

AGILE BUSINESS STRATEGY & ORGANISATIONAL DEVELOPMENT FOR SUSTAINABLE GROWTH

““Embedding Agility and Adaptive Capability into Strategy and Structure for Long-Term Success””

Schedule

Date	Venue	Fees (Face-to-Face)
22 – 23 Jan 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

► Available delivery methods: Face-to-Face & Online Training

Introduction

In today’s rapidly evolving business landscape, traditional long-range planning is no longer sufficient. Organizations must become more agile—able to adjust quickly to changes, innovate continuously, and develop resilient structures that support long-term sustainability. Integrating agile strategy with organizational development empowers leaders to align vision, culture, systems, and capabilities in a unified growth model.

This intensive 2-day course provides a framework for building agile strategies while transforming organizational structures and cultures to support sustainable performance. Participants will learn how to apply agile thinking to business planning, implement adaptive structures, and drive continuous development through people, processes, and purpose.

Objectives

By the end of this course, participants will be able to:

- Develop agile, flexible strategies that respond to market shifts
- Align strategic vision with organizational capabilities and culture
- Implement OD principles to support agility and innovation
- Design structures and workflows for faster execution and adaptability
- Foster a learning-oriented, change-ready workforce
- Monitor and adjust strategy execution through rapid feedback cycles

Why Attend

- Learn how to make your strategy dynamic, not static
- Apply OD tools to reshape systems and leadership around agility
- Drive innovation and rapid decision-making in complex environments
- Connect cross-functional planning with enterprise adaptability
- Future-proof your organization with resilience-focused design

Target Audience

This program is designed for:

- Business leaders, general managers, and strategists
- OD professionals and HR business partners
- Change managers and transformation officers
- Executives responsible for performance, innovation, or growth
- Consultants and advisors in strategy or enterprise agility

Individual Benefits

Key competencies that will be developed include:

- Strategic agility and adaptive planning
- Organizational design and capability mapping
- Agile execution and cross-functional collaboration
- Strategic thinking and systems alignment
- Change facilitation and leadership development

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved responsiveness to change and market complexity
- Stronger alignment between business strategy and people strategy
- Accelerated innovation and faster cycle times
- Higher employee engagement in continuous improvement
- Long-term growth supported by agile systems and culture

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Expert-led strategy and OD briefings
- Case studies and benchmarking from agile enterprises
- Tools for agile planning, OKRs, and capability models
- Group simulations and OD action planning
- Peer collaboration and real-world scenario exercises

Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Agile Strategy and Enterprise Alignment

- **Module 1: Rethinking Strategy in an Agile World (07:30 – 09:30)**
 - From static plans to dynamic strategy
 - Characteristics of agile, resilient organizations
 - Redesigning the strategic planning process
- **Module 2: Strategic Agility Tools (09:45 – 11:15)**
 - Agile frameworks (Lean Startup, OKRs, agile sprints)
 - Environmental scanning and opportunity navigation
 - Strategic intent, initiatives, and feedback loops
- **Module 3: Connecting Strategy to Organizational Development (11:30 – 01:00)**
 - Linking vision, structure, and people
 - Capability assessments and OD diagnostics
 - Designing for agility: centralized vs. distributed models
- **Module 4: Workshop – Agile Strategic Planning Simulation (02:00 – 03:30)**
 - Teams develop an agile growth strategy using OKRs and capability maps

Day 2: OD Practices, Culture & Execution for Growth

- **Module 5: Organizational Design for Adaptability (07:30 – 09:30)**
 - Flat, cross-functional, and team-based models
 - Role clarity, accountability, and collaboration
 - Reconfigurable structures and shared leadership
- **Module 6: Culture and Change for Agility (09:45 – 11:15)**
 - Culture as a lever for agile transformation
 - Reinforcing values, behaviors, and feedback
 - Driving trust, learning, and psychological safety
- **Module 7: Execution and Continuous Adaptation (11:30 – 01:00)**
 - Strategy execution cycles and feedback cadence
 - Monitoring progress and pivoting initiatives
 - Embedding OD into agile execution rhythms
- **Module 8: Final Simulation – OD & Growth Strategy Integration (02:00 – 03:30)**
 - Participants design an agile OD intervention for strategic transformation
 - Peer review, feedback, and certification wrap-up

Certification

Participants will receive a **Certificate of Completion in Agile Business Strategy & Organizational Development for Sustainable Growth**, recognizing their ability to align agile strategy and organizational development for long-term performance and adaptability.

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