



## AGILITY INDEX 2023 FAQs

## FAQS

1. What are you aiming to achieve via this program?
  - a. Our goal is to help organizations improve agility in this constantly changing environment. With this platform we aim to help organizations identify their current level of agility and also mentor them to improve agility towards a desired level.
2. Is this a certification program like ISO?
  - a. No, agility is a mindset first, followed by the architecture of organization. In this exercise we are aiming to help organizations and not to certify agility.
  - b. Why so? Agility can't be static and we (or no one) can be sure of your static performance!
3. How long will it take to attempt the survey questionnaire?
  - a. The digital survey questionnaire have choices which the person has to select and would be able to finish within 30 minutes.
4. How will I appear for the Survey?
  - a. The survey will be undertaken through a digital questionnaire shared on your mail ID.
5. Will anyone see my answers to survey?
  - a. The answers to survey will be anonymous in the results of the Index
6. How will agility be measured?
  - a. Survey: Agility will be scored on a level of 1 to 10. There are eight key pillars on which agility in the organization will be measured. An individual's score does not reflect organization's agility. An average score of combined answers from everyone in the organization will be considered for results.
7. Who will be excluded from this survey?
  - a. Blue collar workers will be excluded from appearing in the survey. Supervisor level and above who use the system, are required to fill the survey.
8. Will we be able to see agility by person or department level
  - a. We are measuring agility of an organization. So no point seeing at Individual level. However, on top of overall agility levels, you'll be also able to see pillar wise ratings.
9. Is there a time limit for filling the questionnaire?
  - a. Yes, before the date of survey closure.
10. Can I edit my survey answers after posting?
  - a. No. Answers once posted will be considered final. You can edit the answers before posting.
11. Who will be required to fill the questionnaire?
  - a. Everyone in the organisation will fill the online digital questionnaire
12. What if we have multiple branches/ SBUs? How will we register?
  - a. Agility Index will be measured for the registered company only. Each business unit desirous of entering the survey, have to go through separate registration.
13. What are the data which will be studied in order to measure agility?
  - a. No data. Agility will be measured based on the perception of your team.
14. How can someone judge the agility based on the survey?
  - a. Agility is an ability to change and adapt quickly to the changing situations. If majority people in your organization feel that you are improving faster or vice versa than that's the reality. As they are the one who constantly not just participate but also measure the growth and evolution of organization towards changing needs!

- b. Other set of important voice can be your customers; however we have excluded them from this survey considering confidentiality impact.
- 15. Is this program chargeable? What are the registration fees?
  - a. The Program registration is Rs. 500. There are no other charges for the mentioned survey, results or workshops.
- 16. Will we receive any written guidance to improve agility in underperforming areas identified after the survey?
  - a. Workshops are specifically designed to help organizations overcome underperforming areas. All required methods and tools knowledge provided in the workshop will be supplied in digital printable copies to each participating organization.
- 17. Who will attend the workshop?
  - a. Workshops are intended to teach agility improvement methods and processes. It is expected to be attended by a senior level management/ HR professional or other member identified as a lead for the Agility program from within the organization. A maximum of 2 people are allowed in the workshop from participating organization
- 18. How long are the workshops for?
  - a. Each workshop will be for up to 3 hours.