

“Disruption by Design™: The Six Traits of Agile Organizations and the Leaders Who Lead Them.”

What are the traits of agile organizations and how might leaders curate a culture that can survive and thrive in a dynamically changing world? As we prepare to exit the pandemic and meet the challenges of attracting and retaining a labor force for the coming Fourth Industrial Revolution, organizations will need to become nimbler and more adaptive to change and uncertainty. How can leaders support a new mindset of innovation in their teams and make it safe for workers to thrive through change? The **Organizational Change Model** will explain that resiliency is a function of BOTH individual traits AND environmental/organizational factors. We'll then explore the traits of agile organizations and the skills needed by leaders to “curate” a winning culture at work. Participants will leave with new insights about their own strengths and areas for personal development, and with management tools that can be applied to transfer learned skills after the session. They will also be offered a **FREE**, private [Individual Resiliency Assessment](#) (online tool) to assess their own resiliency skills following the session.

By attending this session, participants gain clarity and best practices:

- Explore the Six Critical Traits of Agile Organizations
- Explore factors that shape worker resistance to change and stifle innovation
- Develop skills that will help you lead yourself and others through changing environments
- Apply knowledge of the “Six Traits” to current change initiatives at work
- Privately assess your own individual strengths and identify opportunities for personal professional development

About the Speaker:

Richard D. ("Rick") Maher, a veteran of the human resources industry, is a recognized leader in the fields of managing organizational change and the strategic management of human capital. Over a career spanning nearly 30 years, he has helped to guide many notable change initiatives for clients in both the public and private sectors.

Maher has consulted on talent development issues with some of the world's largest enterprises, including U.S. Department of Labor, Goldman Sachs, Time Warner, Schering-Plough, AOL, TD Ameritrade, Cox Communications, and more. He has been the keynote speaker at numerous conferences in the U.S. and abroad that includes his presentation to leaders from three continents and 12 countries at St. George's College at Windsor Castle, England, that discussed talent as the new global currency.

In 2017, Rick set out to apply his uncommon experience as a change practitioner to leading [Adaptive Human Capital's](#) important work to develop skills in individuals, organizations, and communities to help them thrive through uncertain times.

Mr. Maher is a member of the Institute of Management Consultants (IMC), the Association of Talent Development (ATD) and PSI CHI (the International Honor Society in Psychology). He has a BA from Seton Hall University and an MS in Industrial-Organizational Psychology from Walden University.

Thursday, December 9, 2021
8:15 – 10:00 a.m.

Live Webinar

**R.S.V.P. by 12:00 p.m. on
Wednesday, December 7, 2021**
online at:

<http://jsahr.shrm.org/events>
or admin@jsahr.org

or call JSAHR at 732-701-7155

Registration Fees - Virtual

Members - \$10
Non-Members - \$20
Student/In-transition – Free

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