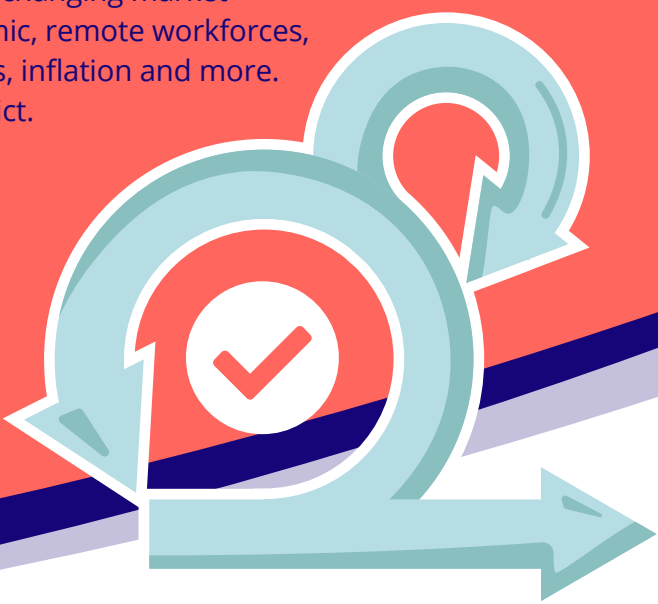


ORGANIZATIONAL AGILITY: *Top Roadblocks to Avoid*

Recent years have seen businesses scramble to adjust to changing market conditions almost overnight due to the COVID-19 pandemic, remote workforces, touchless consumer experiences, hostile political climates, inflation and more. Amid such a volatile market, the future is difficult to predict.

Whether or not your business survives, or even thrives and meets its goals during such a turbulent time, depends on your ability to adapt to radical changes and respond to fast-changing conditions. For small to medium-sized businesses (SMBs), revisiting even their best-laid plans is imperative for bolstering their organizational agility so they can pivot whenever the needs of employees, customers and the market change.



5

COMMON ROADBLOCKS TO ACHIEVING ORGANIZATIONAL AGILITY

Although SMBs know that organizational agility is critical for survival, in practice it's hard to achieve and sustain due to multiple underlying roadblocks.



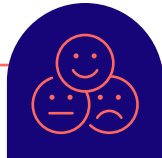
EMPLOYEE RESISTANCE:

Typically, when a business dedicates its efforts to increasing adaptability and making changes to stay relevant in the market, some employees tend to resist because they're used to the old ways of working. If SMBs cannot foster an environment that encourages flexibility and adaptability to change, they will be unable to achieve agility.*



MISALIGNED GOALS AND PRIORITIES:

When business units are not aligned with one another and internal politics exist, it can have a diffusion effect on the innovation process and lead to more than one innovation unit being set up within the same enterprise, stretching resources and diluting the impact. The same thing can also happen if the company refuses to focus on certain mission-critical priorities and instead pursues "pet projects" over an extended period.*



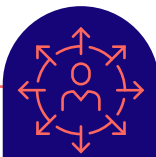
INFORMATION SILOS:

As different departments focus on different priorities, they may lose sight of how the business fits together if they don't have an integrated, holistic view of business processes, activities and resources. When information is hoarded within a unit and kept away from others, the business suffers. This, in conjunction with misaligned goals and priorities, could explain how some innovations succeed within a unit but fail to achieve scale organization-wide.*



LACK OF STRATEGIC FIT:

Innovation units can get disconnected from the core business and lose sight of the company's vision and mission over time and fail to adapt to new initiatives. When this happens – which is especially likely when you have a siloed structure – the innovation team may begin to define its purpose in ways that are incompatible with the core business.*



LACK OF BUY-IN:

When the core leadership is part of too many initiatives, it leads to a "jack of all trades and master of none" scenario. Since they are never properly engaged, initiatives fail to reach the desired goals.*



Involve clients/customers from the beginning



Secure top management buy-in



Improve connectivity among departments

TOP WAYS TO INCREASE ORGANIZATIONAL AGILITY

Validate assumptions



Ensure innovation units align strategically with the company's vision and mission



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