MENTAL AGILITY @ WORKPLACE

THRIVE, ADAPT, AND EXCEL ADMIST VUCA AND AI

AS-108

Duration: 3 days; Instructor-led | Virtual Instructor-led

WHAT WILL YOU LEARN

In today's rapidly evolving workplace, navigating the challenges of volatility, uncertainty, complexity, and ambiguity (VUCA) demands more than just technical skills—it requires Mental agility. This course delves into the transformative power of Mental Agility@Workplace, equipping individuals and teams with sustainable tools and techniques to build resilience, adaptability, and innovation.

Participants will explore the pivotal role of mental agility in workplace transformation, decision-making, and fostering a culture of continuous improvement. Key topics include balancing physical and mental workloads, breaking free from autopilot decision-making, and understanding the Agile Onion vs Mindset Onion to uncover deeper layers of adaptability. Through a practical 7-step Framework, participants will learn to harness mental agility while developing self-awareness of discomfort and trigger points that may hinder performance.

By evaluating the effectiveness of applied strategies, participants will be guided to design tailored frameworks for their unique organizational challenges. Emphasizing holistic responsibility, the course encourages individuals and organizations to embrace mental agility as a shared priority for long-term success.

With actionable insights, real-world applications, and a focus on sustainable development, this course provides a roadmap for thriving amidst change and disruption, ensuring participants leave equipped to lead and innovate in a dynamic world.

COURSE OBJECTIVES

- Describe the concept of Mental Agility@Workplace and its significance in fostering workplace transformation.
- Analyze the effects of Mental Agility@Workplace on decision-making processes in dynamic and complex workplace scenarios.
- Demonstrate the application of specific tools, skills, and techniques to enhance mental agility within individuals and teams, encouraging adaptability and resilience.
- Evaluate workplace scenarios to determine the effectiveness of Mental Agility@Workplace strategies in promoting collaboration and innovative problem-solving.
- Design a tailored Mental Agility@Workplace framework that integrates learned techniques and strategies to address unique organisational challenges

PREREQUISITES

None

AUDIENCE

This course is designed to impact professionals across a wide range of roles, particularly those requiring adaptability, decision-making, and resilience in a dynamic and evolving workplace environment. This course is especially impactful for professionals seeking to future-proof their careers and organizations in a fast-paced, AI-driven world. Key roles include:

- Team Leaders and Managers - Enhance leadership effectiveness by fostering adaptability, resilience, and mental preparedness in their teams, enabling better decision-making in complex scenarios.
- Project Managers and Agile Coaches - Improve project outcomes by leveraging mental agility to manage uncertainty, enhance collaboration, and navigate VUCA environments effectively.
- HR and Learning & Development Professionals - Equip HR leaders to design and implement programs that build mental agility within the organization, supporting employee well-being and sustainable performance.
- Executives and Senior Leaders - Empower strategic decision-making and innovation by applying mental agility to address organizational challenges and lead transformation efforts.
- Finance and Operations Professionals - Strengthen the ability to balance mental and physical workloads while maintaining focus on productivity and performance under pressure.
- Healthcare and Service Industry Professionals - Develop resilience and adaptability to handle high-pressure environments, improve decision-making, and foster collaboration.

- Entrepreneurs and Business Owners - Build mental agility to navigate uncertainty, seize opportunities, and drive innovation in their ventures.

METHODOLOGY

This program will be conducted with interactive lectures, PowerPoint presentations, discussions, and practical exercises.

COURSE CONTENTS

Module 1: Mental Agility and Workplace Transformation
- Achieves Learning Outcome 1
- Concept of Mental Agility@Workplace, its significance in workplace transformation, and its relevance in today's VUCA world.

Module 2: Autopilot Decision-Making
- Achieves Learning Outcome 2
- Analyze how mental agility disrupts autopilot decision-making patterns, empowering individuals to make conscious, informed decisions in complex workplace situations.

Module 3: Agile Onion vs Mindset Onion
- Achieves Learning Outcome 2
- Compare the layers of Agile Onion (processes, practices, tools, behaviors) with Mindset Onion (beliefs, attitudes, values) to understand the interplay between agility practices and mental agility

Module 4: Team Agility
- Achieves Learning Outcome 3
- Examine the differences between physical and mental workload, their impact on productivity and resilience, and how mental agility techniques can mitigate the stark disproportionate balance for sustainable outcomes.

Module 5: Tools and Techniques for Enhancing Mental Agility in Teams and Individuals
- Achieves Learning Outcome 3
- Dive into practical tools and techniques to foster mental agility, focusing on building adaptability and resilience in teams and individuals

Module 6: Harnessing Mental Agility: 7-Step Framework
- Achieves Learning Outcome 3
- Learn a step-by-step framework to enhance mental agility, covering actionable strategies to overcome workplace challenges and promote agility-driven success

Module 7: Discomfort and Trigger Points
- Achieves Learning Outcomes 3
- Develop self-awareness around personal discomfort and trigger points that hinder mental agility, and learn strategies to manage these effectively

Module 8: Evaluating the Effectiveness of Mental Agility Strategies in the Workplace
- Achieves Learning Outcome 4
- Evaluate the effectiveness of mental agility strategies, with a focus on fostering innovation, collaboration, and problem-solving.

Module 9: Holistic Responsibility for Mental Agility@Workplace
- Achieves Learning Outcomes 4
- Importance of holistic responsibility — integrating individual and organizational accountability for sustaining mental agility at the workplace.

Module 10: Designing a Tailored Mental Agility Framework for Organizational Success
- Achieves Learning Outcomes 5
- Guide participants in designing a customized framework that integrates learned techniques and strategies, ensuring alignment with organizational goals and challenges.