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COURSE BROCHURE

Advanced Organisational Agility Training Course

11 – 22 October 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

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Organisational Agility is a 2-week advanced training course for senior leaders and transformation heads who must sense shifts early, decide quickly and reconfigure structures, people and funding without losing control, and it ends with each participant drafting an agility roadmap. Volatile markets, shorter product cycles and changing workforce expectations now punish slow, rigid organisations. Jupiter Prime Training presents organisational agility as a leadership discipline that links operating design to strategic intent.

Why Organisational Agility Matters Now

Three forces shape organisational agility today: customers who switch quickly when needs are unmet, digital platforms that let competitors launch and scale in months, and a workforce that expects autonomy and purpose rather than layered approval. An organisation that handles agility well reallocates talent and budget towards emerging opportunities while protecting stability where reliability matters. One that handles it badly either freezes under hierarchy or fragments into uncoordinated experiments. The course rests on widely used operating model, adaptive strategy and decision rights thinking, applied with care to the realities of large, regulated enterprises.

Who Gains Most from Organisational Agility

- Executives accountable for redesigning business units around customer journeys and value streams
- Transformation leaders who sequence structural change across divisions and shared services
- Strategy heads responsible for scanning signals and converting them into portfolio choices
- Finance and resourcing leaders who move budgets and people between priorities during the year
- People function leaders who shape roles, career paths and incentives for networked teams

Executive committees and transformation offices gain most when several members attend together and leave with a shared language for operating choices.

Organisational Agility Capabilities

Participants practise reading weak signals, redrawing structures and shifting resources at speed while keeping a stable backbone for core operations.

- Assess current agility maturity across sensing, deciding and reconfiguring — executive committee priorities
- Design an operating model that balances a stable backbone with dynamic teams — business unit structure
- Specify decision rights that push choices to the level holding the information — accountability charters
- Build a dynamic resourcing cycle that funds outcomes rather than annual projects — finance and portfolio boards
- Weigh the risks of speed against control, resilience and assurance needs — board and audit stakeholders
- Communicate an agility roadmap that wins sponsorship and sustains momentum — employees and senior sponsors

Key Organisational Agility Terms

- Strategic Sensing — the disciplined scanning of customer, technology and competitor signals so leaders spot change before it becomes a crisis.
- Stable Backbone — the slow-changing core of processes, platforms and policies that gives dynamic teams a reliable base.
- Value Stream — the end-to-end flow of activities that delivers a product or service outcome to a customer.
- Decision Rights — explicit rules on who recommends, decides, agrees and executes for each recurring decision type.
- Dynamic Resourcing — moving funding and people between priorities through short, frequent allocation cycles instead of fixed annual budgets.
- Agility Roadmap — a sequenced set of structural, process and cultural moves that raises an organisation's capacity to adapt.

Organisational Agility Day by Day

Day 1: Forces Demanding Organisational Speed

- Volatility Mapping — Which External Shifts Threaten the Current Model
- Agility Versus Stability Paradox — Where Speed Creates Value or Risk
- Customer Switching Patterns — Signals That Justify Structural Change
- Platform Competitor Profiles — Lessons From Fast-Scaling Entrants
- Agility Maturity Diagnostic — Baseline for Sensing, Deciding and Reconfiguring

Day 2: Strategic Sensing Systems

- Horizon Scanning Routines — Building an Early Warning Rhythm
- Weak Signal Triage — Separating Noise From Strategic Shifts
- Customer Insight Loops — Feeding Frontline Evidence Into Strategy
- Scenario Narratives — Testing Choices Against Plausible Futures
- Sensing Dashboards — Indicators That Trigger Leadership Attention

Day 3: Agile Operating Model Design

- Operating Model Canvas — Linking Strategy, Structure and Capabilities
- Stable Backbone Definition — What Must Stay Standardised
- Value Stream Mapping — Organising Around Customer Outcomes
- Platform and Product Teams — Choosing Team Types for Each Stream
- Hybrid Model Options — Balancing Functional Depth With Flow

Day 4: Adaptive Structures and Networks

- Team-of-Teams Structures — Coordinating Many Autonomous Units
- Chapter and Guild Patterns — Preserving Expertise Across Squads
- Span and Layer Analysis — Removing Hierarchy That Slows Flow
- Interface Agreements — Clarifying Hand-Offs Between Units
- Structural Prototyping — Testing a Redesign Before Full Rollout

Day 5: Rapid Decision Rights

- Decision Inventory — Cataloguing Recurring Choices by Impact
- Decision Role Allocation — Who Recommends, Agrees and Decides
- Reversible Versus Irreversible Choices — Matching Speed to Consequence
- Escalation Thresholds — Limiting What Reaches the Executive Table
- Decision Cadence Design — Weekly, Quarterly and Annual Forums

Day 6: Dynamic Resourcing and Funding

- Rolling Forecasts — Replacing Fixed Annual Budget Cycles
- Outcome-Based Funding — Financing Value Streams Not Projects
- Talent Marketplaces — Redeploying People to Emerging Priorities
- Quarterly Portfolio Reviews — Stopping, Starting and Scaling Bets
- Capacity Buffers — Protecting Room for Unplanned Opportunities

Day 7: Leadership Behaviours for Adaptive Organisations

- Intent-Based Leadership — Giving Direction Without Micromanaging
- Psychological Safety Signals — Encouraging Teams to Raise Bad News
- Learning Reviews — Turning Setbacks Into Organisational Knowledge
- Incentive Realignment — Rewarding Collaboration Across Units
- Executive Role Modelling — Visible Behaviours That Shift Norms

Day 8: Measuring and Governing Agility

- Flow Metrics — Lead Time, Throughput and Work in Progress
- Outcome Key Results — Linking Team Goals to Strategy
- Lightweight Assurance — Embedding Risk Checks in Delivery
- Agility Health Checks — Periodic Review of Teams and Units
- Board Reporting Formats — Explaining Adaptive Change to Directors

Day 9: Sector Cases and Reconfiguration Choices

- Banking Product Redesign Case — Value Streams in a Regulated Setting
- Energy Operations Case — Agility Alongside Safety-Critical Processes
- Public Service Delivery Case — Adapting Without Losing Accountability
- Merger Integration Lens — Reconfiguring Two Structures at Once
- Change Sequencing Options — Pilot Waves Versus Enterprise-Wide Shifts

Day 10: Practising the Agility Roadmap

- Maturity Diagnostic Revisited — Prioritising the Largest Agility Gaps
- Operating Model Blueprint — Selecting Structures and Team Types
- Decision Rights Charter — Allocating Roles for Critical Choices
- Resourcing Cadence Plan — Setting Reallocation Rhythms and Buffers
- Agility Roadmap Presentation — Sequenced Moves for Executive Sponsorship

Applying Organisational Agility After the Course

- Run a decision inventory with the executive committee and agree role allocations for the ten most frequent cross-unit choices.
- Pilot one value stream with outcome-based funding and a quarterly portfolio review, then compare flow metrics with a functional baseline.

Organisational Agility Questions FAQ

What is organisational agility and why does it matter now?

Organisational agility is the capacity to sense change, decide quickly and reconfigure structures and resources in response. It matters now because faster competitors, shifting customer needs and new workforce expectations reward organisations that adapt without losing their stable core.

Which roles gain most from organisational agility training?

Senior leaders who own structure, strategy, funding or people decisions gain most. Transformation heads, strategy directors, finance leaders and people function heads each control a lever of agility, and aligning those levers is where the largest gains appear.

How does an organisational agility course differ from an agile project management course?

An organisational agility course works at enterprise level, covering operating models, decision rights and resourcing. An agile project management course focuses on team-level delivery practices such as sprints and backlogs, which sit inside the structures this course redesigns.

What do you bring back from organisational agility training?

You bring back a draft agility roadmap built on your own organisation's maturity diagnostic. It includes an operating model blueprint, a decision rights charter and a resourcing cadence plan ready to discuss with your executive sponsors.

Organisational Agility: The Way Forward

The agility roadmap gives leaders a sequenced route from current maturity to an adaptive operating model. Its first decision is usually which value stream to reorganise and fund differently. Executive committees and transformation offices use it to align sponsors and pace change. After the first quarterly portfolio review, revisit the balance between stable backbone and dynamic teams to see where speed is truly paying off.