Stable agility

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A condition for success

agilis

Imagine the future.
Make it happen.
Create value.

Stable agility – what does it mean?

A company must be robust - **stable** - to withstand disruptions in its environment, both internal and external.

At the same time, today's dynamic world implies that a company must be able to adapt - **be agile** - to frequent changes and rapid technological evolution. The combination of these two elements is what AGILIS describes as "**stable agility**". It is a condition not only to survive but also to prosper and grow in a highly competitive market.

Stability – at all levels

The stability of a company must be reflected in its entire structure, whether it is from a financial, process, or product/service perspective. Indeed, it must be able to cope with the shocks that can occur at any stage of its chain of value creation.

However, stability is not synonymous with stagnation. A company needs to be stable enough to introduce new practices, to cope with a difficult event and to adapt to major changes in parallel with carrying out daily business.

Agility – also at all levels

Companies are exposed to disruption, crises, social development, new standards, rapid technical development. And what is successful today can be a flop tomorrow. Therefore, companies must have a high degree of adaptability - in all dimensions.

Once a company has achieved this status, it can implement changes with fewer difficulties and at a faster pace. Such a company will not only be able to develop and implement strong strategies, but it will also be one step ahead of its competitors. In a highly dynamic world, this last point is crucial and can be a **real competitive advantage.**

These two components are inextricably linked

Let's imagine the negative consequences if a company is not able to combine agility with stability regarding its structure, its culture, its tools and obviously its strategy.

An **agile company without stability** will quickly get bogged down and no longer be able to develop. This is often the case if, for example, the IT architecture has grown in an uncoordinated way and data redundancies and inconsistencies make it difficult to implement new functions or business models digitally. At the same time, fewer resources are available for change due to higher costs caused by inefficiency.

A **stable company without agility** will not be able to implement necessary changes, or only with delay. This is often the case when a company is organised in silos or when resistance from the staff makes development impossible or at least difficult due to a poor or incoherent company culture.

How to reach a state of stable agility

To reach this state, a company should master the following three key domains:

Culture and Mindset

Data, tools and processes
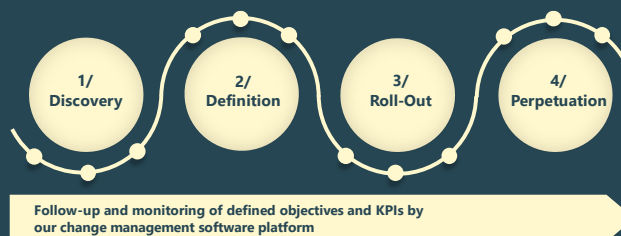
Inhouse change capabilities
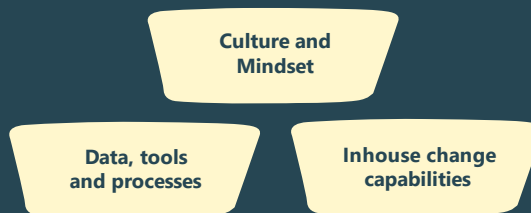
Culture and mentality are key to creating a working environment and a healthy team spirit centred on innovation, creativity, constant change, and growth mindset.

Another important point is **clean and well-structured digital data** and an **intelligent digital architecture**. Only when this is in place can a company develop digitally.

Finally, an organisation must also have the **in-house ability** to recognise the need for **change**, plan it, implement it and maintain what has been achieved.

How to achieve stable agility with AGILIS

AGILIS works, together with you, on the three above-mentioned dimensions and sets the baseline, as well as the level of maturity to be reached to make stable agility a reality. In doing so, we use our proven four-step approach:

1/ Discovery 2/ Definition 3/ Roll-Out 4/ Perpetuation

Follow-up and monitoring of defined objectives and KPIs by our change management software platform

Our primary goal here is to enable you to develop quickly, to secure what you have achieved in the long term and, above all, to develop your own ability to ensure stable agility in the long term as well.

AGILIS SERVICES Ltd.
Place de la Gare 15, 1700 Fribourg
Seefeldstrasse 92, 8008 Zürich
Switzerland

hello@agilis.services
0041 263 233 223
www.agilis.services