CHANGE AGILITY ACTIVITY GUIDE

**Purpose:** Successful chapters make time to reflect on environmental trends and strategically prepare to be in the best position to meet challenges. This reflective process can be transformational and can make a difference in chapter health and sustainability. ATD Chapter Services encourages you to facilitate a session on change agility with your board members at your next board meeting, strategic-planning session, or leadership retreat. By identifying the trends affecting your chapter, your board can outline strategies that enable your chapter to practice change agility.

1. **INTRODUCTION**
   - Welcome participants and introduce them to the material.
   - Get input from the participants:
     - What is change agility?
     - Why is change agility important for our chapter?

2. **INDIVIDUAL BRAINSTORM**
   - Ask participants to respond to the prompt: What trends are affecting our chapter? (These trends can be industry-wide, global, professional, or personal.)
   - Ask participants to capture each idea on an individual sticky note.

3. **SMALL GROUP ACTIVITY**
   - Depending on the size of the group, form pairs or trios.
   - Group all trends identified by the small group into categories. Capture each category, and its corresponding ideas, on a piece of flipchart paper.

4. **WHOLE GROUP REVIEW**
   - Ask each small group to share their trend categories with the larger group. Tape the flipchart paper to the walls so everyone can see.
   - Facilitators group the categories into "megatrends," and assign one megatrend to each small group. Note: Depending on the number of megatrends identified, distribute as makes sense logistically.

5. **SMALL GROUP ACTIVITY**
   - Small groups discuss their assigned megatrend, and identify ways that the board can prepare to address the challenges associated with it.
   - Ask small groups to consider the following questions: How is this megatrend affecting our chapter? What are three ways the chapter can prepare for this megatrend? What resources does the chapter need? What support would be helpful from ATD?

6. **WHOLE GROUP REVIEW**
   - Each small group shares their discussion and the strategies identified to prepare for the megatrends.

**Materials:** Sticky notes, markers, flipchart paper, and masking tape.

*Has your chapter facilitated a session on change agility? Share your strategy and results with ATD using this form, and at www.td.org/SOS!*