

Regional issues in sustainable transition: the importance of organizational agility

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Summary:

In a constantly changing and unstable world, organizations are faced with the growing need to be adaptable and innovative. Organizational agility has emerged to meet these needs, emphasizing flexibility and the ability to adjust quickly to change. Initially limited to the technology and software sectors, this approach has gained popularity in other fields, becoming a preferred management mode for many organizations. At the same time, regions are also having to rethink the way they operate to adapt to a constantly changing environment and the changing demands of their citizens. Socio-economic, climatic and political challenges, amplified by events such as the COVID-19 pandemic, require rapid, flexible and inclusive responses. This transition to a new era in regional development relies on a sustainable approach to organizational transformation. With this in mind, this study sets out to explore the role of organizational agility in sustainable regional transition, using a qualitative methodology based on semi-directive interviews with stakeholders in the Fès-Meknès region. Through our contribution we aim to provide a better understanding of the role of organizational agility in the transition towards regional sustainability, as well as identifying the challenges and opportunities associated with this transition in the Fès-Meknès region.

Keywords: organizational agility; sustainable transition; regional transformation; uncertain environment; sustainable development.

Introduction :

Achieving sustainable development represents a major challenge for organizations worldwide, requiring profound institutional and organizational changes and substantial investments, alongside earlier transformations such as globalization and digitization.

Faced with recurring crises and widespread uncertainty, the road to sustainable transition is fraught with difficulties. These challenges arise at the intersection of many factors, such as structural changes in the economy, resilience to external shocks, equitable development and international competitiveness. The question of transition has thus moved to the national level, with the region playing a central role in territorial organization and social progress. By committing to reinventing tomorrow while taking immediate action, the region has become a central player in promoting sustainable transformation, working closely with diverse stakeholders to stimulate regional dynamics. In this context, organizational agility plays a crucial role in fostering efficiency and stimulating innovation, occupying a central place in regional development strategies.

We're going to dive into analyzing how organizational agility can foster the transition to sustainability on a regional scale. This study will highlight the obstacles and opportunities associated with this transition, focusing on the Fès-Meknès region. It is at the heart of these mutations that the importance of our problematic lies: How can organizational agility contribute to the transition towards sustainability at regional level, in particular in the Fès-Meknès region, and what are the challenges and opportunities associated with this transition?

Methodology :

This study will employ a predominantly qualitative approach, using semi-directive interviews with local stakeholders in the Fez-Meknes region. Through this qualitative method, we aim to explore in depth the perceptions, experiences and viewpoints of actors involved in the transition to regional sustainability, with a particular focus on the role of organizational agility. Semi-structured interviews provide a flexible framework for participants to freely express their opinions and ideas, while allowing the researcher to guide the discussion around specific themes related to sustainable transition and organizational agility. The selection of participants will be carefully crafted to encompass a multitude of perspectives and expertise including representatives from public administrations, local businesses, civil society organizations, academic institutions and other key stakeholders.

During the interviews, an in-depth recording and analysis process will be conducted to uncover recurring themes, emerging patterns and relevant information regarding the role of organizational agility in promoting regional sustainability. By employing this qualitative approach, our study aims to provide a comprehensive and subtle insight into the forces at work in advancing regional sustainability, while highlighting the impact of organizational adaptability as a catalyst for progress and innovation within this framework.

Expected results :

This study has multiple objectives. Firstly, we aim to highlight the crucial role of organizational agility in the regional transition to sustainability, particularly in the Fès-Meknès region. We also aim to identify the main challenges and opportunities facing organizations in this region in their quest for agility and sustainability. In addition, we aim to provide practical and strategic recommendations to help these organizations strengthen their agility and contribute more effectively to the transition towards regional sustainability. Finally, we aim to enrich the literature on organizational agility by contextualizing it within the specific framework of the Fès-Meknès region.

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