

Leadership Competency Development Guide

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Flexibility

FLEXIBILITY IS THE ABILITY TO ADAPT ONE’S STYLE OR APPROACH IN ORDER TO ADJUST TO CHANGING CIRCUMSTANCES OR TO ACHIEVE AN OBJECTIVE.

Did You Know? According to a report by the World Economic Forum, "flexibility and adaptability" rank in the top 10 skills that employers will need by 2025.¹

Development Activities

On-the-Job	<ul style="list-style-type: none"> List out your daily tasks. Which tasks may be subject to variability or other stakeholder involvement? How might you need to maintain flexibility to obtain the best outcome? When engaging in strategic planning, leave time in the project timeline for product testing and/or other iterations that evolve the work product. Evaluate new tools and technologies that support workplace flexibility and efficiency. Take on projects where priorities may shift frequently. This can help to develop your ability to adjust strategies and plans on the fly. Lead a project outside of your expertise. This can force you to rely on the expertise of others and adapt your leadership style to unfamiliar circumstances. Consider working across different roles or departments. By experiencing different roles or working with diverse teams within the organization, you can learn to adapt to new environments and perspectives.
Coaching	<ul style="list-style-type: none"> Work with a coach to envision different potential future scenarios to develop your adaptive thinking skills. Shadow more flexible colleagues and then debrief with a coach to discuss what they observed and how to apply it in their own work.
Self-directed	<ul style="list-style-type: none"> Take a 360-degree assessment. Receiving feedback from multiple sources such as peers, superiors, and subordinates can provide a broader perspective and can prompt adaptive change. Reflect on past experiences, successes, and failures to help you identify when and how you were able to adapt to changing circumstances in the past. Practice mindfulness techniques, such as deep breathing or grounding meditations, that support you in remaining emotionally regulated in the face of ongoing change. Consider an online course that focus on developing flexible leadership skills, available on platforms like Coursera, LinkedIn Learning, and more.
Group Training	<ul style="list-style-type: none"> Utilize group problem-solving activities to demonstrate the value of flexible thinking and to enhance your ability to adapt to new information or ideas. Role-play exercises to simulate situations that require adaptability; this helps leaders practice responding to changes in real-time. Employ diversity and inclusion training to encourage leaders to be more adaptable and responsive to diverse perspectives and needs.

Resources

Leadership Series	SIGMA's Leadership Series provides additional information about the importance of each competency, as well as practical tips and tricks for development. Download the Leadership Series for Flexibility here: Great Leaders are Flexible .
Articles and Books	<ul style="list-style-type: none"> ▪ Flexible Leadership ▪ 4 Reasons Why Flexibility and Adaptability in Leadership Are Needed ▪ Adapting to Change Requires Flexible Leadership ▪ Dynamic Leadership: 3 Useful Tips to Boost Your Flexibility
Videos	<ul style="list-style-type: none"> ▪ Rethinking Flexibility at Work ▪ 3 ways to measure your adaptability — and how to improve it ▪ The Art of Change Leadership
Podcasts	<ul style="list-style-type: none"> ▪ Flexibility: The Future of Work ▪ Developing Your Leadership Agility Fitness in a VUCA World

SIGMA Can Help

Since 1967, SIGMA has helped thousands of organizations across North America develop their people potential and increase organizational effectiveness. Explore our assessments, coaching, and consulting services below, and contact us if you would like to speak about creating a custom plan for your organization.



[Leadership Skills Profile – Revised™ \(LSP-R\)](#)

Take our flagship leadership assessment to see how you score on “Flexibility.”



[High-Potential Talent Development](#)

Use SIGMA’s scientifically validated, industry-tested tools to give your talent development a strong start.



[Coaching with a SIGMA Consultant](#)

Participate in one-on-one coaching with SIGMA’s expert consultants.

Speak with a Consultant



If you would like to speak with a consultant about what flexibility looks like at your organization, contact us today. We are happy to share what we’ve learned from client experience and talk about the specific needs of your organization and your team. Give us a call! We’re always happy to chat.

[1.800.401.4480 ext. 233](tel:18004014480)

Email Glen

¹ World Economic Forum (n.d.). *The Future of Jobs Report 2018*. https://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf