
Organizational Agility

Definition

Knowledgeable about how organizations work; gets things done both through formal and informal channels; effectively maneuvers through complex political situations.

Key Words: Organizational Awareness, Business Agility

Behavioral Indicator:

1. The ability to understand and use the power of relationships at the University or elsewhere to get things done.
2. Understands organizational culture and politics.
3. Predicting how actions and/or events will affect both staff in general as well as specific groups inside the University.
4. Understands the overall climate and culture: Recognizes implicit limits at the University, what can and cannot be done at certain times or in certain positions.

PROFICIENCY LEVEL: Organizational Agility

Level I

- Understands the origin and reasoning behind key policies, practices, and procedures
- Understands the cultures of organizations, and acknowledges corporate politics as a reality
- Gets things done, both through formal channels and the informal network
- Relates well to and regularly interacts with both authority figures and peers
- Maneuvers smoothly through complex political situations
- Identifies where the barriers are and plans his or her approach accordingly

Level II

- Understands the origin and reasoning behind key policies, practices, and procedures, and diplomatically communicates that to others
- Is cognizant of organizational culture and politics, and appropriately adjusts personal style to be effective
- Builds numerous and effective relationships through personal networks inside and outside the organization
- Advises others on how to deal with complex political situations
- Anticipates complex problems and watches for tell-tale indicators that warrant intervention

Level III

- Understands and appreciates the origins and reasoning behind key policies, practices, and procedures, and is involved with their evolution
 - Studies other organizational cultures and politics to glean insight and to gain fresh perspective of his or her own organization
 - Is a consummate networker who can initiate relationships within and between organizations that leverage the strengths and capabilities of all parties
 - Is actively sought after in order to provide guidance and assistance in dealing with complex political situations
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