

Disruptive Interventions Leading to Agile Organizations

Learning Objectives

- Gain an understanding of building an organization capable of experiencing constant change while embracing it
- Gain an understanding of tearing down and rebuilding an organization to be change- and agile-oriented
- How to lead an organization through change with enthusiasm
- These learning objectives will be achieved through a TED talk, short exercise, and facilitated conversation not to exceed 60 minutes. This presentation can also be run as a 60- or 90-minute concurrent session.

Abstract

I will focus on a startup organization that experienced a 9200% growth rate in 5 years and how it lived into building a bridge as it walked on it. For successful navigation of this type of extraordinary growth, the leadership employed several disruptive interventions to empower the organization to embrace constant change. Secondly, I will focus on an organization that required disruptive interventions for tearing down and rebuilding it to be change- and agile-oriented. One intervention broke down silos with autonomy and cross training, one opened communication and access to its senior leaders by literally tearing down walls, and another one provided a vision for the future and determined who bought into it. Enthusiastic leadership was the golden thread that drove each of these disruptive interventions and led to agile organizations.