# Training Course on Agile Business Strategy and Organisational Development for Sustainable Growth

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Development | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today's rapidly evolving business landscape, **agile business strategy** and robust **organisational development** are no longer optional but essential for achieving **sustainable growth**. Training Course on Agile Business Strategy and Organisational Development for Sustainable Growth equips participants with the knowledge and practical skills to cultivate an agile mindset, design adaptive organisational structures, and implement strategic frameworks that foster innovation, resilience, and long-term success. By integrating **agile principles** with proven **organisational development methodologies**, this program empowers leaders and change agents to navigate complexity, optimize performance, and build a future-proof organisation capable of thriving in dynamic markets.

This intensive course delves into the core tenets of **agile transformation**, exploring how to embed flexibility and responsiveness into the very fabric of the organisation. Participants will learn to leverage **strategic agility** to anticipate market shifts, adapt quickly to emerging opportunities, and cultivate a culture of continuous improvement. Through practical exercises and real-world **case studies**, attendees will gain hands-on experience in applying **agile frameworks** and **organisational change management** techniques to drive meaningful and lasting impact, ultimately leading to **sustainable competitive advantage** and enduring **business growth**.

## Programme Curriculum

### Training Course on Agile Business Strategy and Organisational Development for Sustainable Growth

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Understand the fundamental principles of **Agile Business Strategy** and its importance for modern organisations.
2. Learn to integrate **Agile methodologies** like Scrum and Kanban into strategic planning processes.
3. Develop skills in conducting **organisational assessments** to identify areas for improvement and growth.
4. Master techniques for designing and implementing **agile organisational structures** that enhance collaboration and efficiency.
5. Explore effective **change management strategies** to facilitate the adoption of agile practices across the organisation.
6. Learn to foster a **culture of continuous improvement** and experimentation within teams and departments.
7. Develop the ability to define and track **key performance indicators (KPIs)** to measure the success of agile initiatives.
8. Understand how to leverage **data-driven decision-making** to inform strategic adjustments and organisational development efforts.
9. Acquire practical skills in leading and motivating **agile teams** for optimal performance.
10. Learn to apply **design thinking principles** to drive innovation and solve complex business challenges.
11. Explore strategies for building **organisational resilience** and adaptability in the face of market disruptions.
12. Understand the role of **leadership in agile transformation** and how to champion change effectively.
13. Develop a roadmap for implementing **sustainable growth strategies** through agile business practices and organisational development.

**Organisational Benefits**

- Enhanced **organisational agility** and responsiveness to market changes.
- Improved **employee engagement** and collaboration across teams.
- Increased **innovation and creativity** in product and service development.

- Faster **time-to-market** for new initiatives and solutions.
- Enhanced **customer satisfaction** through adaptive and customer-centric approaches.
- Improved **operational efficiency** and resource utilization.
- Stronger **organisational resilience** and ability to navigate uncertainty.
- Sustainable **long-term growth** and competitive advantage.

**Target Audience**

1. Senior Leaders and Executives
2. Strategy Directors and Managers
3. Organisational Development Professionals
4. Human Resources Leaders
5. Project Managers and Agile Coaches
6. Innovation Managers
7. Change Management Practitioners
8. Business Consultants

**Course Outline**

**Module 1: Foundations of Agile Business Strategy**

- Understanding the principles and values of agile in a business context.
- Contrasting traditional vs. agile strategic planning approaches.
- Identifying the key drivers for adopting agile business strategies.
- Exploring the link between agile and sustainable competitive advantage.
- **Case Study:** How Netflix leveraged agile principles to disrupt the video rental industry and achieve sustained growth.

**Module 2: Agile Methodologies for Strategic Planning**

- Deep dive into Scrum, Kanban, and other agile frameworks for strategy execution.
- Applying agile ceremonies (sprint planning, daily stand-ups, retrospectives) at a strategic level.
- Utilizing visual management tools for strategic alignment and transparency.
- Adapting agile methodologies to different organisational contexts.
- **Case Study:** The application of Scrum in strategic product development at Google.

**Module 3: Organisational Assessment and Readiness for Agility**

- Conducting comprehensive organisational assessments to identify strengths and weaknesses.
- Evaluating the current organisational culture and its impact on agile adoption.
- Identifying key stakeholders and their readiness for change.
- Developing strategies to address resistance to change and build buy-in.
- **Case Study:** How ING Netherlands underwent a large-scale agile transformation by focusing on organisational readiness.

**Module 4: Designing Agile Organisational Structures**

- Exploring different agile organisational models (e.g., cross-functional teams, tribes, guilds).
- Designing team structures that foster collaboration and autonomy.
- Implementing decentralised decision-making processes.
- Breaking down silos and promoting cross-departmental communication.
- **Case Study:** Spotify's "Squads, Tribes, Chapters, and Guilds" model for scaling agile.

**Module 5: Leading and Managing Change in Agile Transformations**

- Understanding the psychology of change and its impact on individuals and teams.
- Developing effective communication strategies for managing expectations and fostering transparency.
- Empowering change agents and building internal support networks.
- Implementing iterative change approaches and celebrating early wins.
- **Case Study:** How Amazon's leadership principles support a culture of continuous change and innovation.

**Module 6: Fostering a Culture of Continuous Improvement and Experimentation**

- Establishing feedback loops and mechanisms for continuous learning.
- Encouraging experimentation and embracing failure as a learning opportunity.
- Implementing knowledge-sharing practices and communities of practice.
- Utilizing data analytics to identify areas for improvement and measure progress.
- **Case Study:** Toyota's Kaizen philosophy and its impact on continuous improvement in manufacturing.

**Module 7: Measuring Agile Performance and Driving Data-Driven Decisions**

- Defining relevant Key Performance Indicators (KPIs) for agile initiatives.
- Utilizing data visualization techniques to track progress and communicate results.
- Implementing data-driven decision-making processes at all levels of the organisation.
- Adapting strategies and approaches based on performance data and insights.
- **Case Study:** How Facebook uses data analytics to drive product development and strategic decisions.

**Module 8: Sustaining Agile Growth and Building Organisational Resilience**

- Developing long-term strategies for embedding agility into the organisational DNA.
- Building a culture of adaptability and resilience in the face of market disruptions.
- Fostering continuous learning and development to support ongoing growth.
- Measuring the long-term impact of agile initiatives on organisational success.
- **Case Study:** How Zappos built a resilient and customer-centric organisation through a focus on culture and adaptability.

**Training Methodology**

This highly interactive training course incorporates a blend of:

- **Interactive lectures and discussions** to convey core concepts and principles.
- **Practical exercises and group activities** to facilitate hands-on learning.
- **Real-world case studies** to illustrate successful agile implementations.
- **Facilitated workshops** to apply learned techniques to specific organisational challenges.
- **Q&A sessions** to address participant queries and foster deeper understanding.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com