

Deployment of the Agile Mindset

Sounds like



Chapter 1: Boss rulez

Management



WHY?



FEAR

KNOWLEDGE



CONTROL

IMAGINE



Mental Model

- Things must go right
- If WE don't control, the whole thing will fall apart
- It requires me to take action

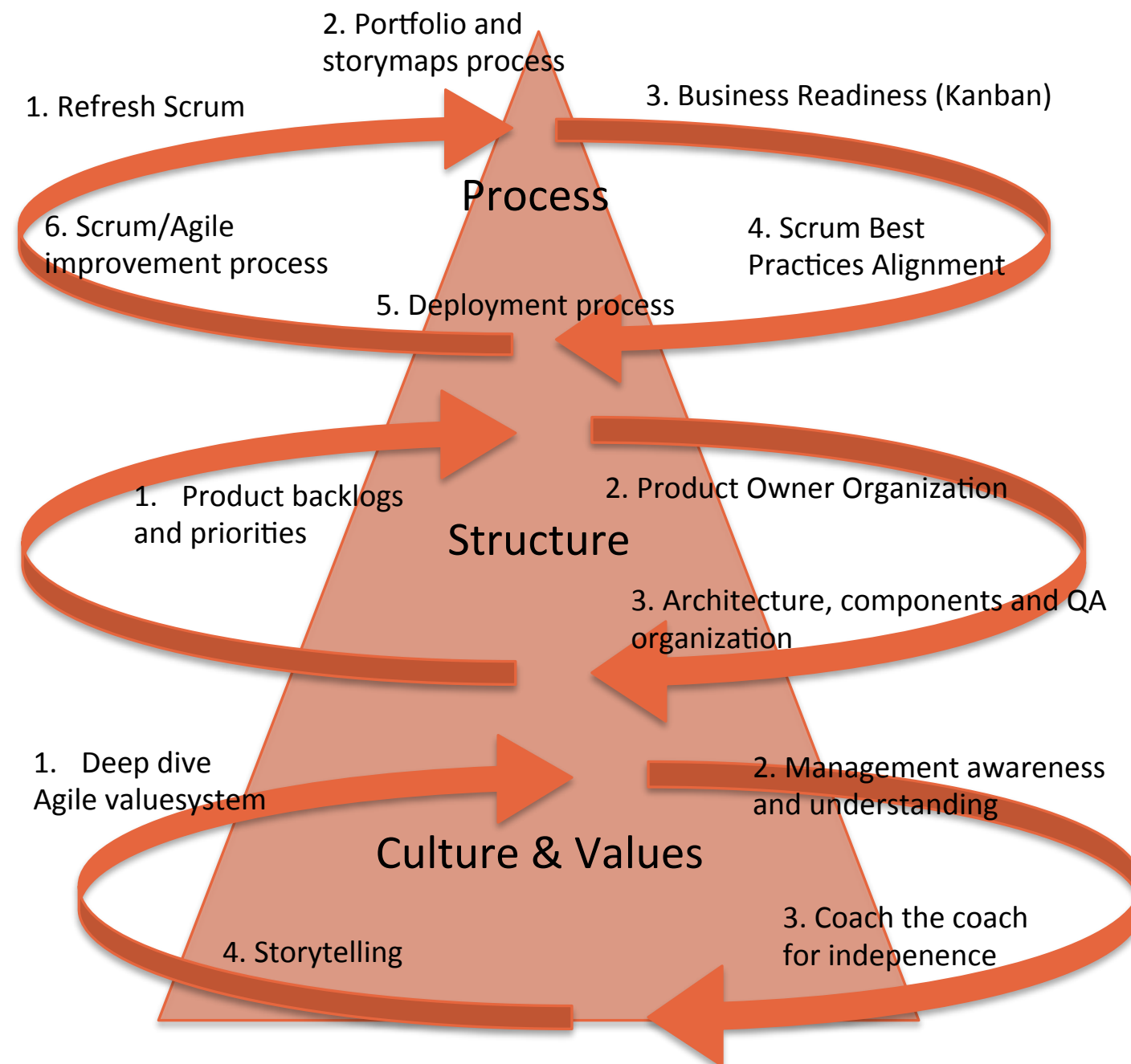
Agile is a magic pill



Chapter 2

We are the experts

Three changes in one



Defined stages

Defined stages



Doing:

Know the Scrum
method
Know how to
perform the
process
Go through the
motions neatly

Defined stages



Doing:

Know the Scrum method
Know how to perform the process
Go through the motions neatly



Becoming:

Start to make small variations and improvements
Start to understand why things work this way
Able to argue why this is better

Defined stages



Doing:

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Becoming:

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Being:

Unable to think different
Able to transform opposite ideas to current values and mindset
Deep knowledge internalization

Creating some comfort

	DOING	BECOMING	BEING
WHAT	Going through the motions	Inspect and adapt, improve and create new best practices	Using the Agile value system to determine what to do in all circumstances, because it is the new way of thinking
WHY	Proving how it works Knowing what it is	Learning why and how it works, and how it can be fit into own situation better	Is there a why? We just are...
HOW	Accepting mistakes, Best practice directly used Train people, coaching	Coaching, master classes, knowledge sharing, coach the coach, start communities of practice	Reflect, Embrace failure, Self organizing teams
LEARN	Teams initial velocity Common impediments Scrum mechanism Needed Management Style	To vary and try new things, To improve best practices, To understand the why of agile mindset and practices	To work this way together really effective, validated learning is better than value, outcome is better than output
MAIN METRIC	# teams and people doing scrum (degree of adoption) # of impediments raised and solved	# of teams becoming Agile # of improved best practices Stability of velocity of the teams	# teams being Agile, # of decisions by teams vs management, business value delivered every iteration known and improving

In other words:



So what happens?



Chapter 3

Boss out of the closet

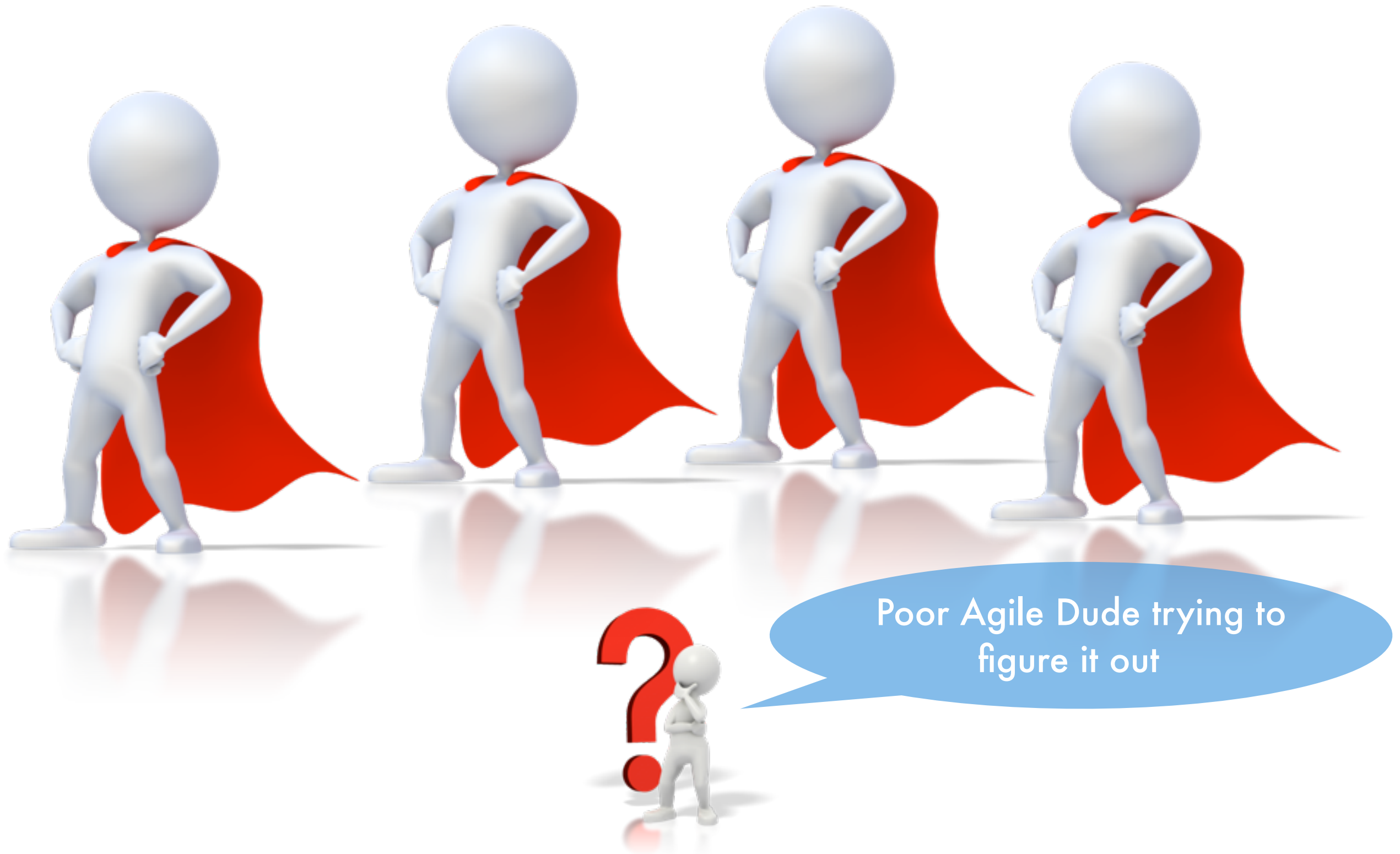
Binary Need

- If you would have 400 decisions to take..
- Or actions to take...
- Or actions to check...

WHAT WOULD YOU DO?

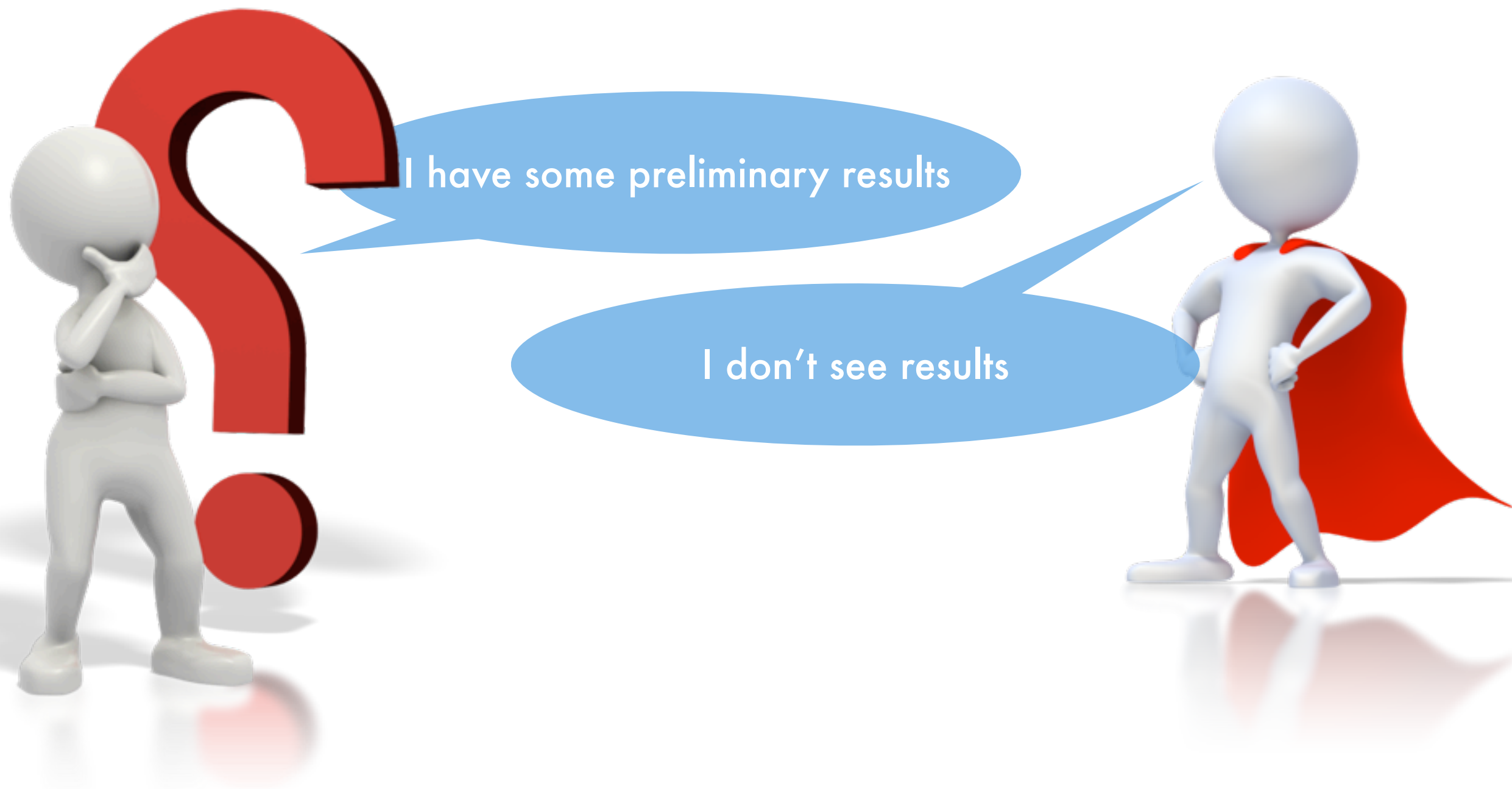


Guess what..



Poor Agile Dude trying to figure it out

They just talk funny..



Chapter 4: Moving WITH the culture

The culture

- Accountability
- Responsibility
- Trust but verify
- Execute
- Manage HOW

Embrace!



Embrace!



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Embrace!



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- Commit to what you think you can do in storypoints

Embrace!



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- Commit to what you think you can do in storypoints
- Deliver what you have end of timebox
- Retrospective (now this is key):
- Deliver 1 impediment to be resolved
- Management: Resolve the 1 impediment of each team
- **DONE**

Does it create hope if:



Does it create hope if:



- Management is actually removing YOUR impediments, one by one

Does it create hope if:



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- Teams are actually delivering value

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- Management is actually removing YOUR impediments, one by one
- Teams are actually delivering value



Pragmatic we are

- TEAM: EVERY SPRINT: ONE impediment
- SCRUMMASTER: GATHER impediments of all teams
- AGILE CONSULTANT: use impediments as a strategy
- PRODUCT OWNER: stick to your role

NO Culture?

- Beliefsystem is a tough nut to crack..

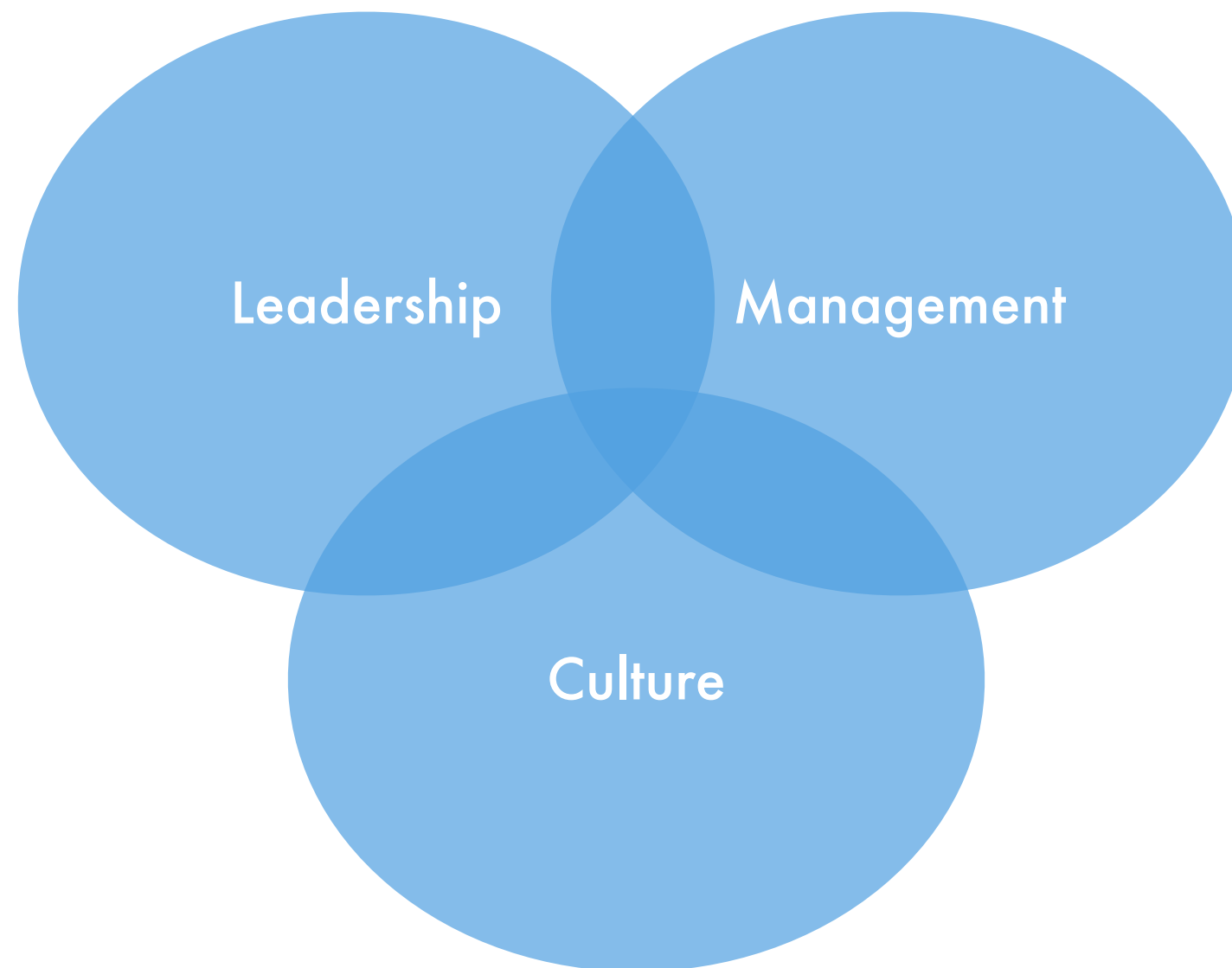


- Small simple messages
- Failure (Michael Jordan)
- Why (Simon Sinek)
- Motivation/Drive (Dan Pink)
- First Follower principle (Youtube)

~ Passionate thoughts? ~

Extra

Organizing



To:



Leadership

Hierarchy

Management