



Univerza v Mariboru

Ekonomsko-poslovna fakulteta

Agility and Agile Management in/for Resilient Organization

Assoc. Prof. Igor Vrečko, PhD

Nuša Širovnik, PhD student

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Agenda

1. Brief introductions of Agile Management and Resilience.
2. Discuss and answer main questions about the topic.
3. Conclude with defining open questions and further areas of interest.

Agility and Agility in a Business Context

Agile

- able to move about quickly and easily,
- able to deal with new situations or changes quickly and successfully.

Agile (Management) – Used for describing ways of planning and doing work in which it is understood that making changes as they are needed is an important part of the job.

Agile company/corporation/organization – Most agile corporations have flexible management systems that can quickly accommodate global change and exploit opportunities.

Agile Management VS Agile Project Management

4 Agile Values

- Individuals and interactions over processes and tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

12 Agile Principles

Agile Methods in Project Management

- Scrum
- Kanban
- Scrumban
- Xtremme programming
 - SAFe
- Scrum of Scrums
 - etc.
 - ...

Resilience and Resilient Organisation

Level of study	Example of definition	Examples of antecedents	Examples of results
Individual	Capacity or the ability to maintain a normal level of functioning in difficult circumstances and to quickly recover from problems, setbacks (Hartmann et al., 2020).	Financial and material resources, human and social resources, strategies, practices, CR, HRM, leadership, etc.	... a positive impact on health, well-being, behavior, attitude, efficiency, effectiveness, etc.
Team	The ability to quickly recover from various threats to the well-being of the team, for example, conflicts, failures, setbacks, etc. (Chapman et al., 2020)	Members' character traits, positive attitudes, resources and processes, leadership, etc.	... impact on attitude, behavior, team performance, etc.
Organisation	Organizational ability to withstand disruptions and quickly recover from the consequences of adverse situations (Horne & Orr, 1998).	Development of skills and competences, positive emotions, attitudes, leadership, HRM, etc.	... positive impact on performance and efficiency, creativity, innovation, etc.

Agility and Resilience

- Both areas are experiencing a growth in interest.
- There have been implications of connections between the two concepts.

We are here to discuss it. 😊

Can an organisation be agile without using agile management?

Can management be successful without being agile?

Is agile management more of a tool/practice or a principle of management?

Is agile management applicable in different contexts?

Do organisations need to aim to be agile in order
to be resilient?

Further areas of interest?

Thank you for your attention.