



**A G I L E**

**STRATEGIC  
THINKING  
MODEL**

## A G I L E Strategic Thinking Model

Realism is the heart of execution. All strategic thinking approaches attempt to find an optimal match between the resources and capabilities available from the organization's strengths (and limitations) and the external market and environmental conditions, trends, opportunities, and threats. The matching between resources and capabilities results in a strategy that translates, hopefully, into performance. It is our experience that successful planning depends on widespread organizational involvement. It includes the involvement of resources, capabilities, key people, and stakeholders in the preparation to identify critical issues and make emerging needs easier to identify. For this reason, we created the A G I L E Strategic Thinking Model. We wanted a tool to give our clients to assist them with:

- Expanding their thinking.
- Building on their strengths.
- Enlisting support for action.
- Implementing a plan.

The A G I L E model is based on the fundamentals of positive psychology. It is a method used to create a positive "can do" attitude to the future and therefore empower individuals and organizations to excel in their growth and deliver sustainable, accountable and excellent work. When a leader takes a *non*-positive approach, or what is commonly known as a deficit or gap-based approach, to strategic thinking, the organizational issues become *problems to be solved*. *Action plans are created* to rectify the problems and gaps in performance.

When a leader uses a positive approach to strategic thinking, the *organization's entire system becomes a solution to be incorporated into the plan for moving forward*. The answers in strategic thinking lie within the talent, wisdom, and drive of the employees. With the A G I L E model, strategic dialogue occurs within the organization, which we have experienced as essential for strategic thinking to take place.

When a leader is truly an Agile Business Leader, the preferred approaches to strategic development means value is placed on the importance of human interaction and collaboration. An agile thinker knows that communication and sharing of ideas and practices is what makes organizations stronger and helps contribute to total and sustainable success. This kind of positive approach to strategic thinking allows people to be open about the current situation and focus positively on creating their collective desired future state. It creates alignment and a unified commitment toward a common mission. This A G I L E Strategic Thinking Model focuses on reaching the desired future state by empowering people to create strategies for success in leveraging their existing strengths. Below is a diagram to further explain this model:

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