

Evaluating the Agile Organisation agenda

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Abstract

This paper evaluates what is known about the Agile Organisation as a model of work organisation. First the origins of the idea and the rationale for its emergence will be identified. Second the emergent elements of the Agile Organisation will be identified. Third, the elements will be compared to previous and existing models of organisation. Finally, a way forward will be presented to investigate, empirically, the Agile Organisation in practice.

Two precedents are taken. The first is to evaluate the normative content of the Agile Organisation (what is being aspired to) and how this compares to empirical reality. The second precedent is to compare the Agile Organisation model to the Flexible Firm model from the 1980s.