"Agility or the need for Speed."

Here is a video of Pit Stop timings in 1990, 2000, 2010, 2020 and 2023. I used a similar video in 2018 to urge a team to change.

The speed of Pit Stop change is staggering

8.95 seconds in 1990
7.22 seconds in 2000
4.12 seconds in 2010
1.82 seconds in 2020 and
1.78 seconds in 2023

In a sport where the difference between winning and losing is one second, that's staggering improvement in coordination, task definition and skill change.

I looked at other examples to see change between 1990 and 2023

1. The fastest tennis serve in 1990 was Goran Ivanisevic at 225 kmph, in 2023 the fastest serve is Sam Groth at 263 kmph.

2. A Delhi Mumbai economy flight ticket on Air India was Rs 7500 in 1990, in 2023 it is about Rs 5900.

3.The Maruti basic car was Rs 1.22 lacs in 1990, today you get many entry cars at about Rs 3 lacs

4.The fastest Indian train in 1990 was the Shatabdi at a peak speed of 150 kmph. The fastest in 2023 is Vande Bharat at 180 kmph. There are lessons for corporates here as the foundation or system can only handle a level of speed.

5. The Sensex in 1990 was 1000, in 2023 it was 72,000

6.India per capita GDP was $ 367 in 1990, in 2023 it was $ 2612.

7.1990 saw the drudge report and President Clinton's involvement with Monica Lewinsky. It was the first-time bloggers notes and reports became mainstream. Till then bloggers were seen as pyjama writers.

Why can't organisations be agile?

Agility needs reinvention at both individual and team level, you can only reinvent if you have some stability. Agility comes via horizontal speed and not vertical hierarchy, this needs interdepartmental collaboration and SLAs and thinking about the larger good vs individual gains.

An organisation will move as fast as the slowest member in the team or the slowest department. Measuring that " responsiveness" is important and we did that in a few companies.

Agility happens when you think process, structure and rules of delegation as a set of must haves.

For every organization that wants to speed up, look at the Pit Stop data and challenge what's possible.

I have seen organizations consistently overestimate short term change and underestimate long term change.

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