YOUR AGILE LEADERSHIP GIFT

Empirical Leadership for Change, Complexity, and Uncertainty

@ChristopherAver #LeadershipGift

Change

Complexity

Uncertainty

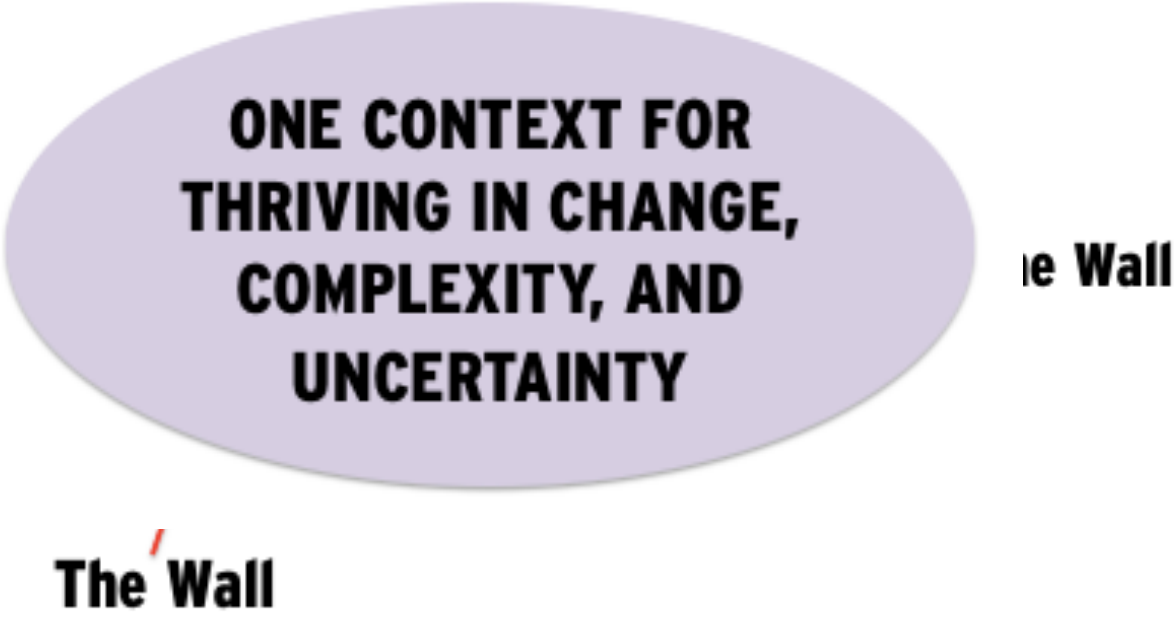
DYNAMICS BEFORE MECHANICS

(SCALABLE BEHAVIORS, NOT SCALABLE PROCESSES)

“Without responsibility and trust the process doesn’t matter.”

-Sergey Dmetriev

Islands of Software (aka "Agile Ghetto")



Complex
P-S-R
Emergent Practice
Complicated
S-A-R
Good Practice
Chaotic
A-S-R
Novel Practice
Simple
S-C-R
Best Practice

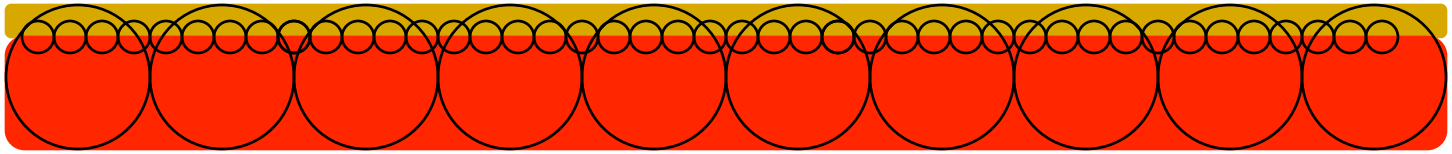
CYNEFIN

LINEAR

- ✓ Analysis
- ✓ Getting It Right
- ✓ Efficiency

aka, Plan Driven or Waterfall

Change as a Noun



ITERATIVE

- ✓ Empiricism
- ✓ Learning
- ✓ Effectiveness

aka, Value Driven or Adaptive

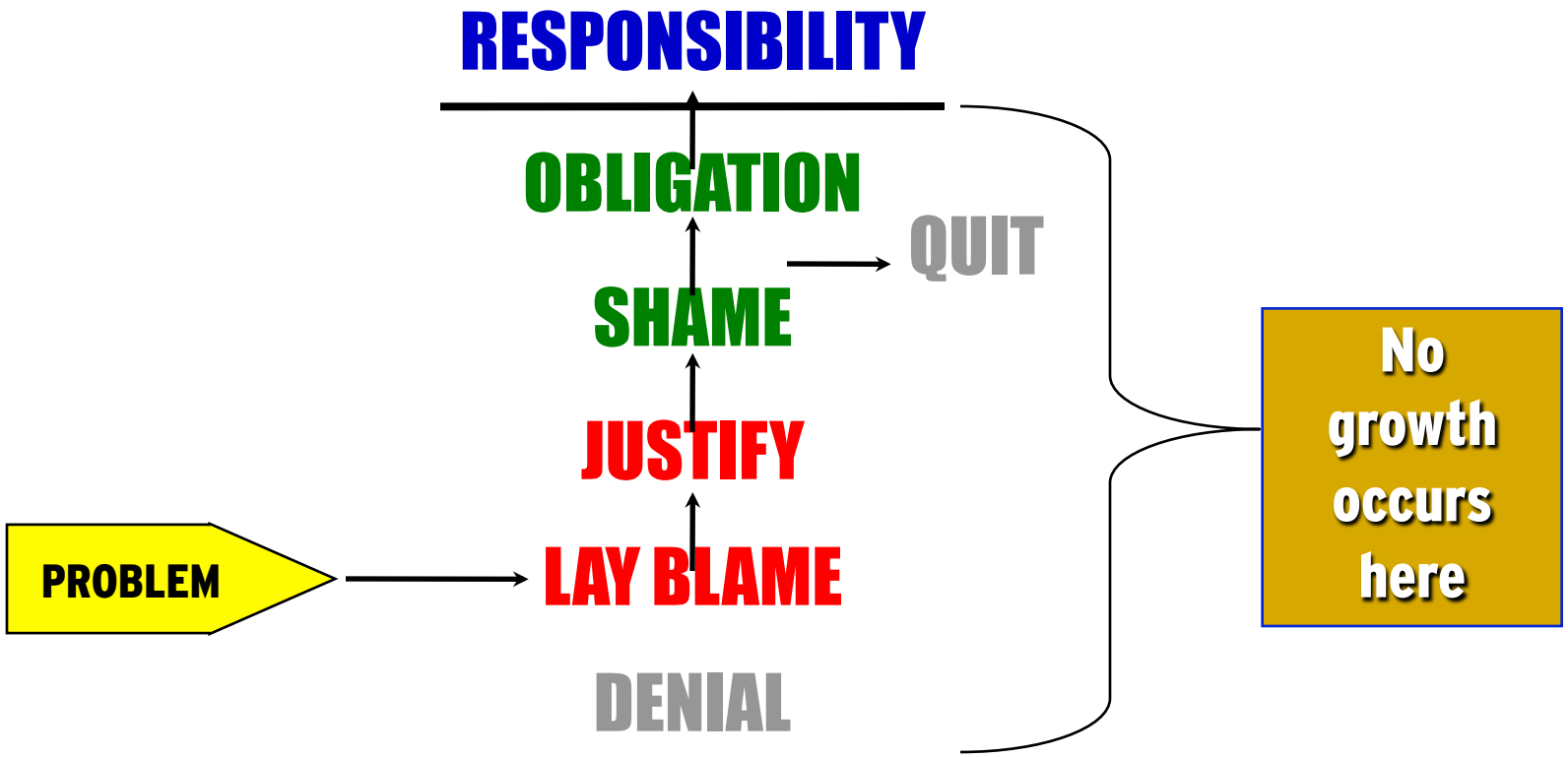
Change as a Verb

accountability

≠

responsibility

how you respond to a problem



The Responsibility Process™

RESPONSIBILITY

OBLIGATION

SHAME

JUSTIFY

LAY BLAME

DENIAL

QUIT

3 ‘s to responsibility

INTENTION → AWARENESS → CONFRONT →

INTENTION

AWARENESS

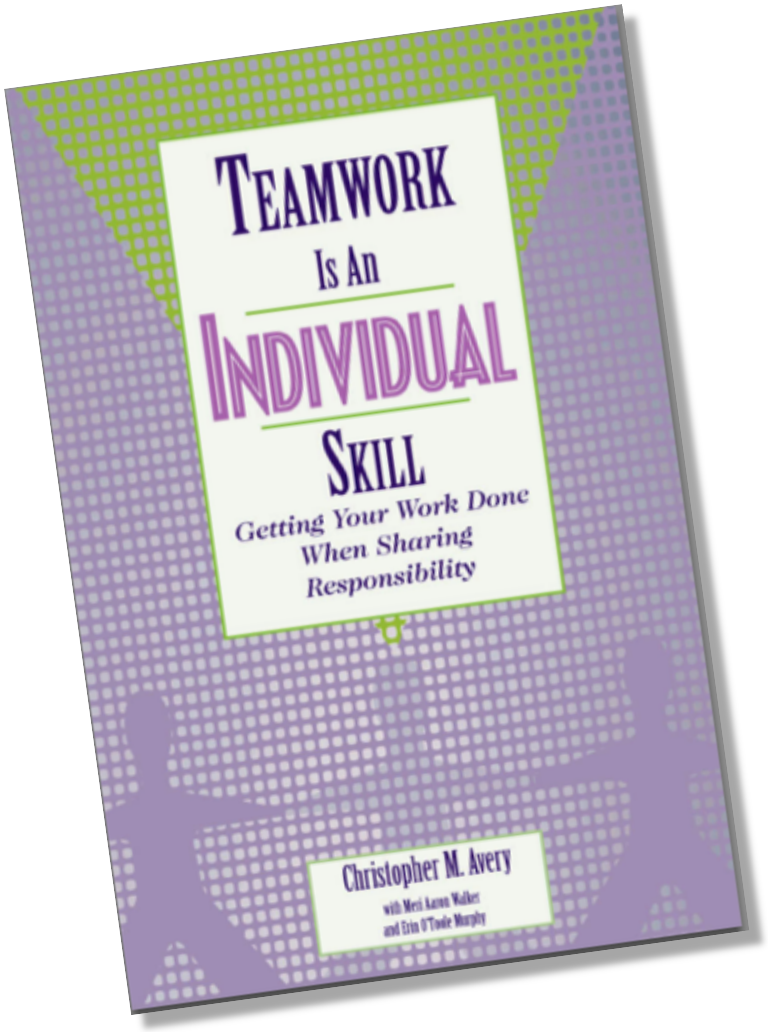
CONFRONT

THE LEADERSHIP GIFT IS YOUR NATURAL EMPIRICAL MINDSET.

(IF YOU APPLY IT)

Real Life Application?

Individuals	Face Problems -> Grow/Learn Fill Gaps
Teams	Success Dynamics Span Boundaries
Organizations	Disciplined Self-Organizing Continuous Adaptation



"I got put on a bad team..."

GROW

COPE

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL

LEARN

DEFEND

CHANGE

RESIST

AGILE

FRAGILE

VALUE

WASTE

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL

IN CHARGE

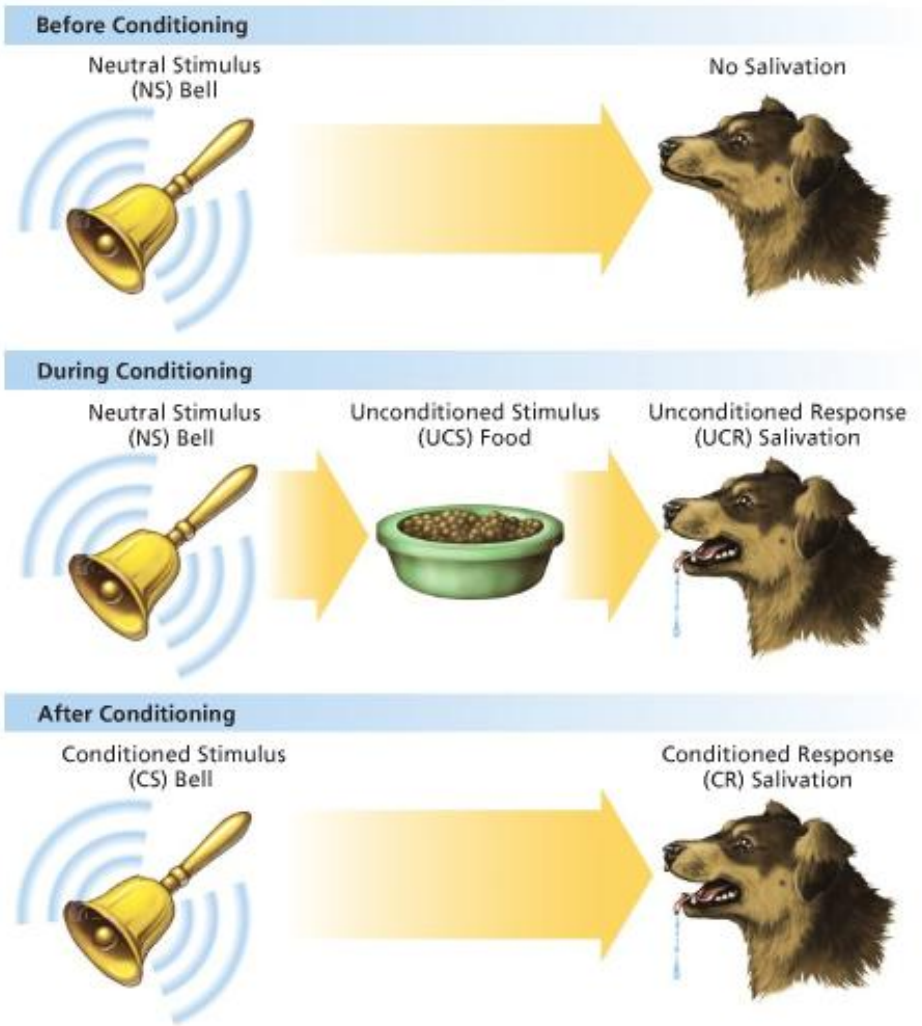
AT EFFECT

HAPPY

RESIGNED

What Factors?

Desire **Context** **Conditioning**



What's Next?

1) Take This Test:

During this talk, how many others have you thought about and said to yourself "*they really should apply this*!"

What's Next?

The Responsibility Process only works when self-applied (Intention).

Only apply it to yourself.

When you are as good at observing yourself (Awareness) as you are at observing others, you may be ready to lead, teach, and coach.

What's Next?

2) Download and print

ChristopherAvery.com/responsibility-process-poster

What's Next?

3) Choose a frustration that you've been putting up with and apply the keys:

A. **Intention (What do you want?)**
B. **Awareness (Where are you stuck in the Responsibility Process?)**
C. **Confront (What lie or truth, if you faced it, would free you?)**

“The Leadership Gift gives people tools to address problems exposed by Agile and Lean processes.”

Thank you

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- **Resources**
- **Presentation Archive**

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@ChristopherAver
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