

AASA aims to support leadership development by establishing a framework of:

Resonant Leadership

Resilient Leadership

Nimble Leadership

## UNDERSTANDING NIMBLE LEADERSHIP

**NIMBLE LEADERSHIP** is the ability of leaders to effectively guide their organization through changes and challenging times with agility, open and transparent communication, and collaboration with community.\*

Nimble leaders embody mindsets of discovery and creative problem-solving to support team structures that promote organizational agility and collaborate to overcome challenges.

## NIMBLE LEADERSHIP COMPETENCIES

### The Core Competencies of Nimble Leadership

#### AGILITY

Agile leaders respond effectively and can make challenging decisions when encountering volatile, changing, and uncertain organizational conditions.

Nimble leaders demonstrate learning agility and are open to learning new skills and mindsets, reflecting on their practice, and growing from mistakes.

#### COMMUNICATION

Nimble leaders engage in transparent communication about organizational changes, targeting specific audiences and aligning messaging with broader priorities. They also prioritize careful listening to foster collaboration, build relationships, and improve problem-solving.

#### COLLABORATION

Nimble leaders collaborate to support distributed leadership teams and share leadership responsibilities, promoting flexibility, agility, and responsiveness. They develop structures that facilitate delegation, engagement, and shared decision-making, empowering staff and gaining buy-in for new initiatives.

## IMPLICATIONS OF NIMBLE LEADERSHIP FOR DISTRICT AND SCHOOL LEADERS



Nimble leadership is critical for educational leaders to successfully lead and support their districts, schools, and community members through significant changes and shifts in the economic, political, and social landscapes.



Nimble leadership qualities of agility, communication, and collaboration facilitate positive school cultures characterized by strong relationships, trust, shared expectations, transparency, engagement, knowledge-sharing, and collective efficacy.

## BUILDING NIMBLE LEADERSHIP

The “Becoming a More Nimble Leader “ toolkit focuses on the skills and traits of nimble leaders and is designed to support district leaders build nimble leadership skills.

Sample tools and activities include:

- Activity: Using Mindset and Behavior to Impact Change
- Self-Assessment: Learning Agility
- Worksheet: 4 Doors for Change Communication
- Norm-Setting Protocol for Consensus-Building Discussions

### Toolkit: Becoming a More Nimble Leader

13+ tools and resources for developing nimble leadership!



\*Hanover Research developed a definition and framework of nimble leadership by synthesizing the broader leadership literature from related leadership theories (e.g., agile leadership, adaptive leadership, and change leadership) to identify essential qualities that enable leaders to successfully lead complex school systems through turbulent conditions and significant changes.