

# STRATEGIA, OAMENII, STRUCTURA ORGANIZAȚIONALĂ (S.O.S) – PILONI ȘI FACTORI AI AGILITĂȚII ORGANIZAȚIONALE

## STRATEGY, PEOPLE, ORGANIZATIONAL STRUCTURE – PILLARS AND FACTORS OF ORGANIZATIONAL AGILITY

**Drd. Letiția C. LUCESCU**

**Prof.dr.ing. Silvia AVASILCĂI**  
Universitatea Tehnică „Gheorghe Asachi” din Iași

**Abstract:** Following the exploration of the common themes that define agility in the organizational context (AcO) we have identified key features of such organizations that face an unpredictable and always connected world to become smartly competitive so that the organization can respond quickly and targeted, and to quickly and almost intuitively anticipate continuous changing customer needs. We now aim to distinguish and arrange on three pillars - strategy, people and organizational structure, a set of factors that may contribute to the ability of organizations to demonstrate agility, with regard to adaptability to market signals (the reactive facet), internal decision-making mechanisms and flexibility (the proactive facet) in providing the response expected by the market.

**Keywords:** organizational agility, agility enablers, managing without ego