HOW TO TRANSFORM AND LEAD IN THE AGE OF AGILITY AND INNOVATION

What an agile organization is made of.

NEXTEA Enterprise Academy PRESENTA

Innovation Gate Seminars

By **Faisal Hoque**
founder of:
SHADOKA

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AGENDA

- MINDSET
- PLATFORM
- CAPABILITIES

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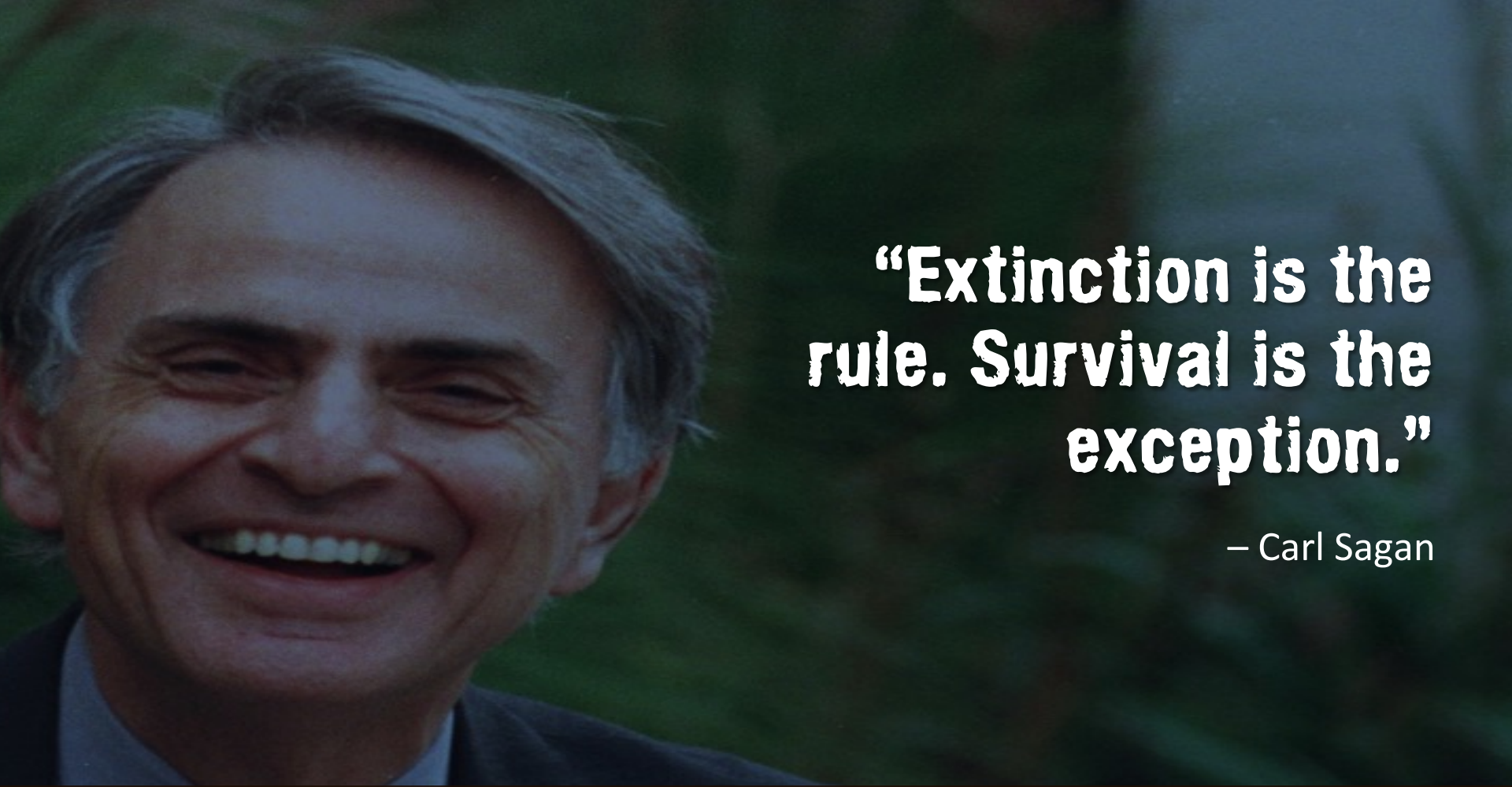

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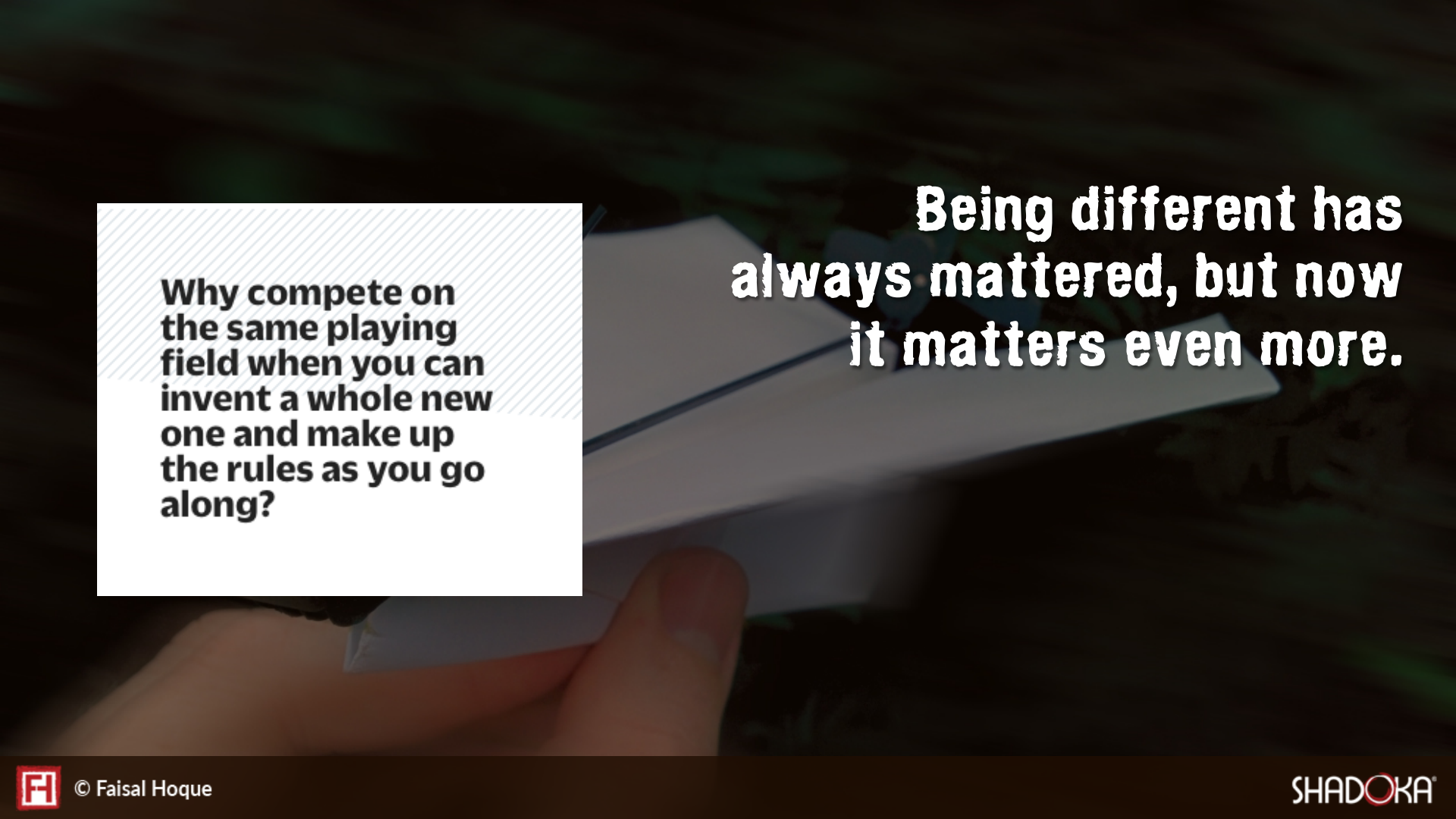

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The right choices can become the wrong choices very quickly.

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GE was founded as an electricity generator and producer of lighting components to create the power industry. But over its 130 plus year history, it has continually challenged itself to innovate and

has produced everything from jet engines to industrial IoT – yet they are loosing valuation.

"In a world of new highs, we have General Electric hitting fresh new lows.".

– *CNBC*, Oct 24th, 2017

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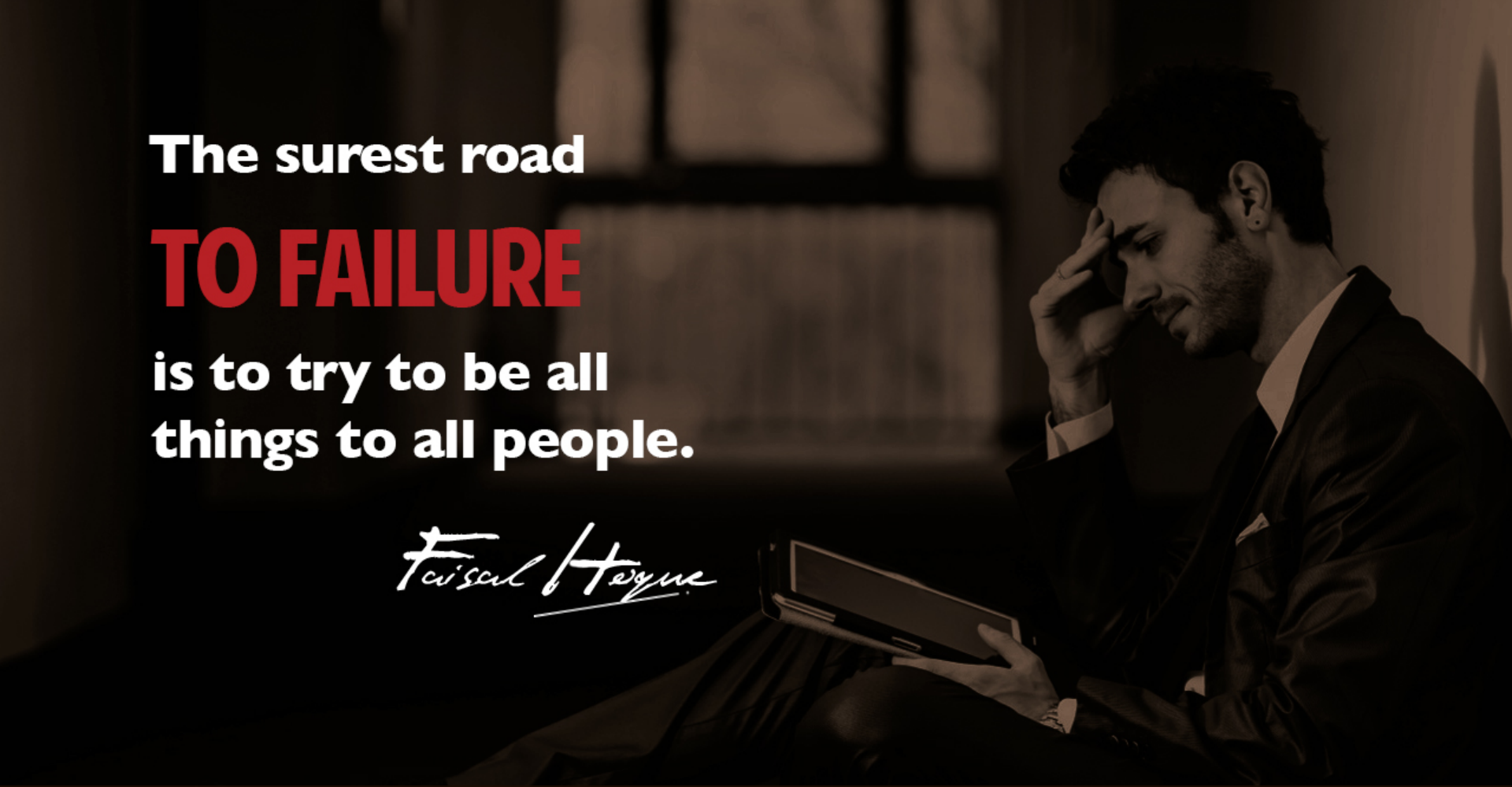

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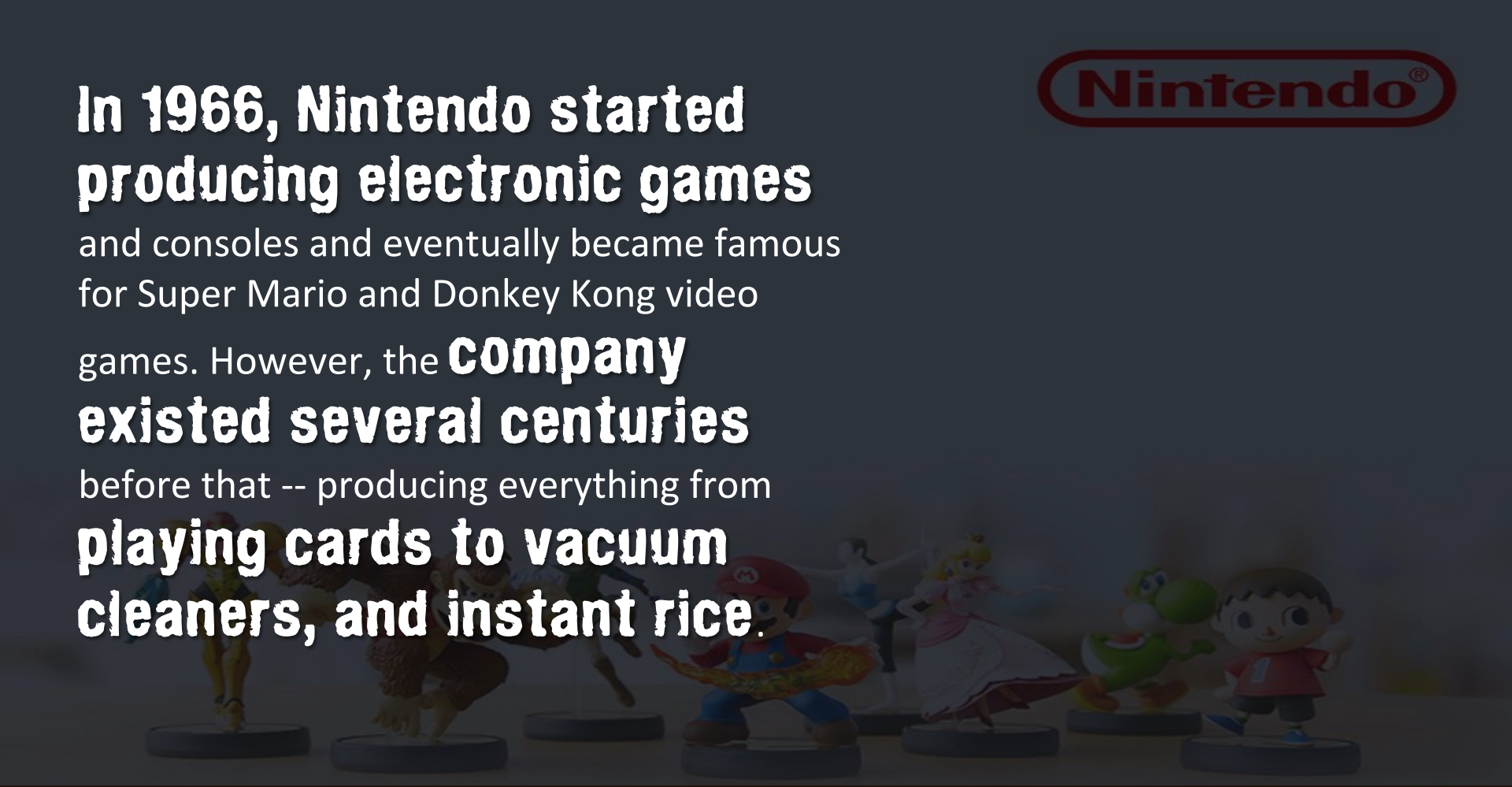
In 1966, Nintendo started producing electronic games and consoles and eventually became famous for Super Mario and Donkey Kong video games. However, the **company existed several centuries** before that -- producing everything from **playing cards to vacuum cleaners, and instant rice**.



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Agility is the ability to sense changes in economic conditions and the competitive landscape, and to proactively implement a response.

Agile organizations learn to radically reinvent their competencies—including those that made them the most competitive only yesterday.

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Fundamental forces at play that cause resistance to change:

- **An internal limitation that causes a person to feel like they are unable to change;**
- **The inability to keep up with the external change around them.**

Equally applicable to organizations as they are to individuals.

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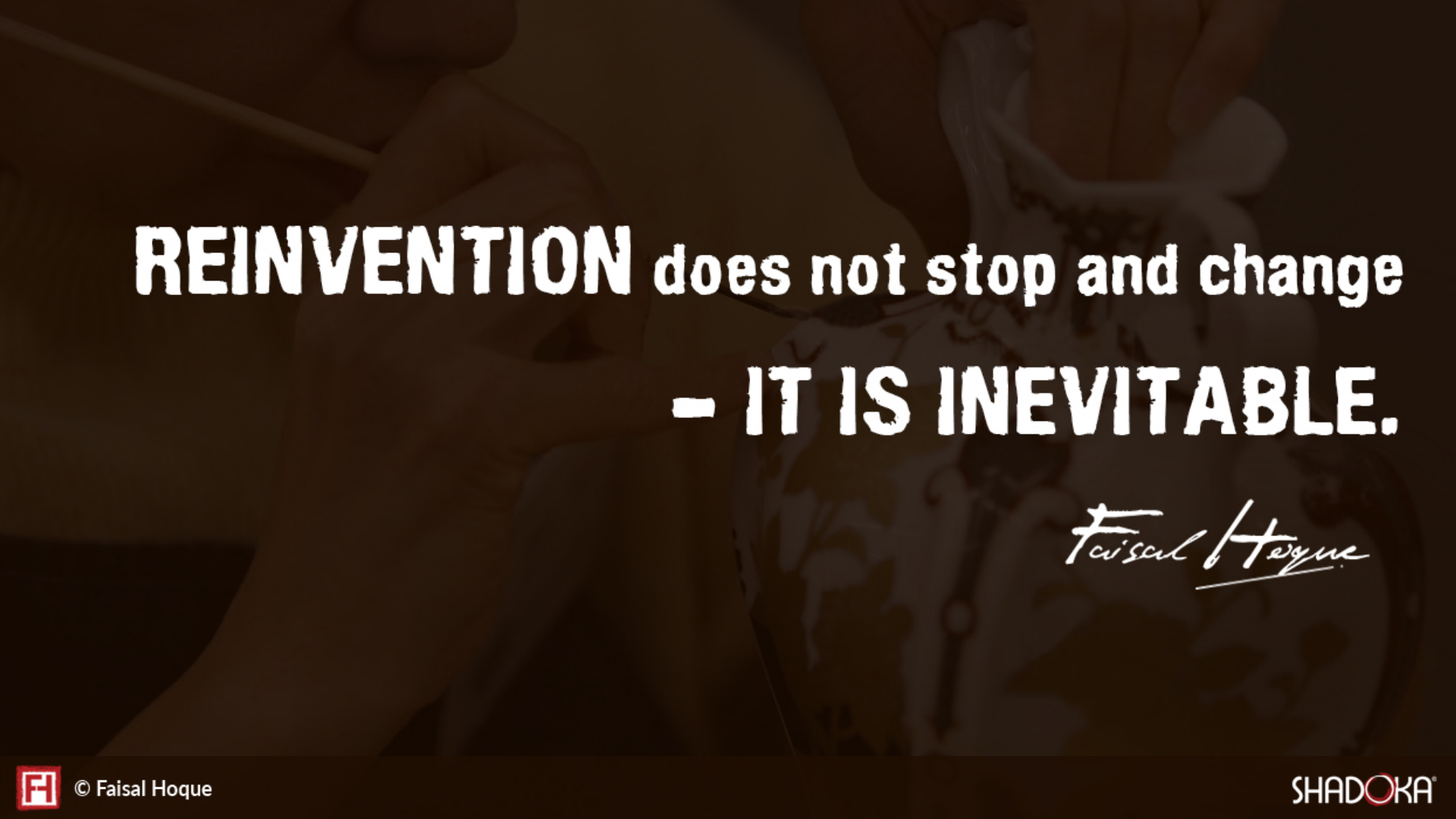

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If vision is an expression of the soul of an organization, platform is its body. The assets, whether internal or external, lend the company its "core competencies," which tend to grow organically.

Competencies are platforms, or assets with business applications.

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Authentic Purpose

Every company needs to pin down ‘why we do what we do’. That’s the company’s North Star, guiding every aspect from recruitment to customer management to product development and sales. A strong purpose drives growth and profitability.

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A Powerful Brand

Some basic rules to connect, shape, influence, and lead with your products and brands:

- Choose your target audience
- Connect with the public
- Inspire your customers

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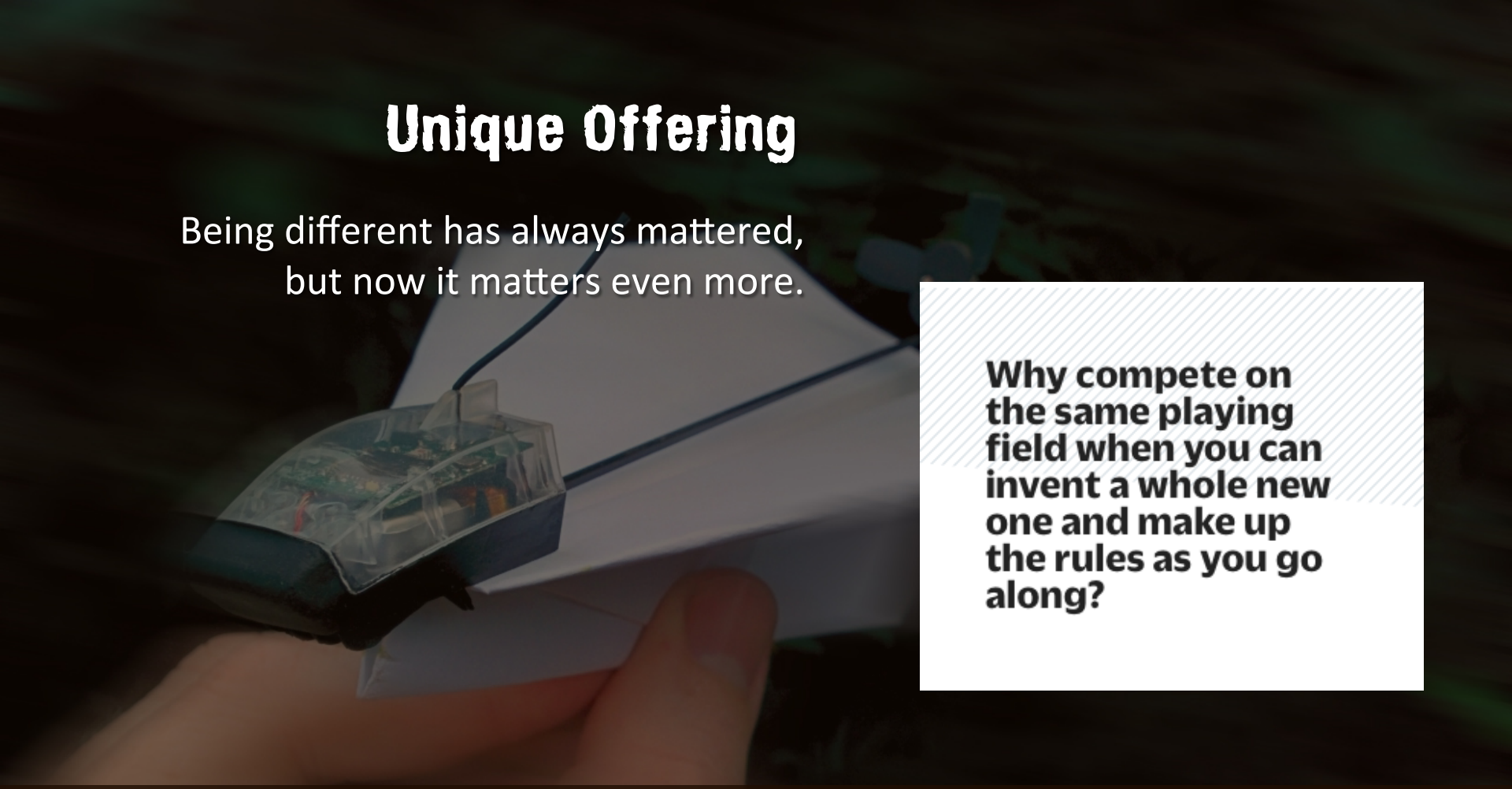
Unique Offering

Being different has always mattered,
but now it matters even more.



Why compete on the same playing field when you can invent a whole new one and make up the rules as you go along?

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Repeatable Sales and Customers

It’s one thing to sign up a few customers; it’s another thing to design and implement sales and customer care processes that can be successfully deployed again and again at ever greater scale.

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As information becomes more plentiful and less centralized, more organizations are likely to decentralize, too.

Technological transformations will continue to reshape the way the business world is organized.

The wave of connectivity

will be guided by **four rules**:

- Anything that can be **digitized** will be.
- Anything that can go **wirelessly** will.
- Anything that can get **smaller** will.
- And everything, seemingly, will want to be **'free'.**

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Look At Processes, Not Just People

- Closely examine your current strategy.
- Next, analyze the impact of the work of your team, partners, and customers.
- Finally, evaluate your present capabilities.

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Start Experimenting and Delegating Responsibilities

Change may or may not be woven into the fabric of your company culture, but sometimes circumstances require it. People often learn more about each other when they have to change together.

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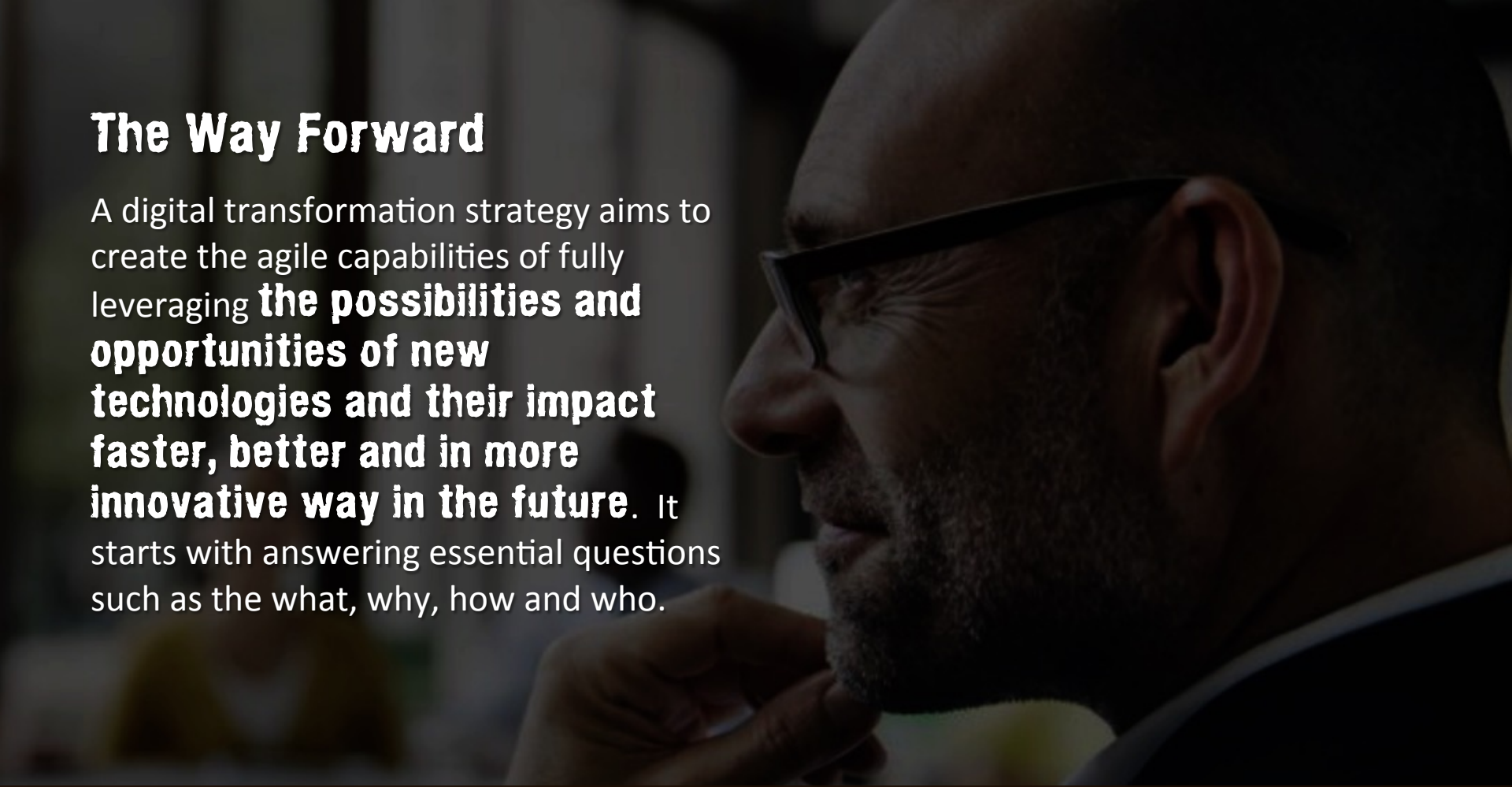

The Way Forward

A digital transformation strategy aims to create the agile capabilities of fully leveraging **the possibilities and opportunities of new technologies and their impact faster, better and in more innovative way in the future**. It starts with answering essential questions such as the what, why, how and who.

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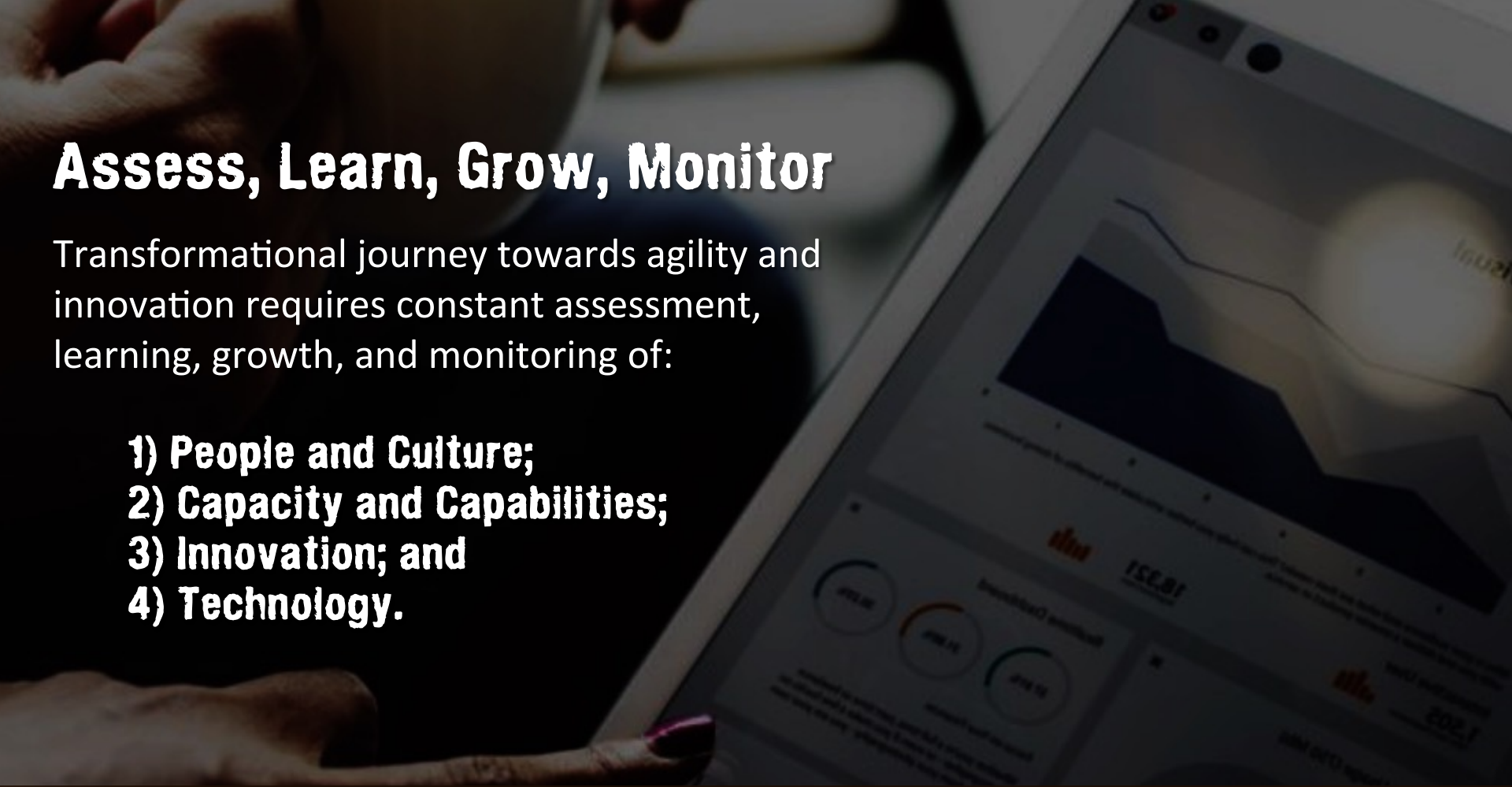

Assess, Learn, Grow, Monitor

Transformational journey towards agility and innovation requires constant assessment, learning, growth, and monitoring of:

1) People and Culture;
2) Capacity and Capabilities;
3) Innovation; and
4) Technology.

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About SHADOKA

Shadoka enables aspirations to lead, innovate, and transform. Shadoka's accelerators and solutions bring together the management frameworks, digital platforms, and thought leadership to enable innovation, transformation, entrepreneurship, growth and social impact.

We bring together the management frameworks, digital platforms, and thought leadership for:

- **Evaluation, execution, and monitoring of programs**
- **Scaling sales, revenue, and profitability**
- **Creation and management of digital communities and marketplaces**

Follow us @shadokaventures

shadoka.com

About Me

Founder of Shadoka

A *Top 100 Thought Leader*. A *Top 100 Most Influential People in Technology*. Founder, CEO, Chairman, and/or board member of multiple international companies. Author of multiple publications on leadership, entrepreneurship, management, innovation, and mindfulness. A regular, top contributor to *Fast Company, Business Insider, Medium, and other publications* with thousands of viral social media followers from around the globe.

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