

A Layered Approach to Agility: How Does Your Org Stack Up?

A talent agility plan can be stacked into three layers. Start with a base of **Strategic Alignment**, harness the right **Technology and Data**, and top it off with a **Culture of Mobility**. Establishing these layers in order ensures your talent function impacts top business objectives.

Rate your company's agility strategy. Start with question 1 at the bottom of this page using the following scale:

- 1 – Not really: Little to no understanding or practice
- 5 – Yes: But we could do better
- 9 – Absolutely: We're leading the way



ARR Growth
Profitability
Share Price

Culture of mobility

6. Are employees provided the insights and opportunities to grow and develop?



5. Do you offer incentives to managers to avoid talent hoarding?



Technology and data

4. Can you create alignment across HR to seize opportunities from those insights?



3. Does your tech infrastructure provide skills analysis and market insights to inform your talent strategy?



Strategic alignment

2. Do you know the opportunities to outmaneuver your competitors?



1. Do you understand the operating plan and multi-year growth strategy of the business?



Your agility score

43+

Your company agility is strong. Great work.

32-42:

You're on the right path toward agility. Keep it going.

<33:

There's plenty of room to improve. Onward and upward!