Delivering a High-Performance Agile Organization

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High Performance Redefined

Michael Sahota

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- 20 Years IT
- 15 Years Agile
- 10 Years Culture& Leadership

An Agile Adoption and Transformation Survival Guide
Working with Organizational Culture

by Michael Sahota

Forewords by Jurgen Appelo and Henrik Kniberg

InfoQ
ENTERPRISE SOFTWARE DEVELOPMENT SERIES

Scrum Alliance CAL EDUCATOR

ScrumAlliance®
Certified Enterprise Coach

I'm speaking @ Agile2010 CONFERENCE AUGUST 9-13, 2010 ORLANDO, FLORIDA

I'm speaking at AGILE2011 conference Aug 8 - 12

I'm Speaking at AGILE2012 DALLAS, TEXAS AUG 13-17

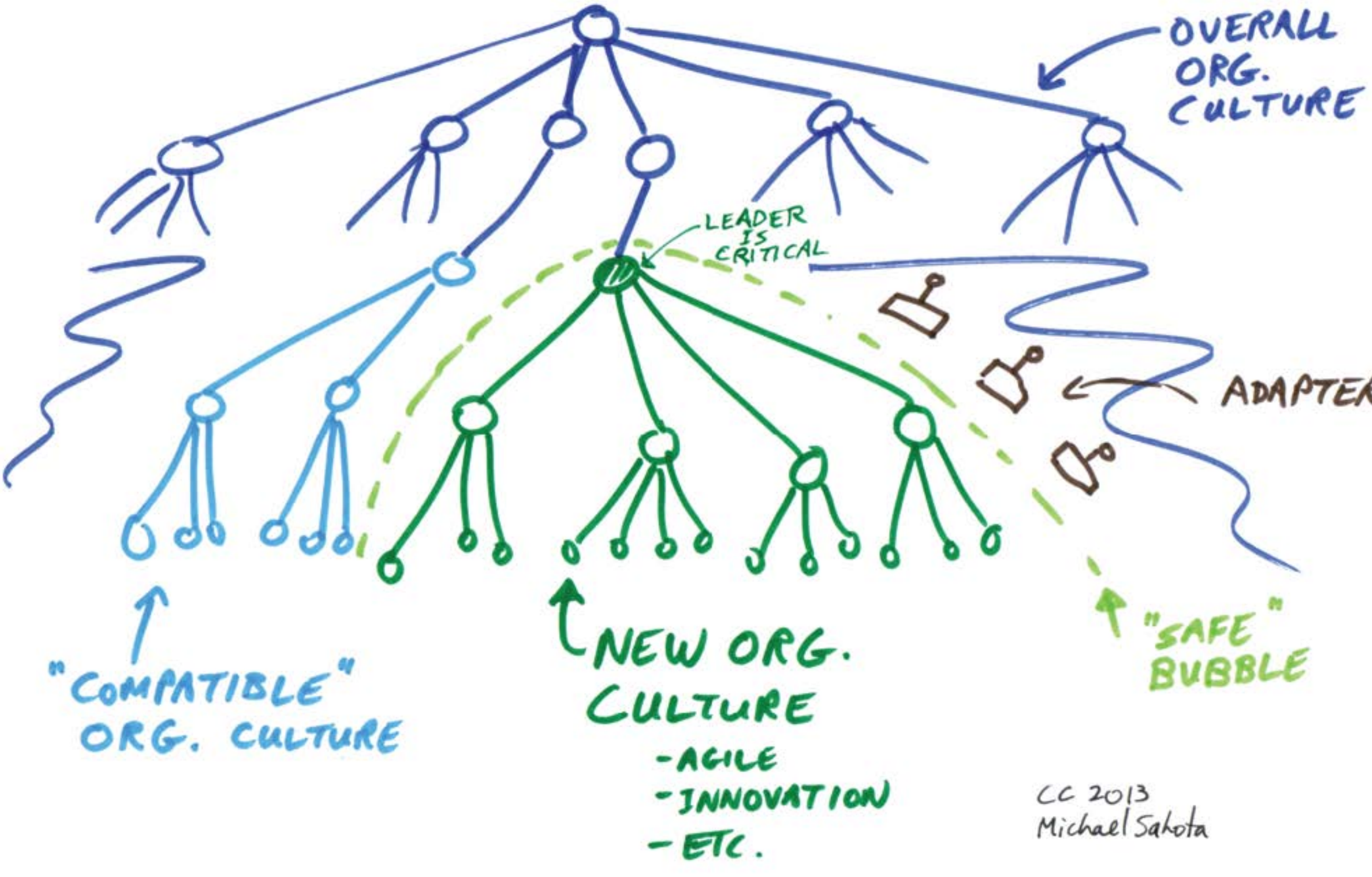
AGILE2013 MAUI, HI

I'M A SPEAKER AT AGILE 2014 ORLANDO

I'm Speaking at AGILE2015 WASHINGTON, D.C. AUG 3-7

I'm Speaking at Agile2016 Agile Alliance

Create A Culture Bubble



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Learning vs Unlearning

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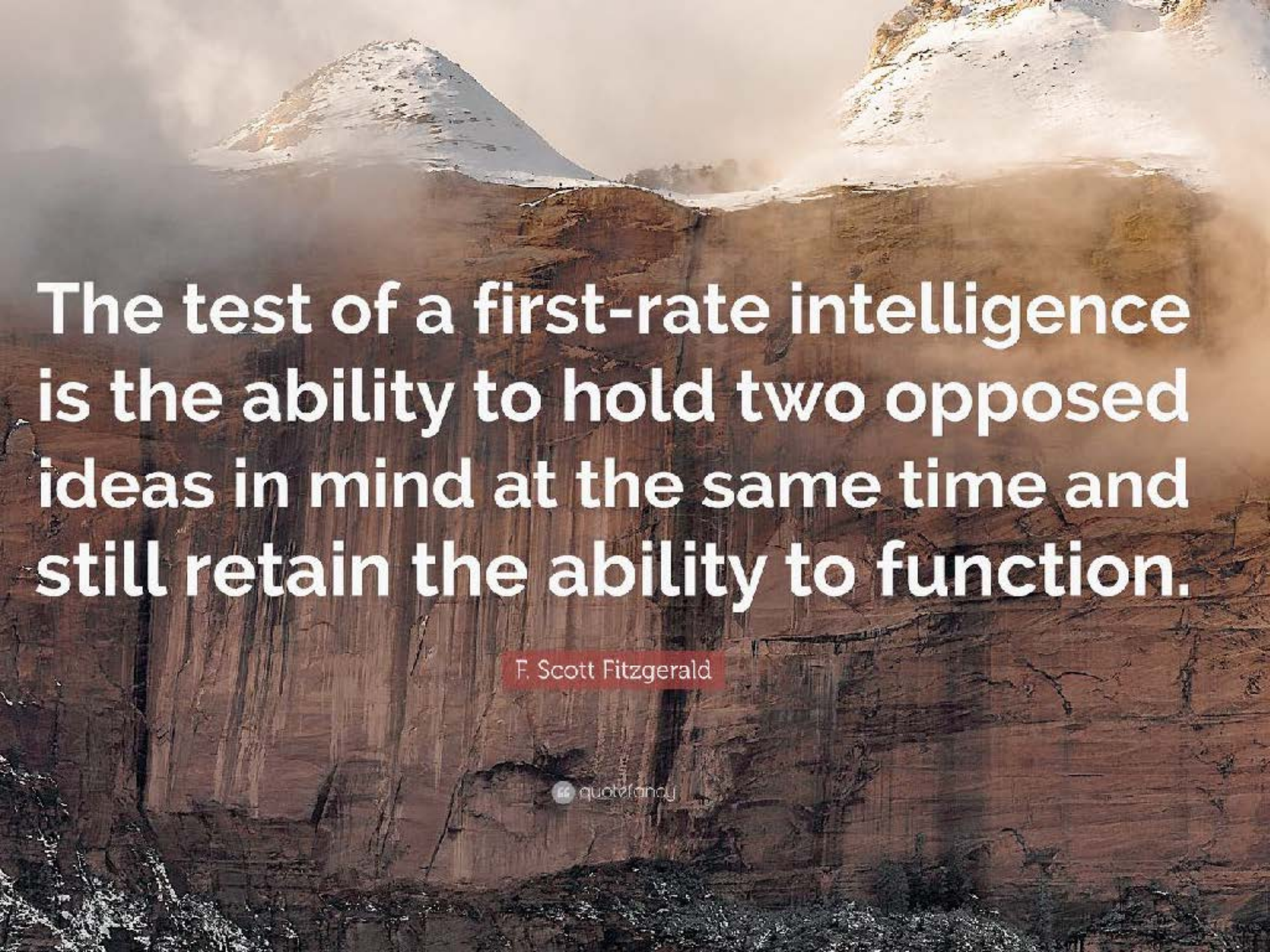
The test of a first-rate intelligence is the ability to hold two opposed ideas in mind at the same time and still retain the ability to function.
F. Scott Fitzgerald
quotefancy

Why Agile?

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Do you see Agile is not the Goal?

Do you see how Agile can help?

Goal is to Serve the Organizational Purpose

~~Agile Initiative~~

Serve

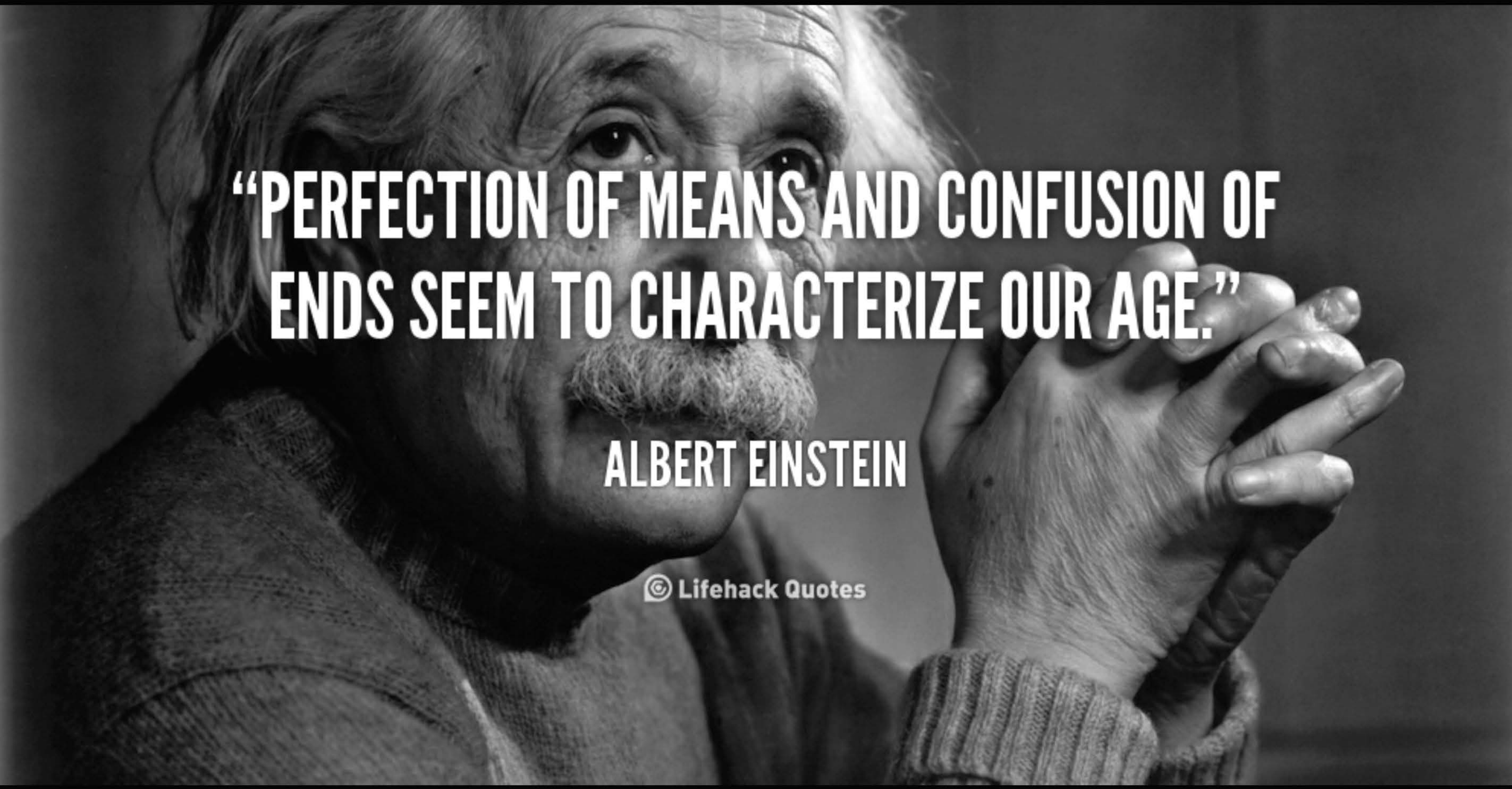
Organizational Purpose

"Now that we agree what is important, we can see that Agile is not a goal.

We are not seeking to Do Agile or Be Agile.

Of course we will likely use Agile to help us achieve organizational goals."

- Michael Sahota, Organizational Growth Guide


“PERFECTION OF MEANS AND CONFUSION OF ENDS SEEM TO CHARACTERIZE OUR AGE.”
ALBERT EINSTEIN
Lifehack Quotes

Agile - What's the problem?

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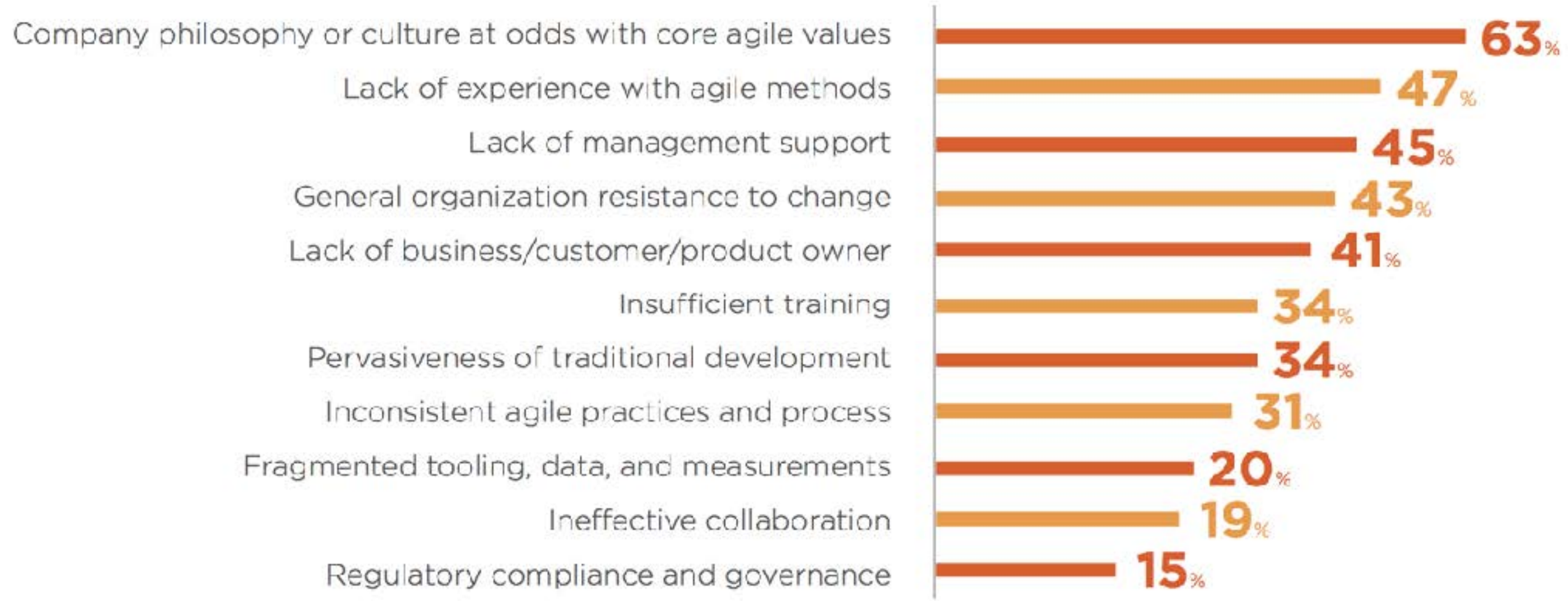
Agile is Embedded
All over the World

VERSIONONE®
Agile Made Easier

VERSIONONE.COM

Challenges Experienced Adopting & Scaling Agile



Version One Survey of 50,000 teams at 1,000 companies.
http://stateofagile.versionone.com/

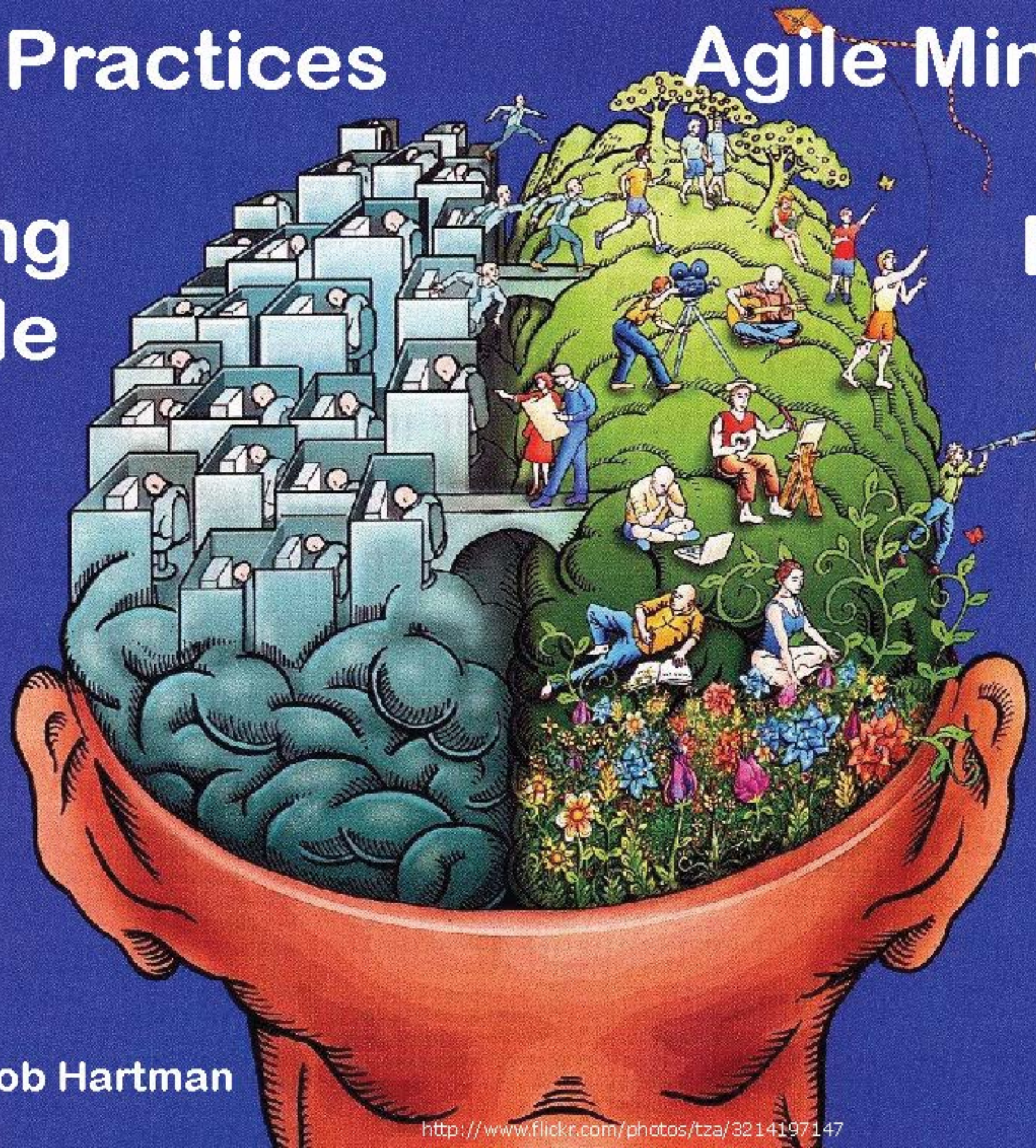
Culture is the #1 Challenge With Agile

Agile Practices

Agile Mindset

Doing Agile

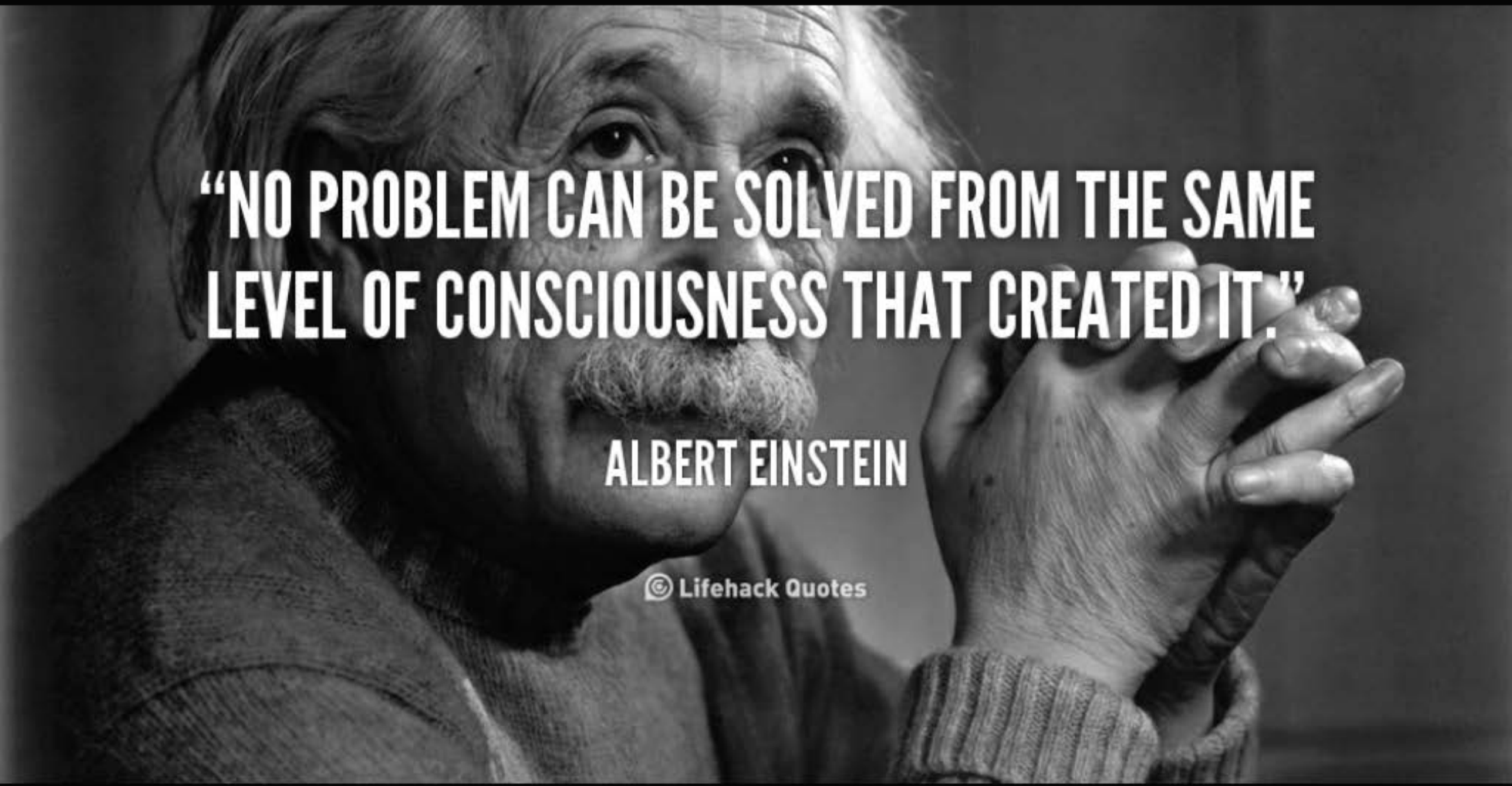
Being Agile



Concept-Bob Hartman

http://www.flickr.com/photos/tza/3214197147

Agile Organization: Finding our Way



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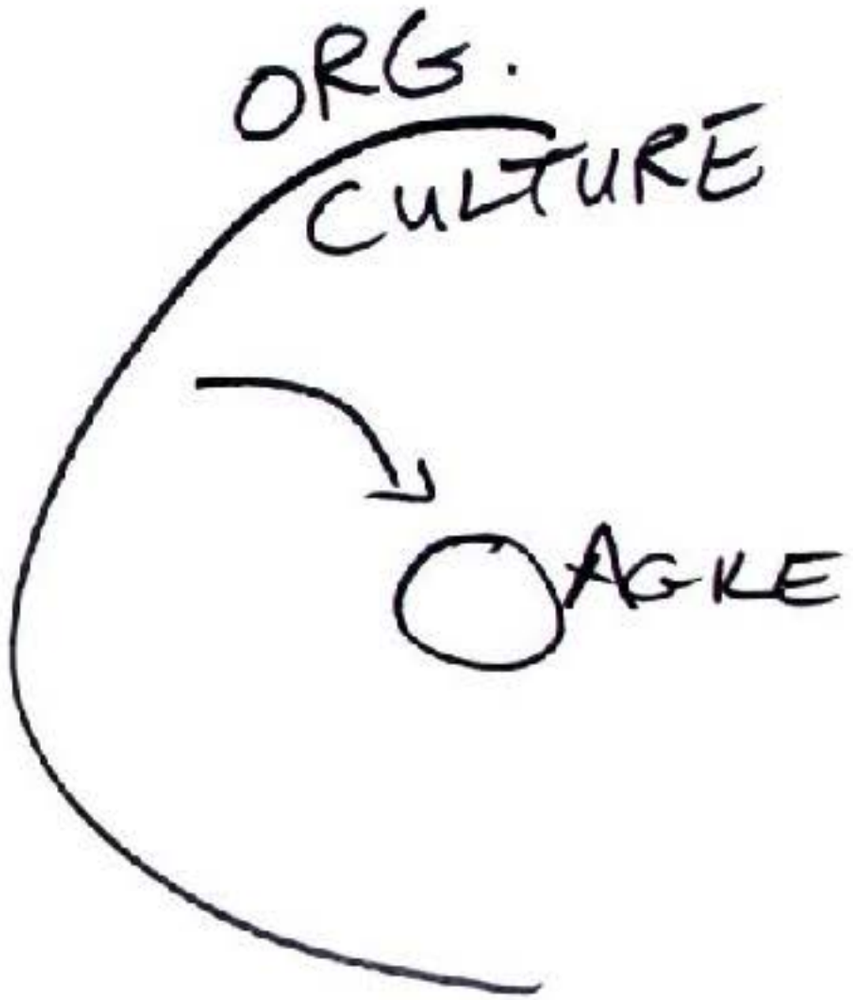
Consciously Approaching Agile ™



Let's take a look at Culture

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Culture?

"If you do not manage culture, it manages you, and you may not even be aware of the extent to which this is happening."

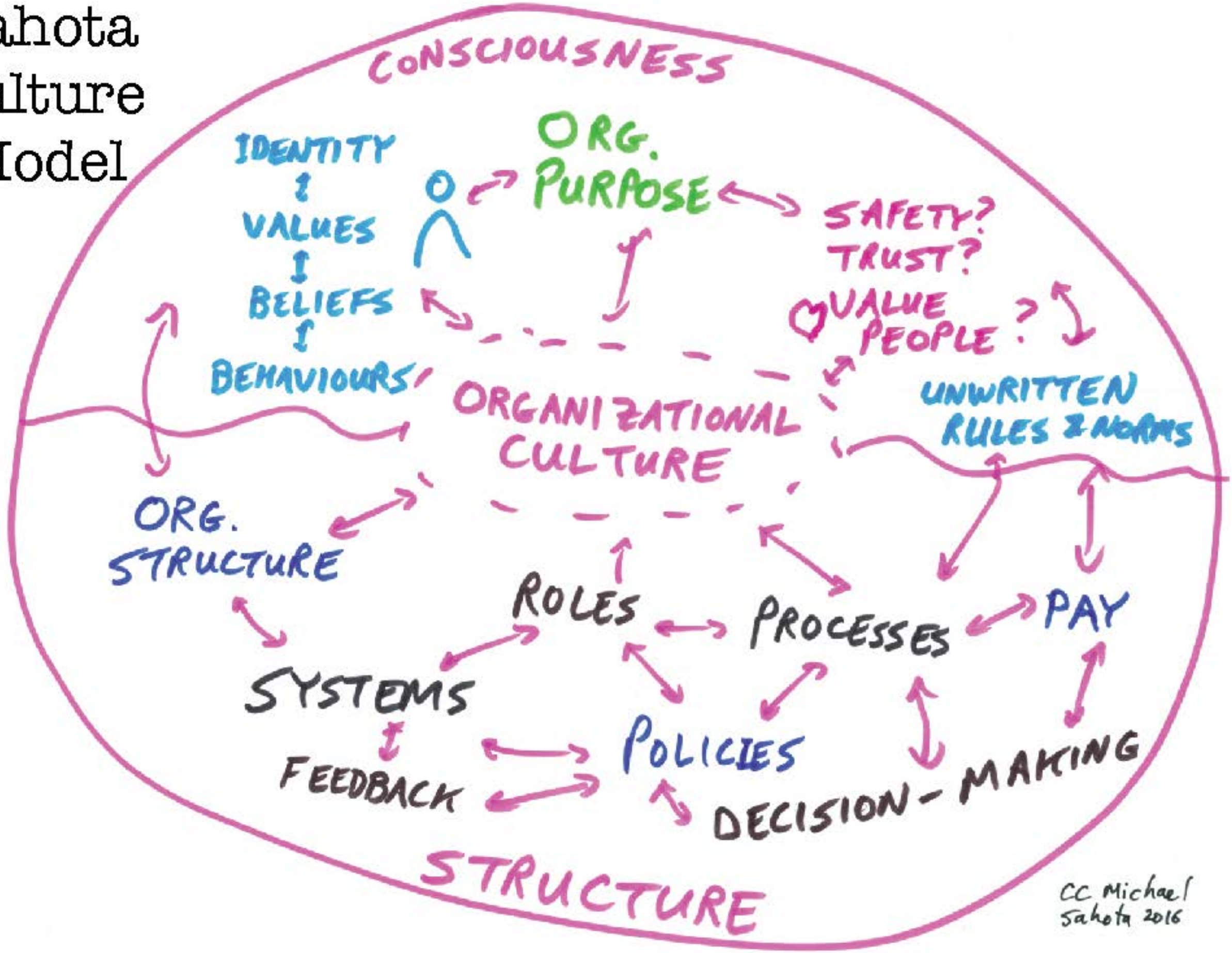
– Edgar Schein

Professor MIT Sloan School of Management

"I came to see, in my time at IBM, that culture isn't just one aspect of the game, it is the game."

Lou Gerstner.
Chairman, IBM

Sahota Culture Model



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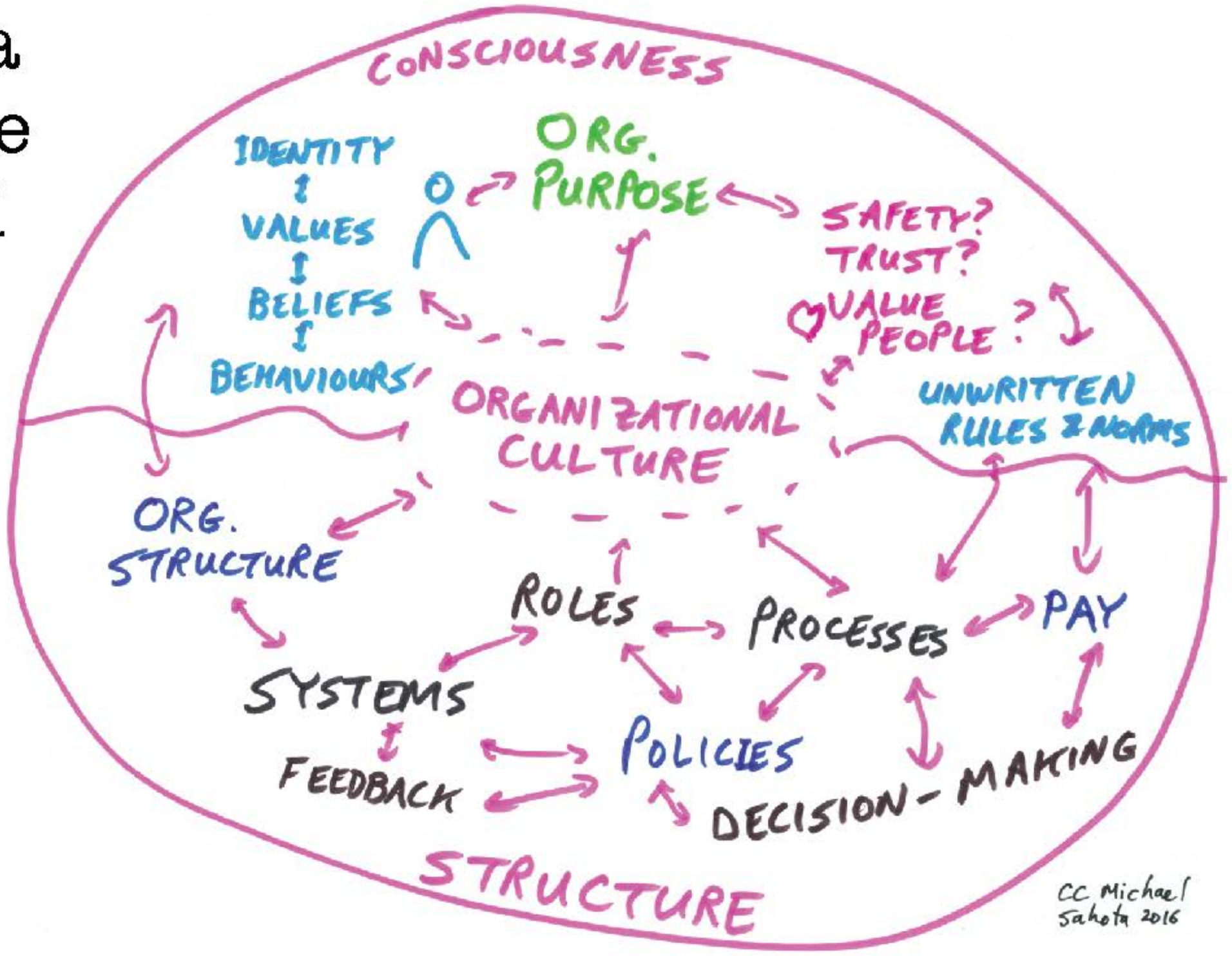
Discuss in Pairs

Where are the gaps in our Agile Initiative?

Sahota Culture Model



Culture Grows in Locally

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Leader's Role in Organizational Growth

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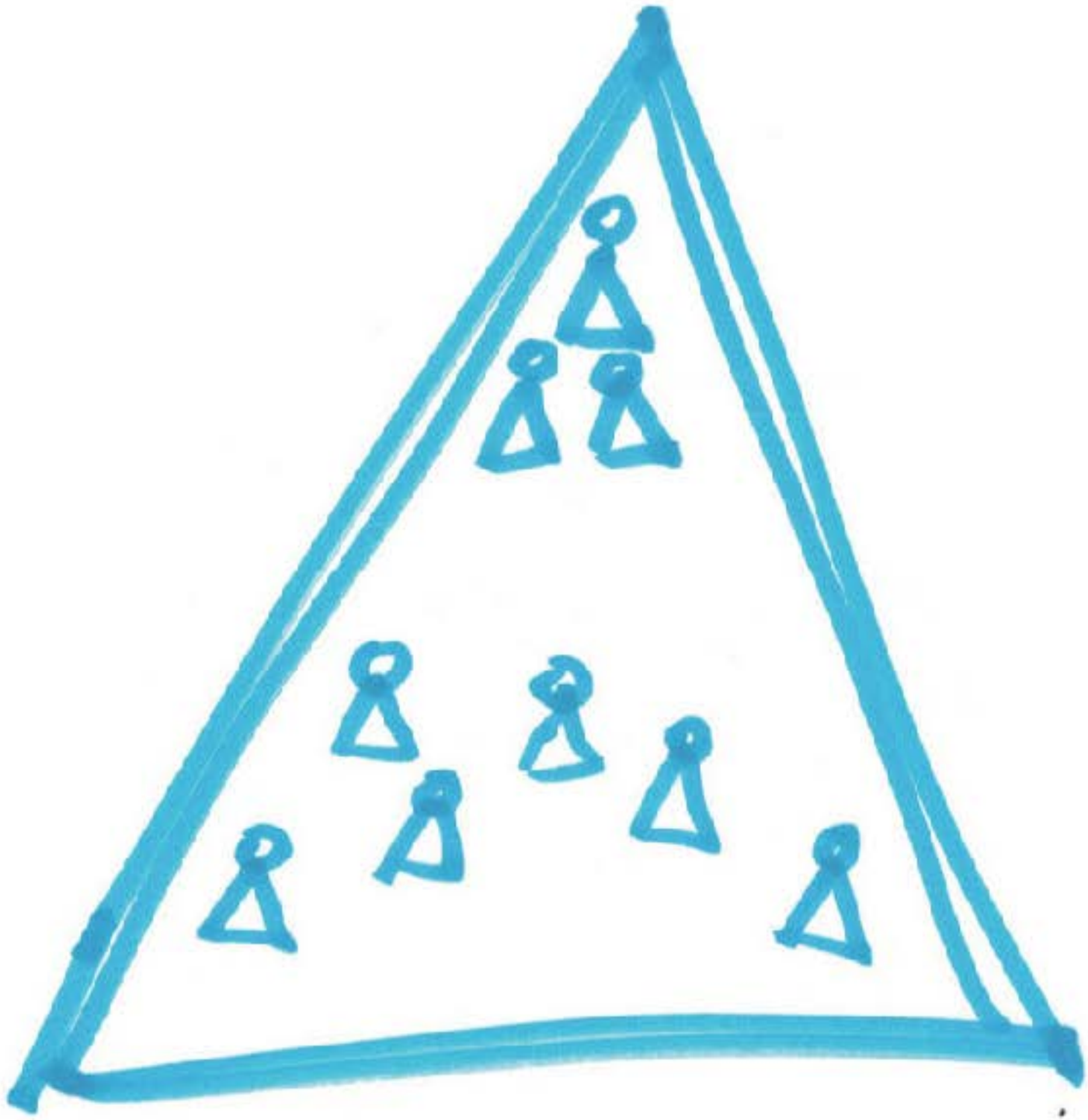
"When we examine culture and leadership closely, we see that they are two sides of the same coin; neither can really be understood by itself."

– Edgar Schein

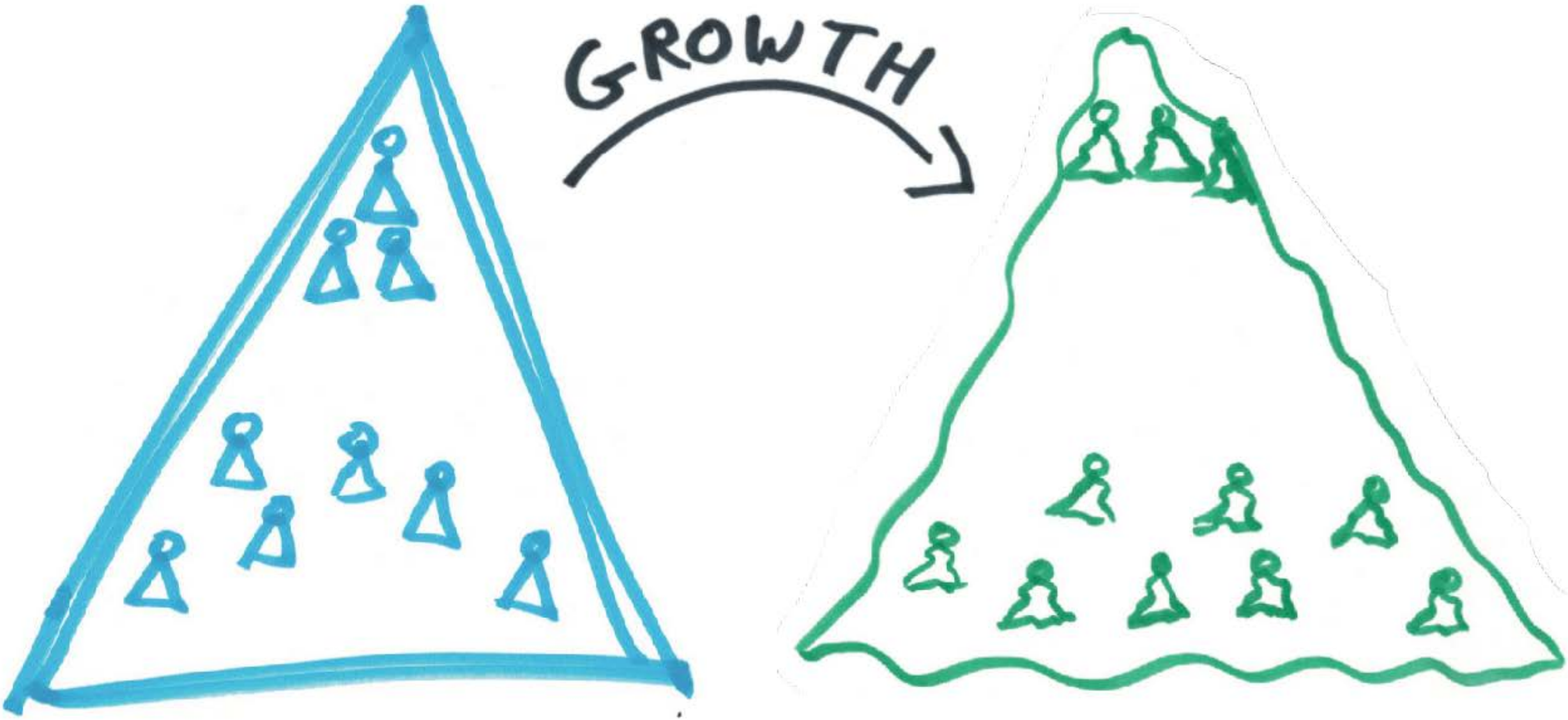
Professor MIT Sloan School of Management

Current Organization Behaviour is a result of Current Leadership Behaviour



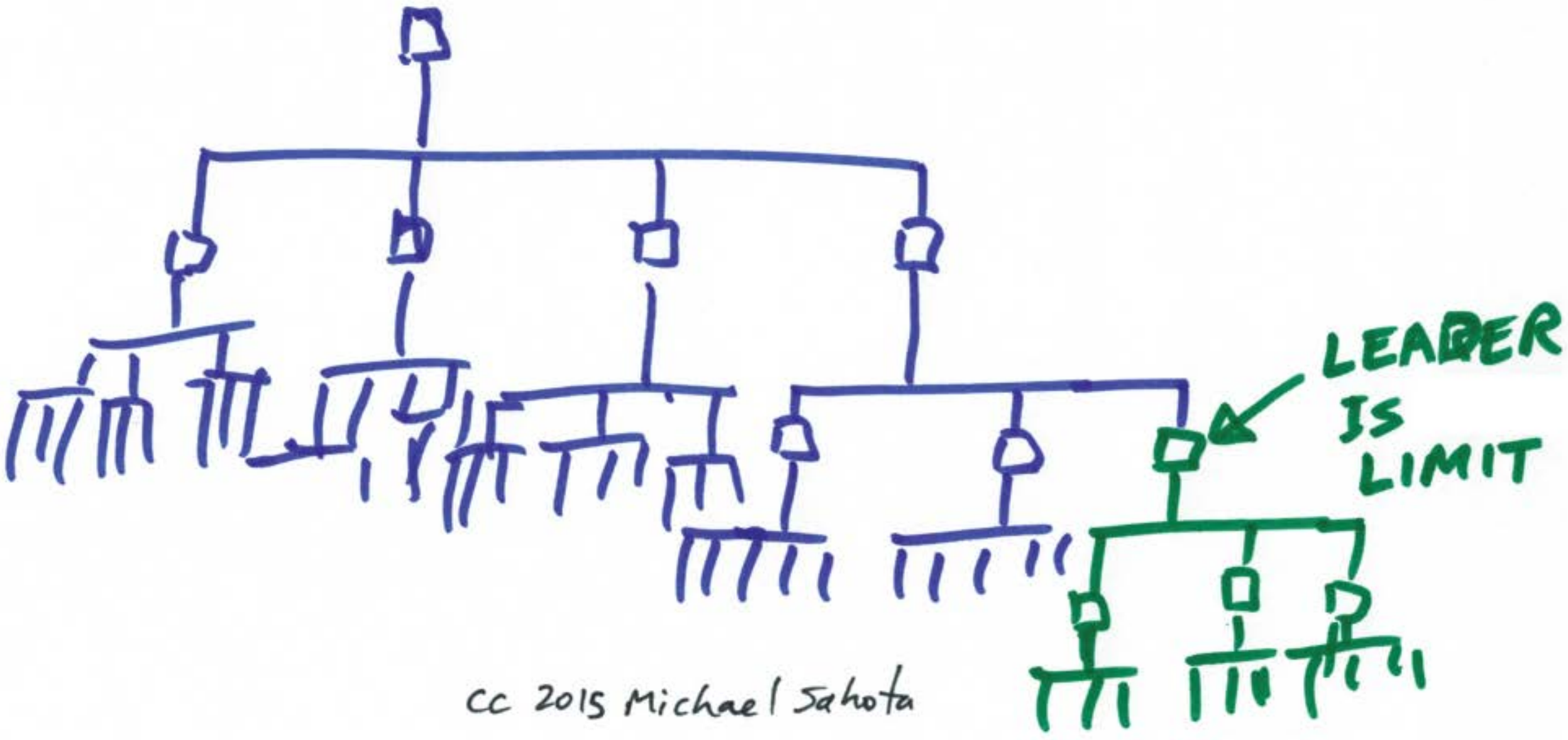
New Organizational Behaviour Requires New Leadership Behaviour

ORG BEHAVIOUR FOLLOWS LEADERSHIP BEHAVIOUR



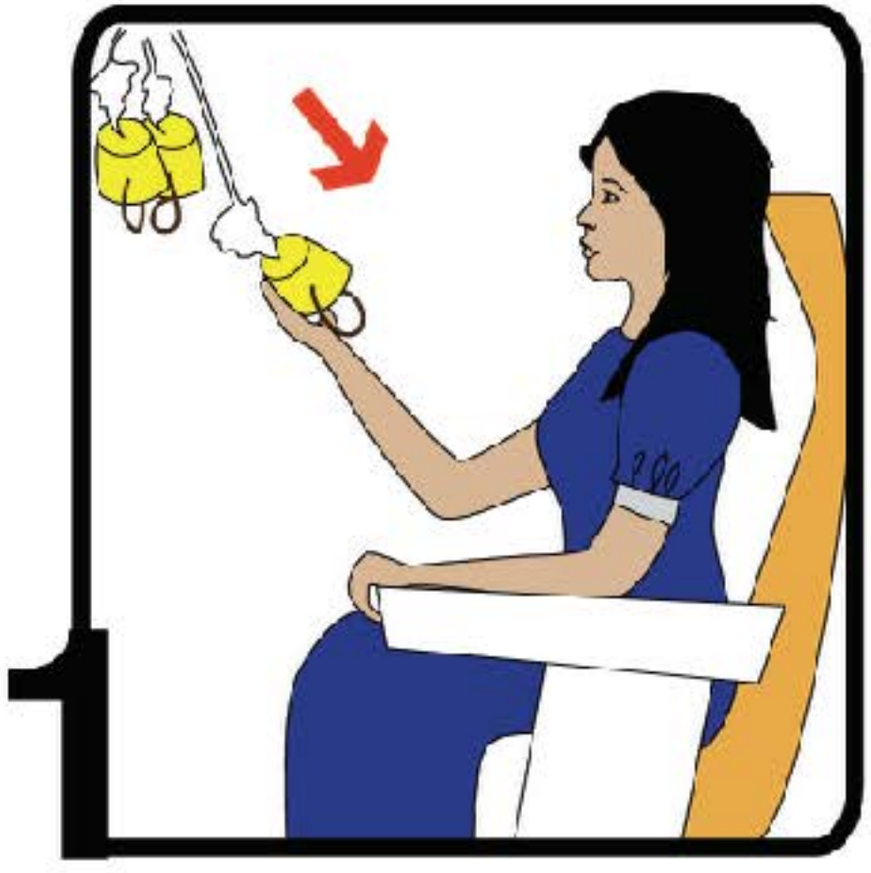
http://agilitrix.com/2016/08/organization-follows-leadership/

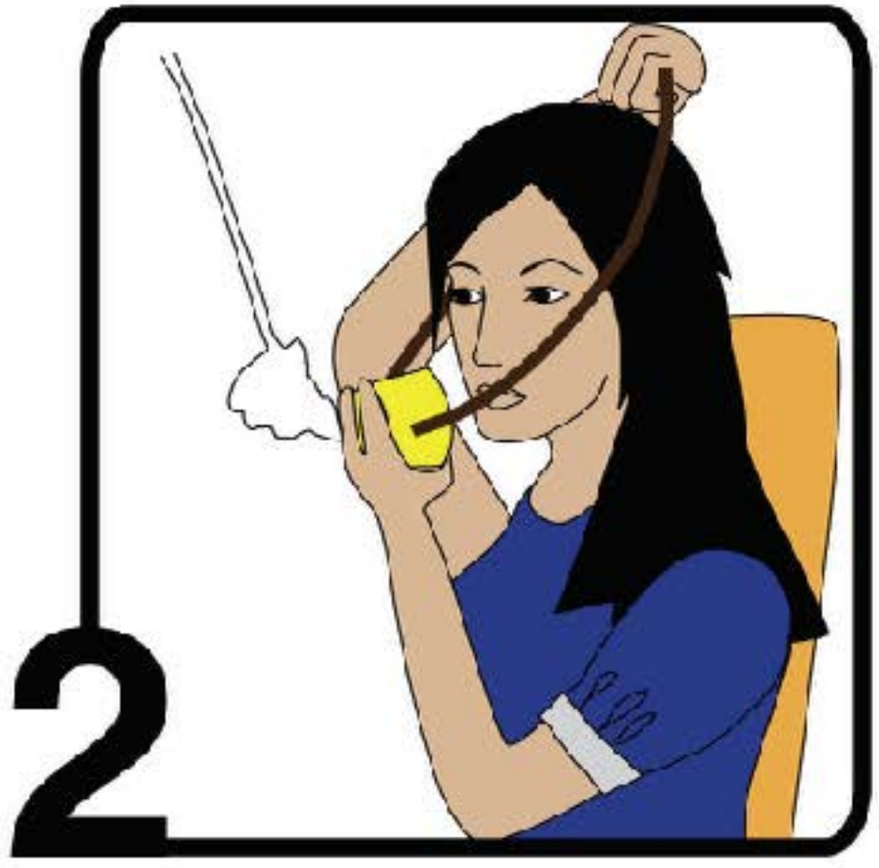
Observation: Consciousness of the Leader is the Limit

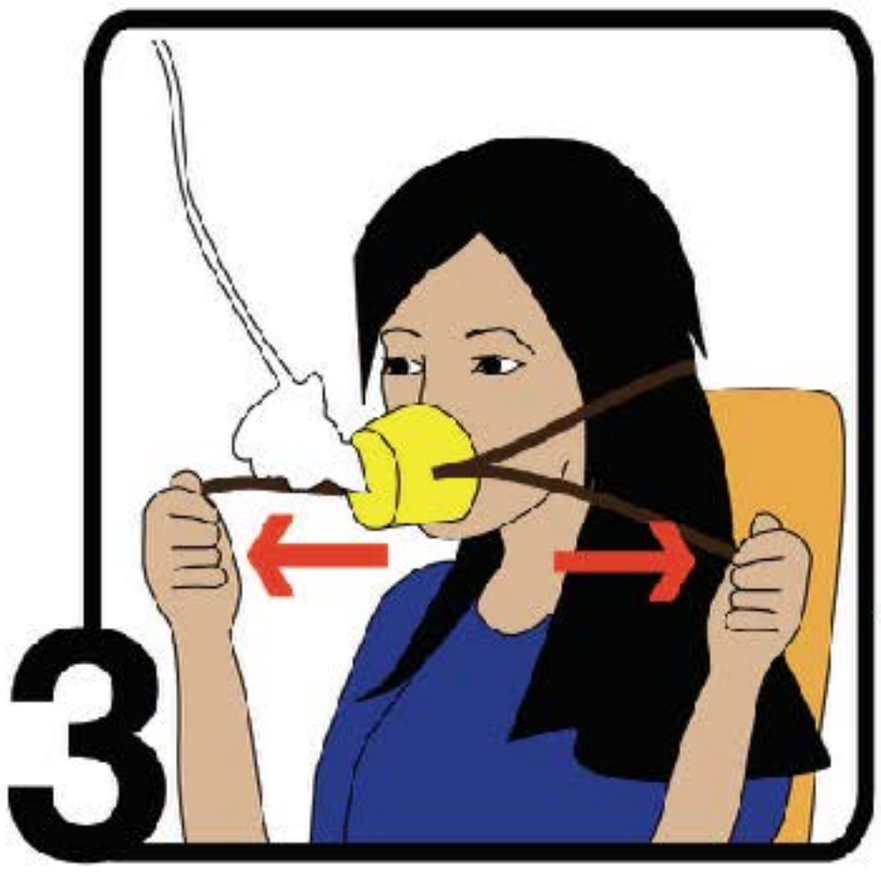


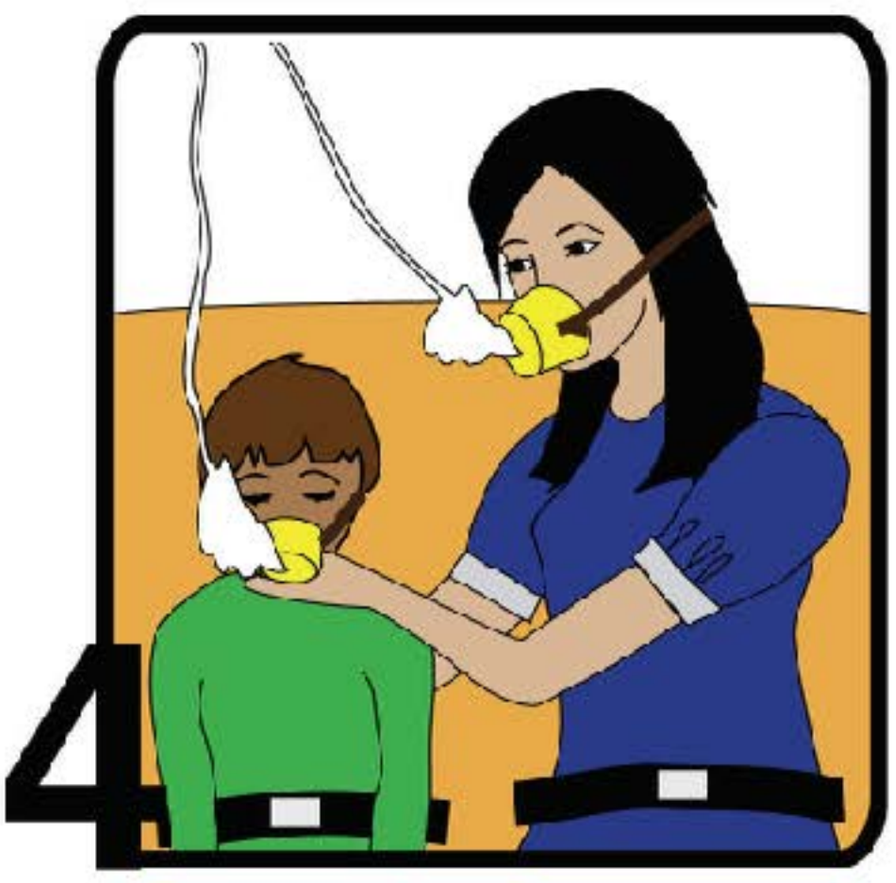
http://agilitrix.com/2016/07/leader-is-the-limit/

Leaders Go First





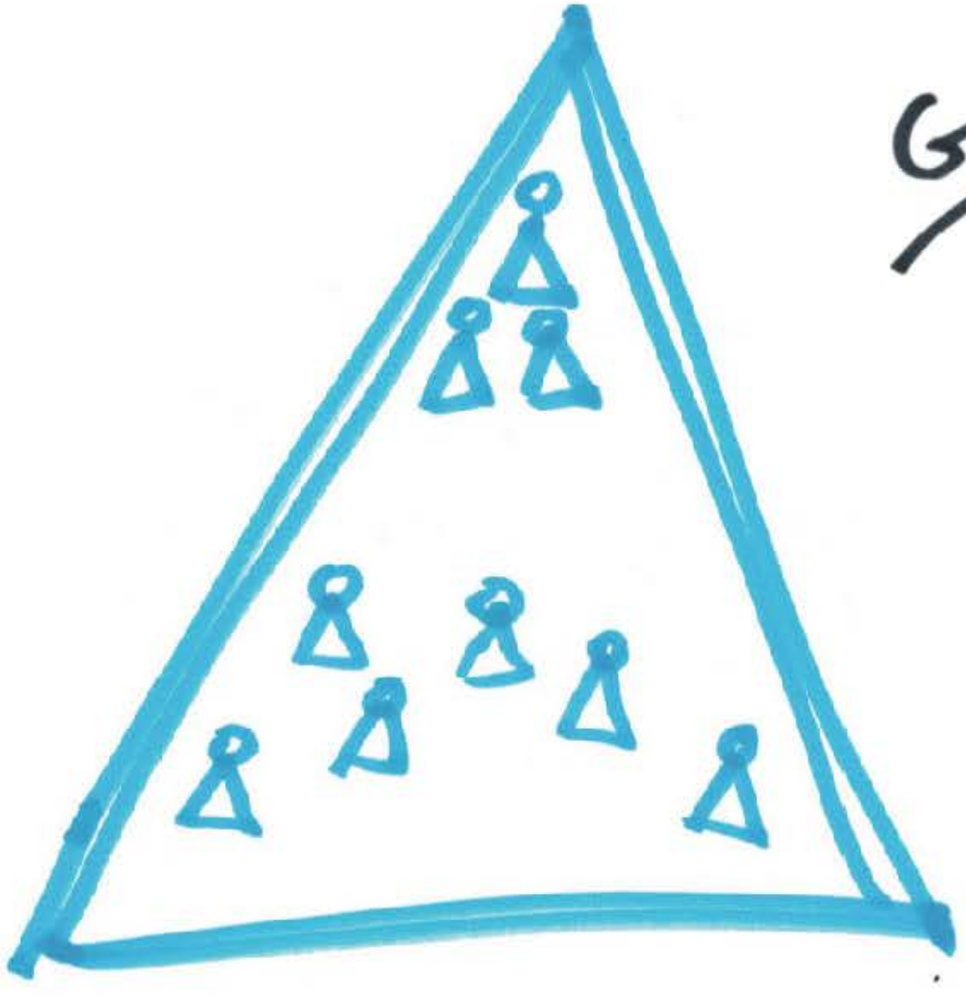




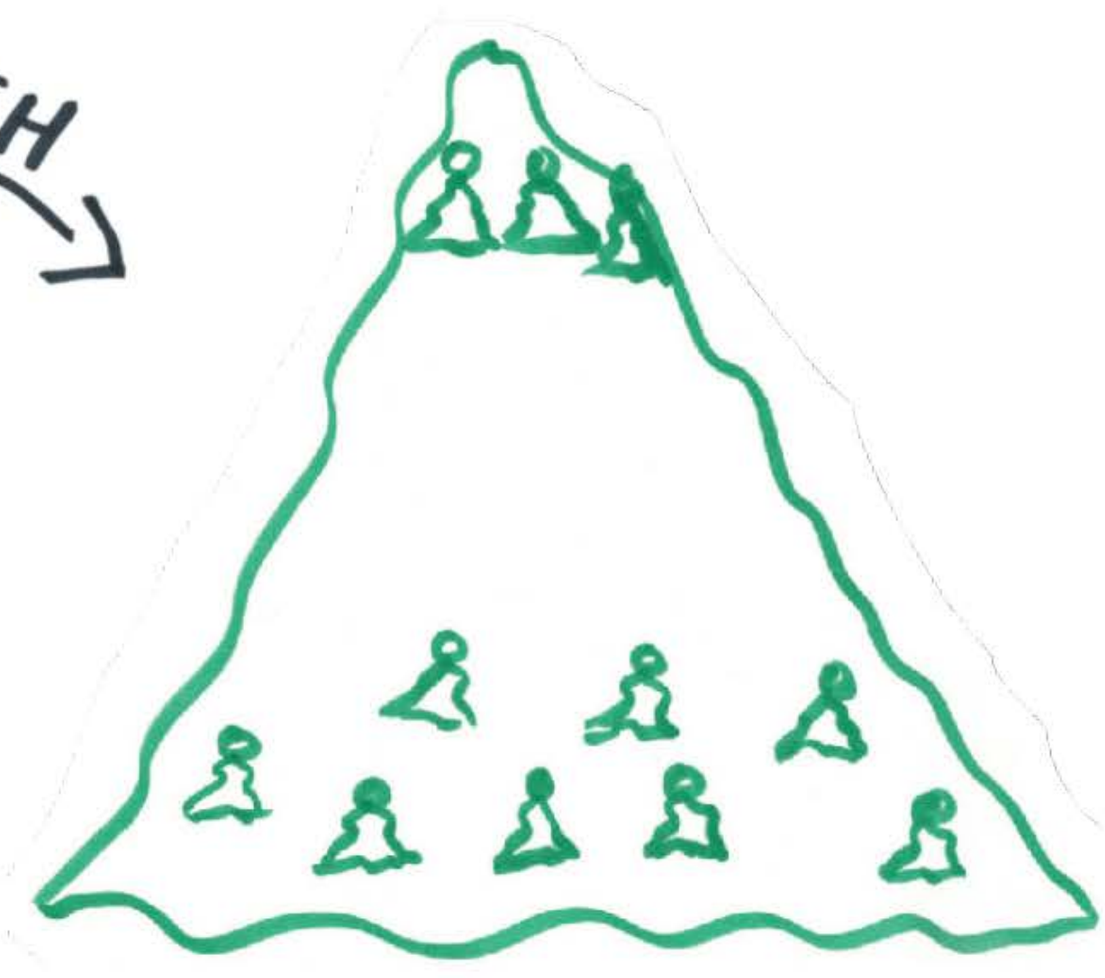
Discuss in Pairs

How willing is our leadership to lead?

ORG BEHAVIOUR FOLLOWS LEADERSHIP BEHAVIOUR



GROWTH



Honour Leader's Freedom to Choose

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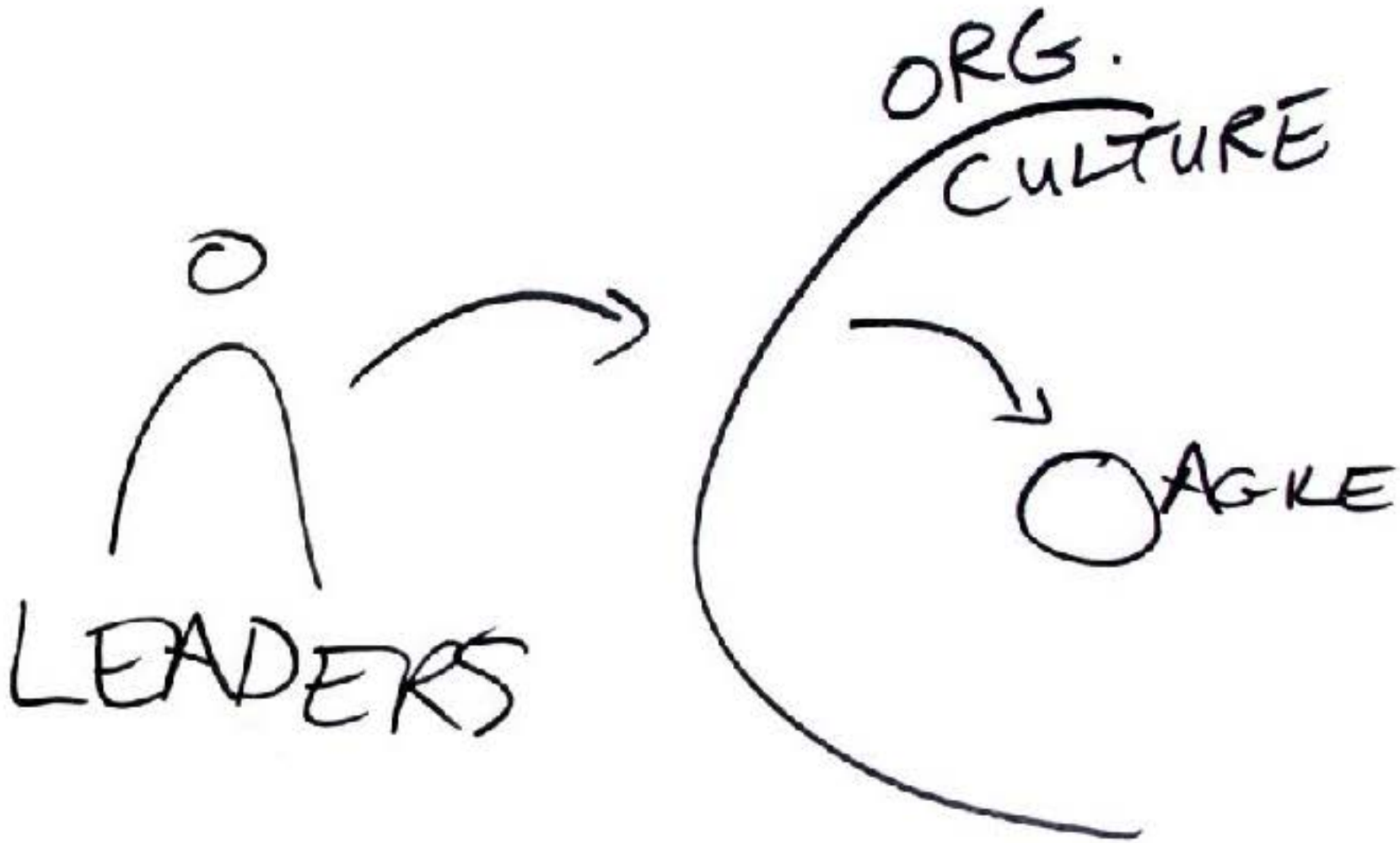
Freedom to Choose

http://agilitrix.com/2011/03/red-pill-blue-pill/

Let Go of What You Want

http://agilitrix.com/2014/09/letting-go-of-agile-culture/

Consciously Approaching Agile ™



Your Role in Organizational Growth

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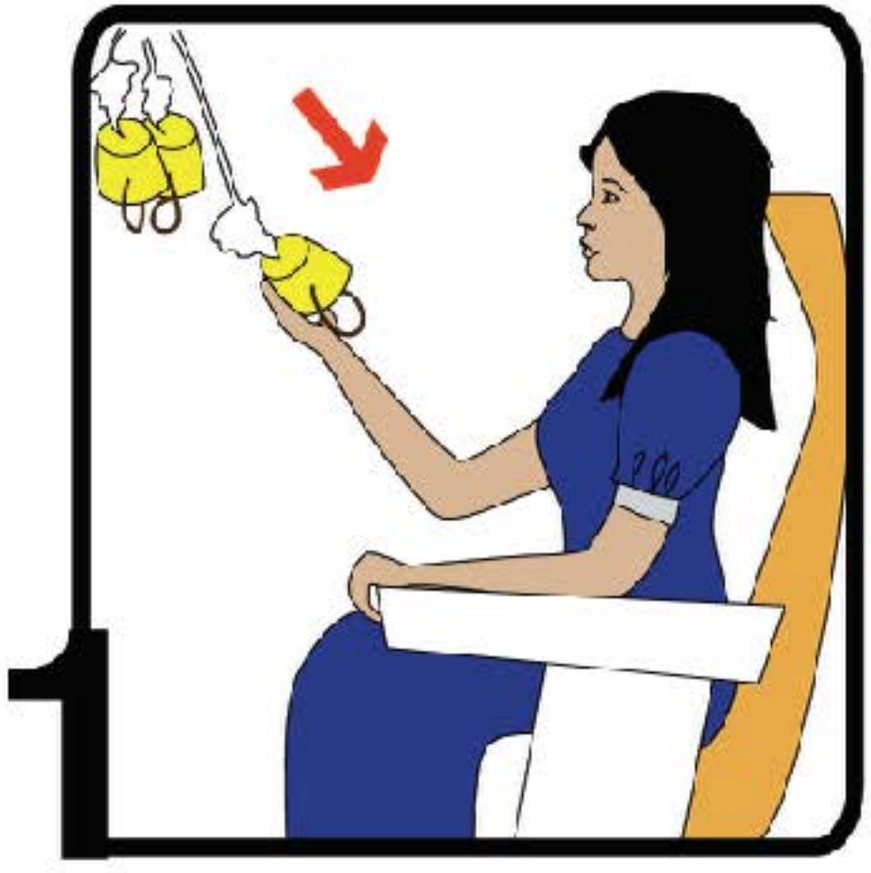
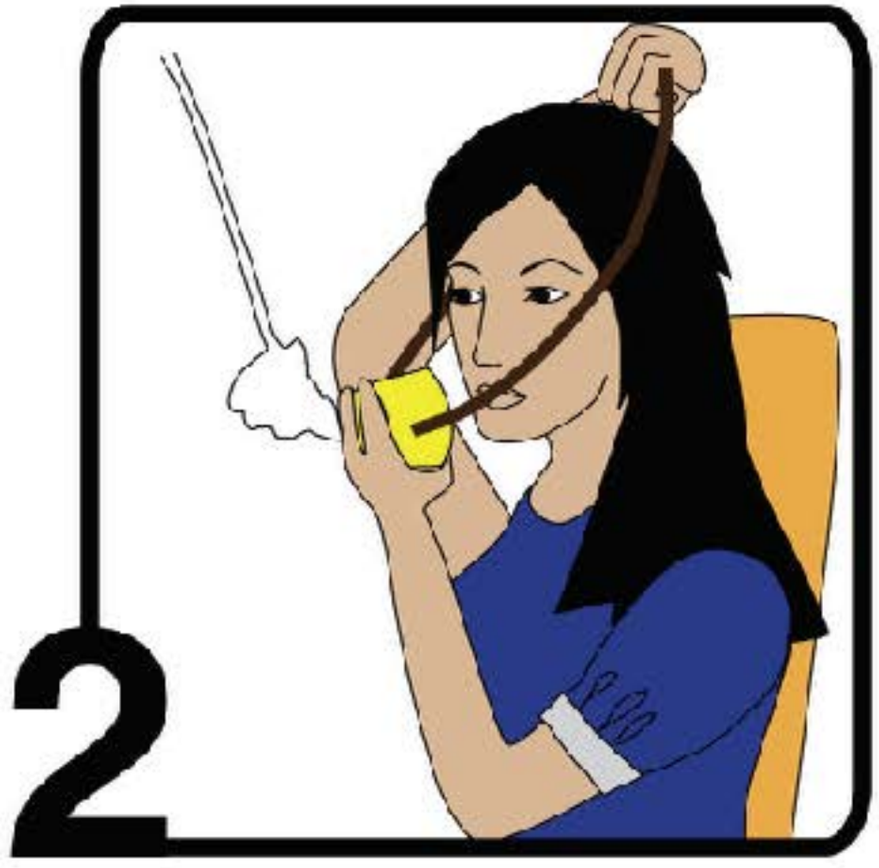
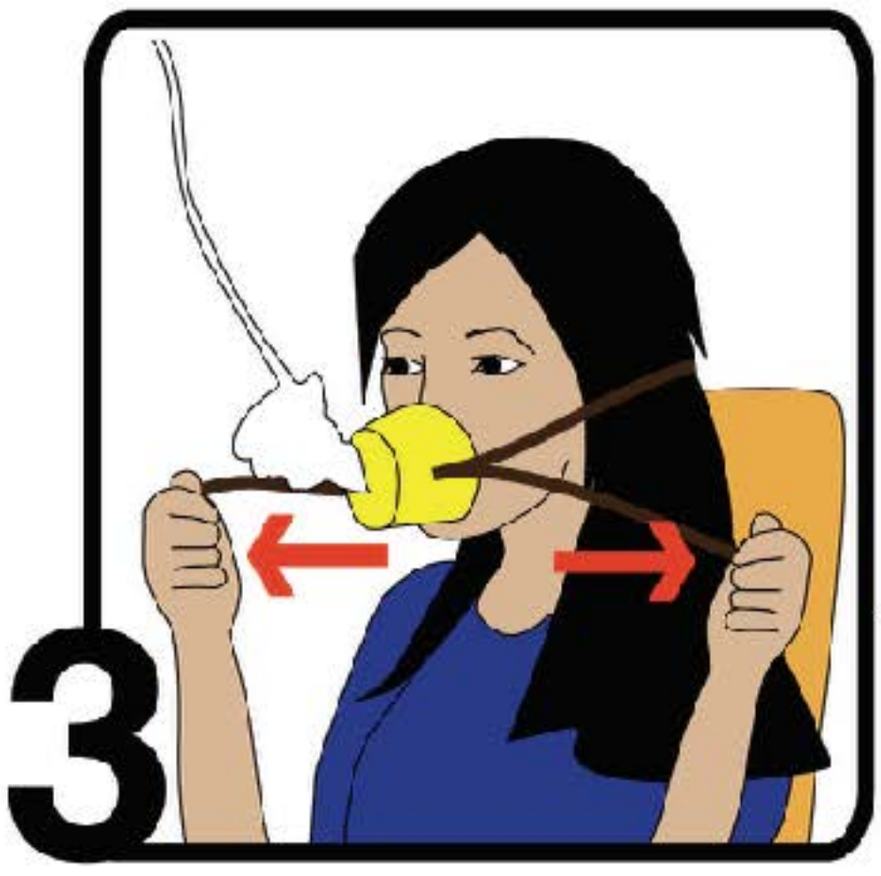
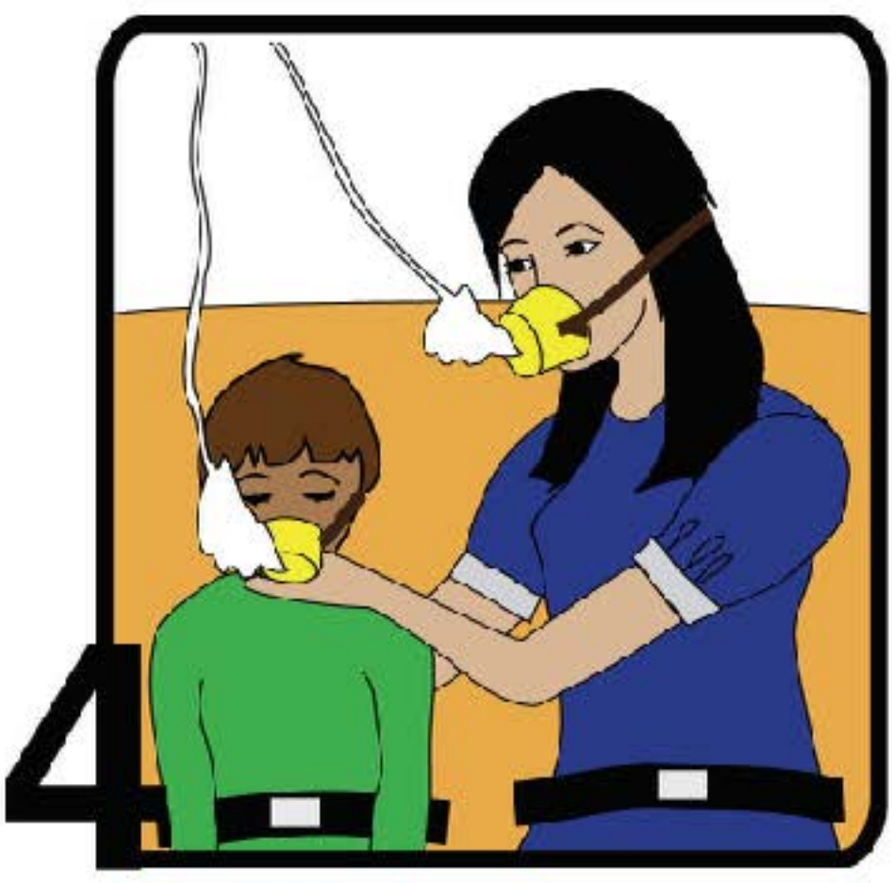
Leaders Go First

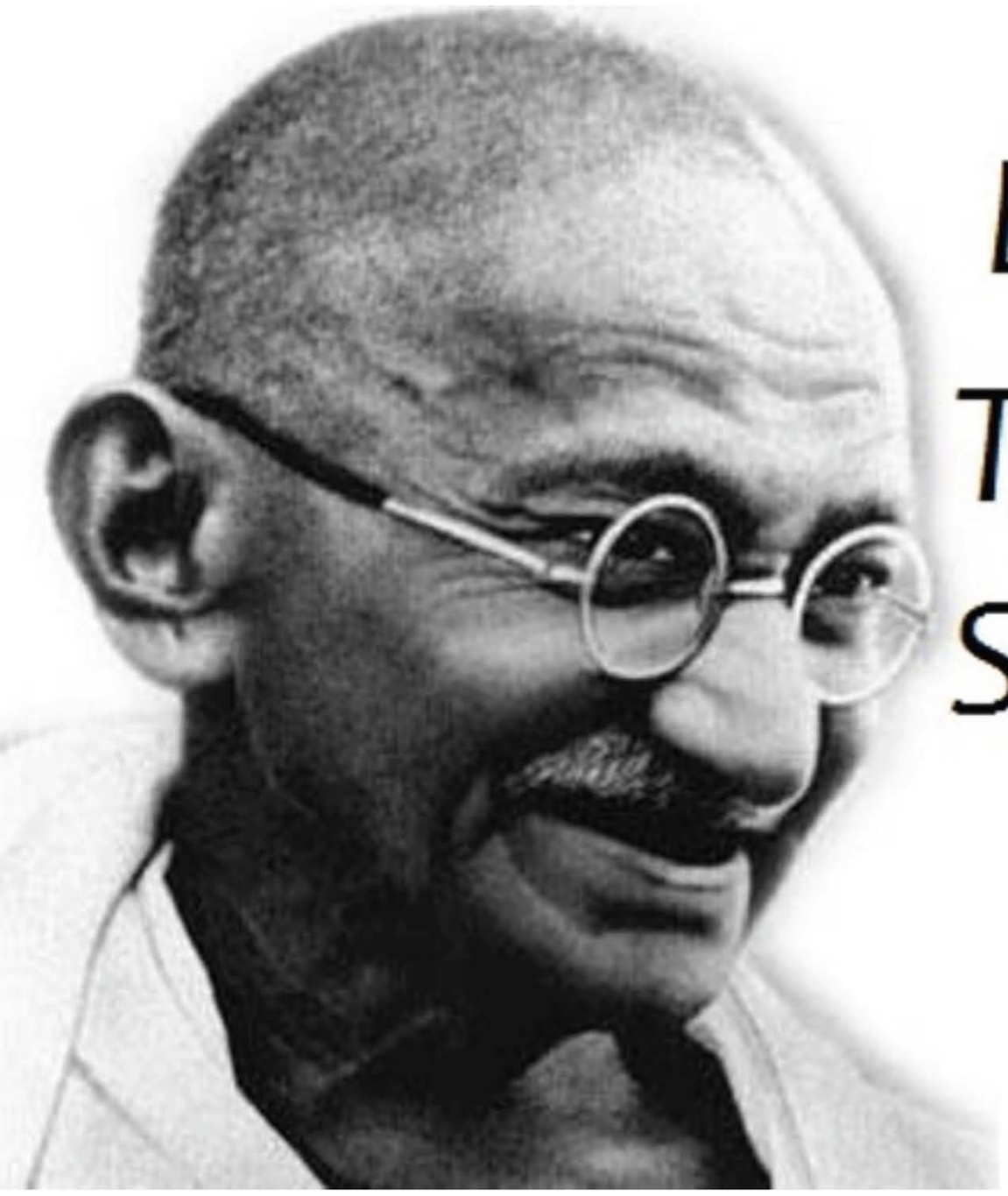








Start with Yourself



Be The Change
That You Want to
See In The World.

SMSCHACHA.COM

Discuss in Pairs

How willing am I to look at my behaviour and grow to get the results I want?

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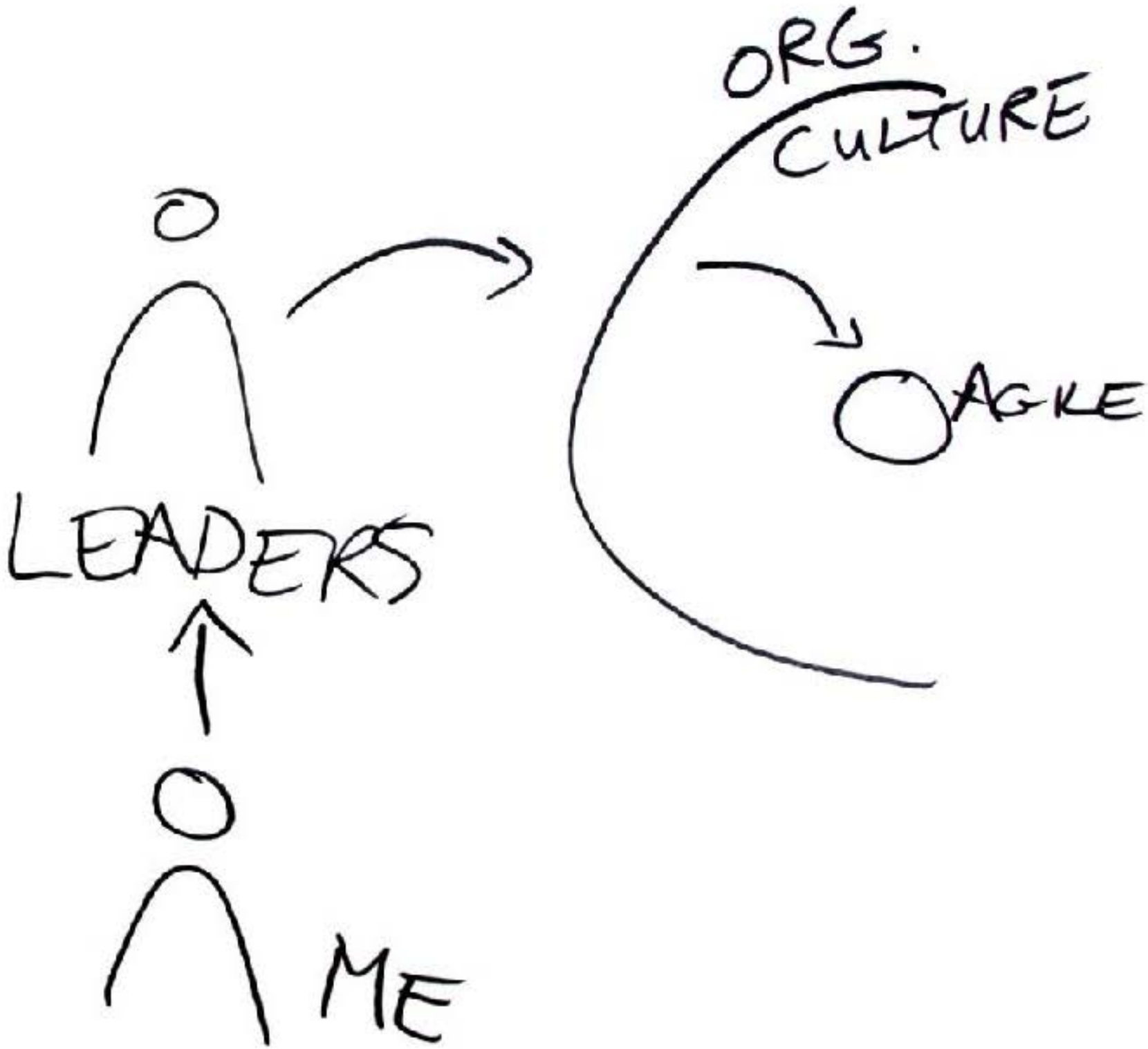

Success comes from Focus on People

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Project Aristotle @ Google

http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?_r=0

2 Things

SAFETY

Equal Voice

Discuss in Pairs

How can I listen more?
Self? People? System?

How I Can Help

1. Executive Briefing - onsite or via Skype/Zoom (2 hours to full day)
2. Internal CAL Training
3. Guidance starting or restarting your change initiative.

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