the leadership decision on which bets to fund next quarter. Department heads use it to set OKRs, OD practitioners to sequence structural moves, and strategy units to prepare reviews. After the first cycle, revisit the stop rules, since early evidence often shows which bets deserve more people and which should close.