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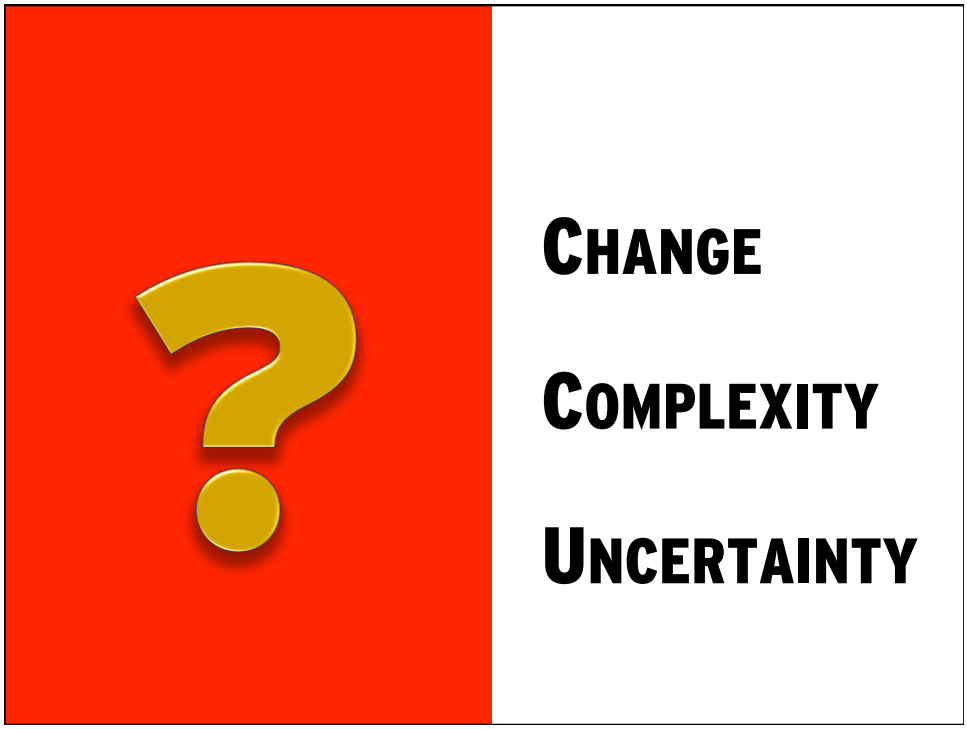
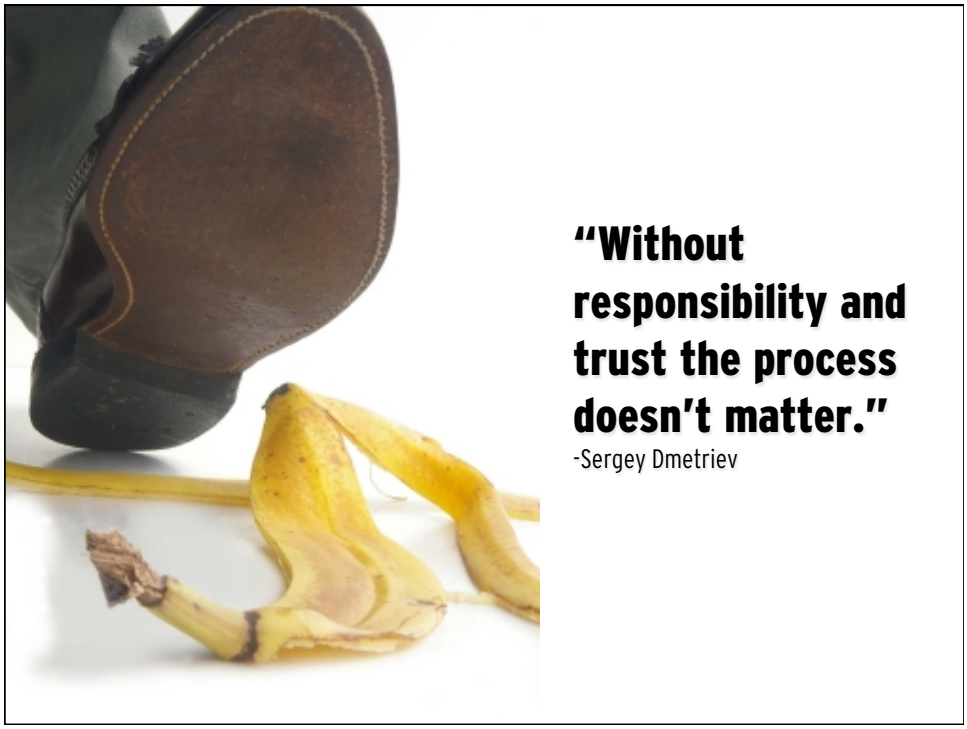
YOUR AGILE LEADERSHIP GIFT

@ChristopherAver #LeadershipGift

#AgileIndy13





DYNAMICS BEFORE MECHANICS

(SCALABLE BEHAVIORS, NOT SCALABLE PROCESSES)

LEADING

taking ownership of a space and mobilizing effective action

AGILE

organizing for learning and change

change without changing

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A. Rate your exposure to Change from 1 (lo) to 3 (hi)

1 2 3

B. Rate your exposure to Complexity from 1 (lo) to 3 (hi)

1 2 3

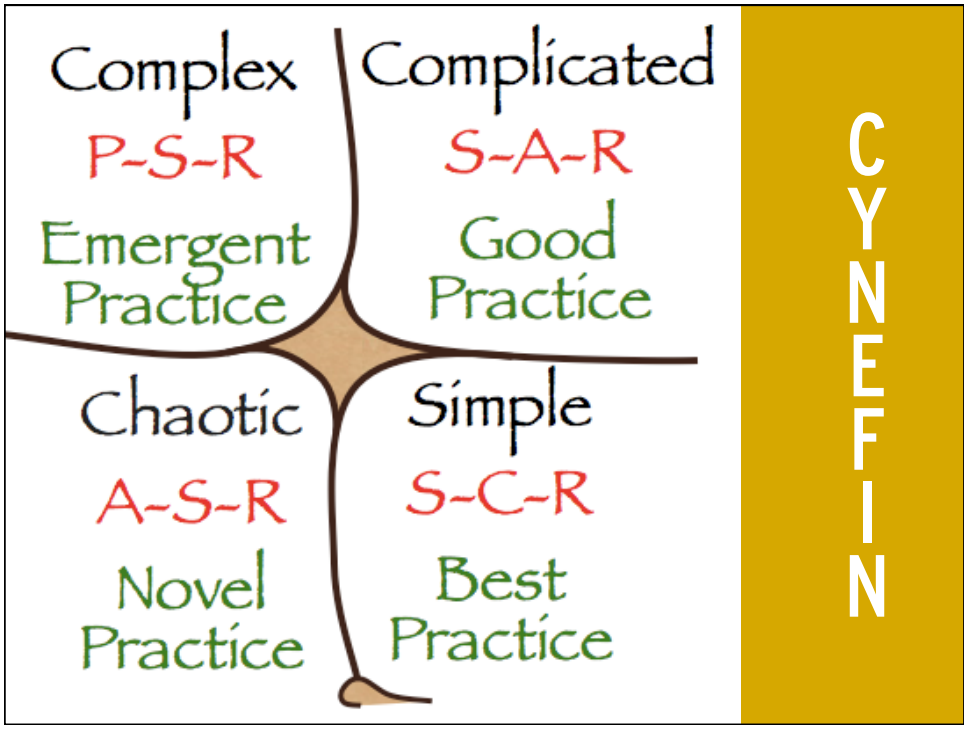
C. Rate your exposure to Uncertainty from 1 (lo) to 3 (hi)

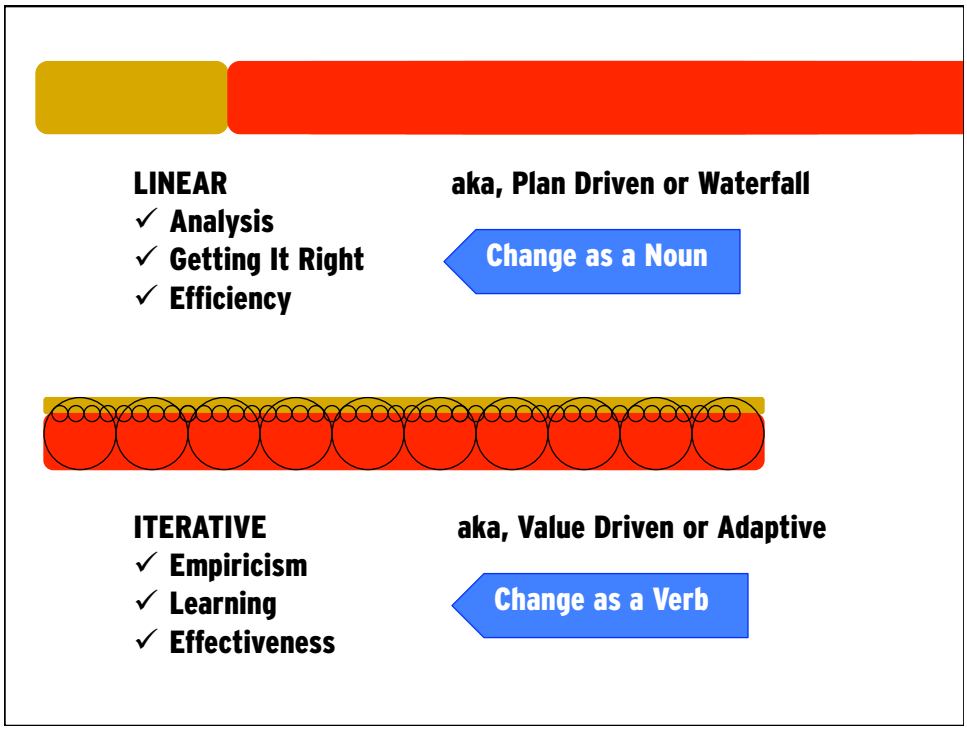
1 2 3

Multiply exposure for A x B x C = ____

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27

Low **Med** **High**


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

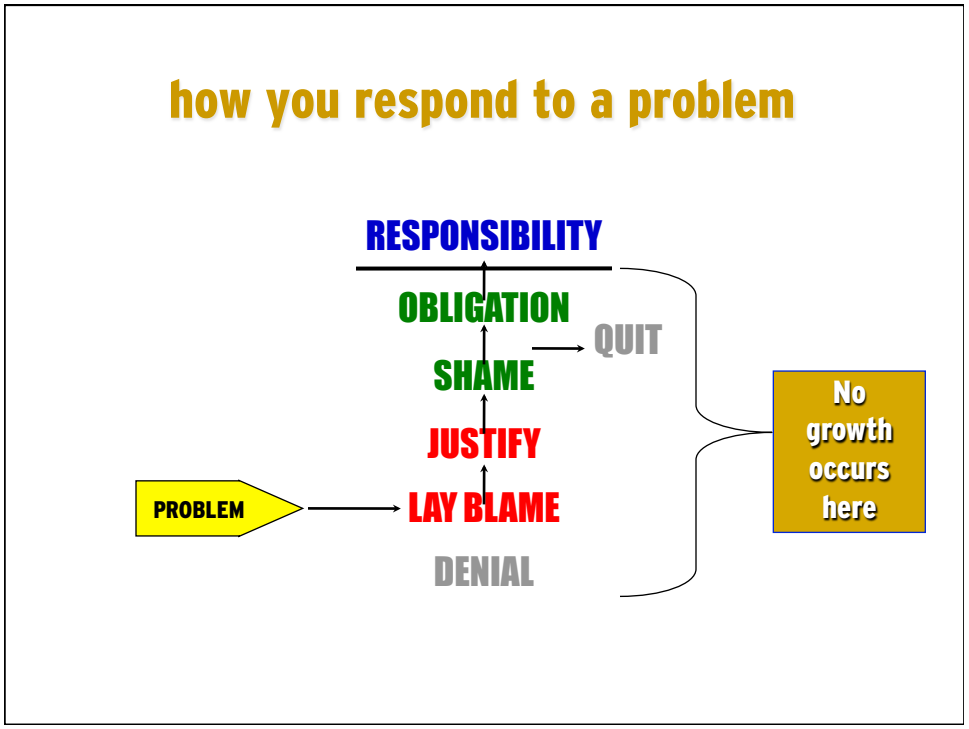
① **List your priorities, projects, initiatives, and accountabilities**

② **Sort into three categories**

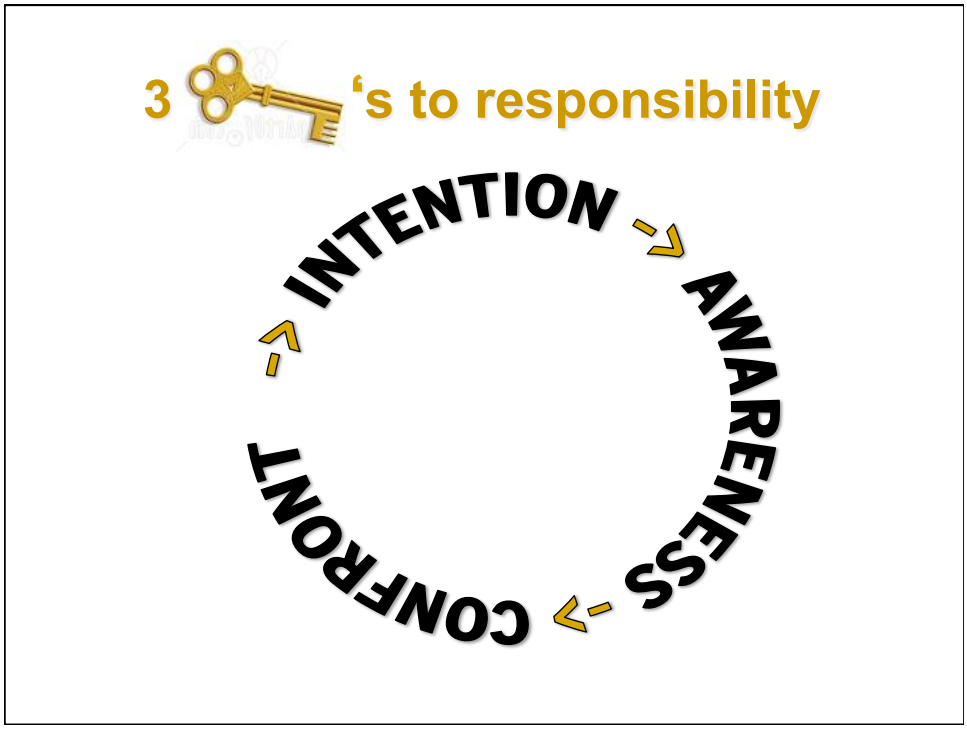
③ **Empty the middle category**

Hell Yes	Yes	No

SUSTAINABLE PACE


how you respond to a problem
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
PROBLEM
LAY BLAME
DENIAL
No growth occurs here

The Responsibility Process™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL


3 's to responsibility
INTENTION
AWARENESS
CONFRONT

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

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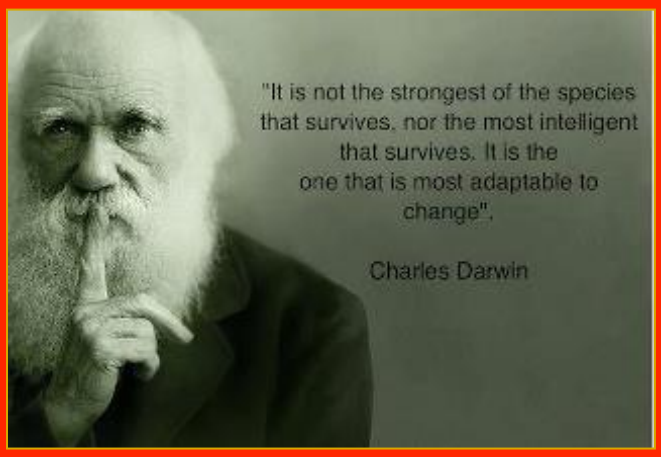
INTENTION

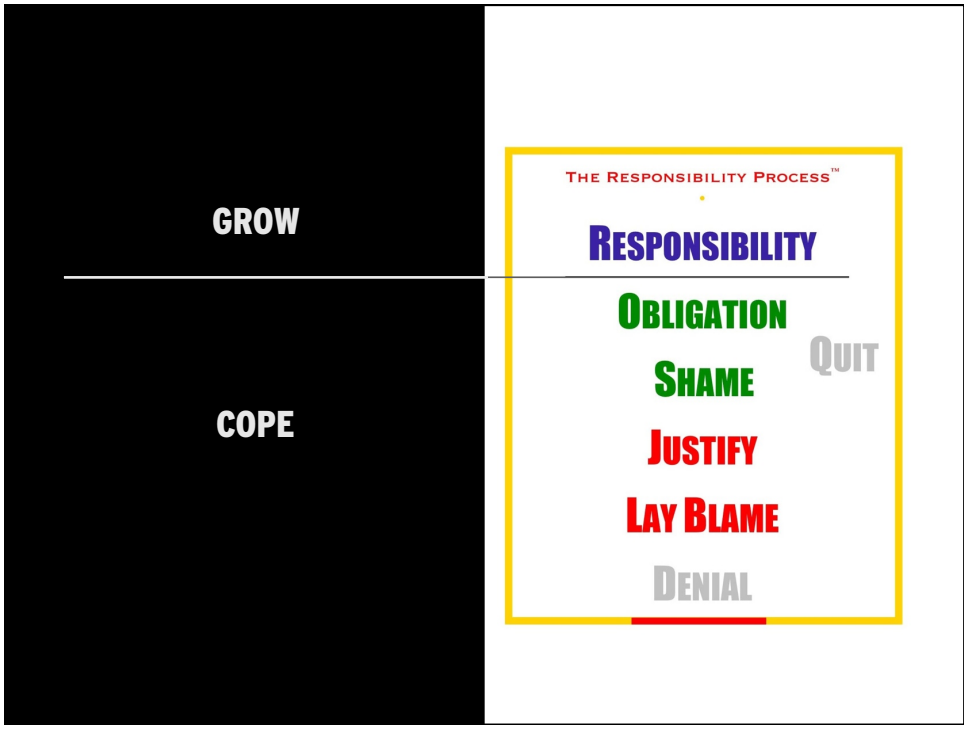
AWARENESS

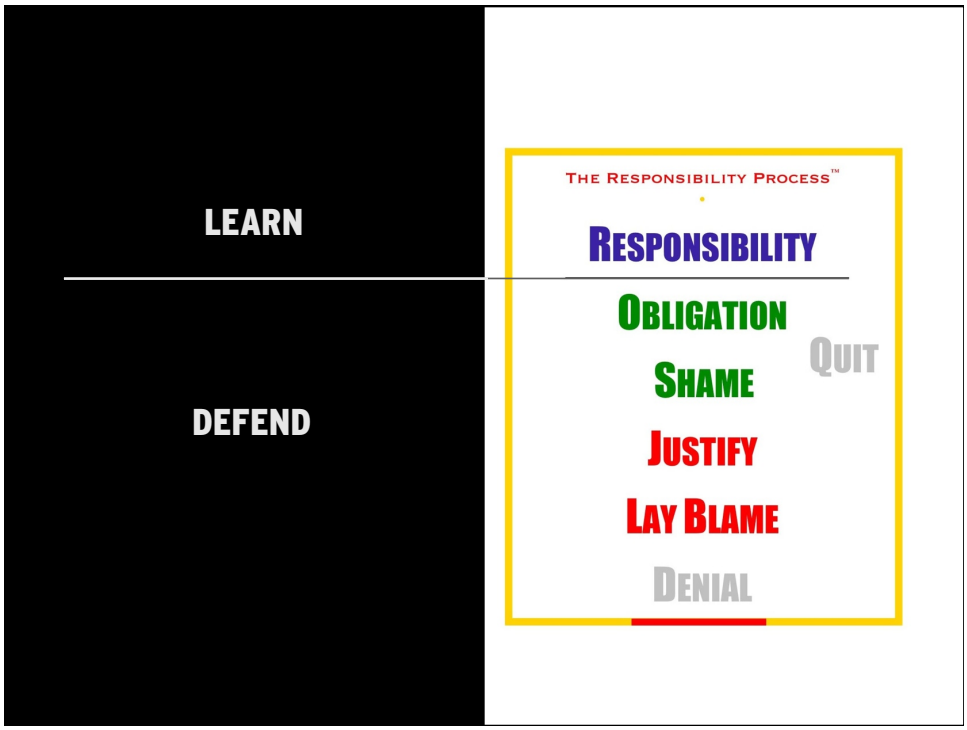
CONFRONT

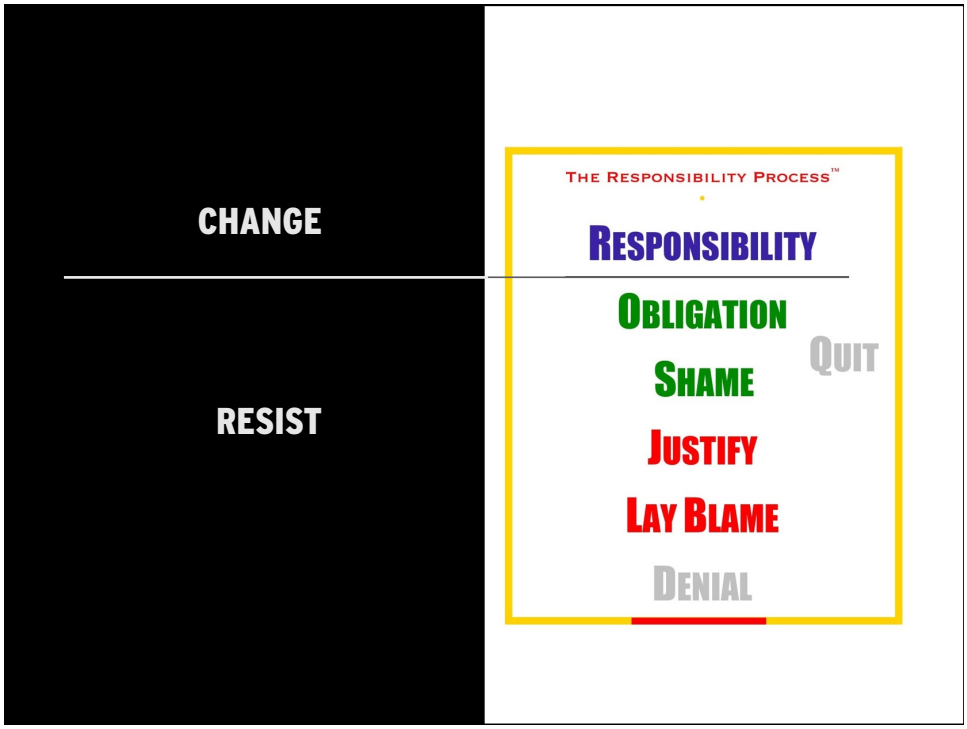
THE LEADERSHIP GIFT IS YOUR NATURAL EMPIRICAL MINDSET.

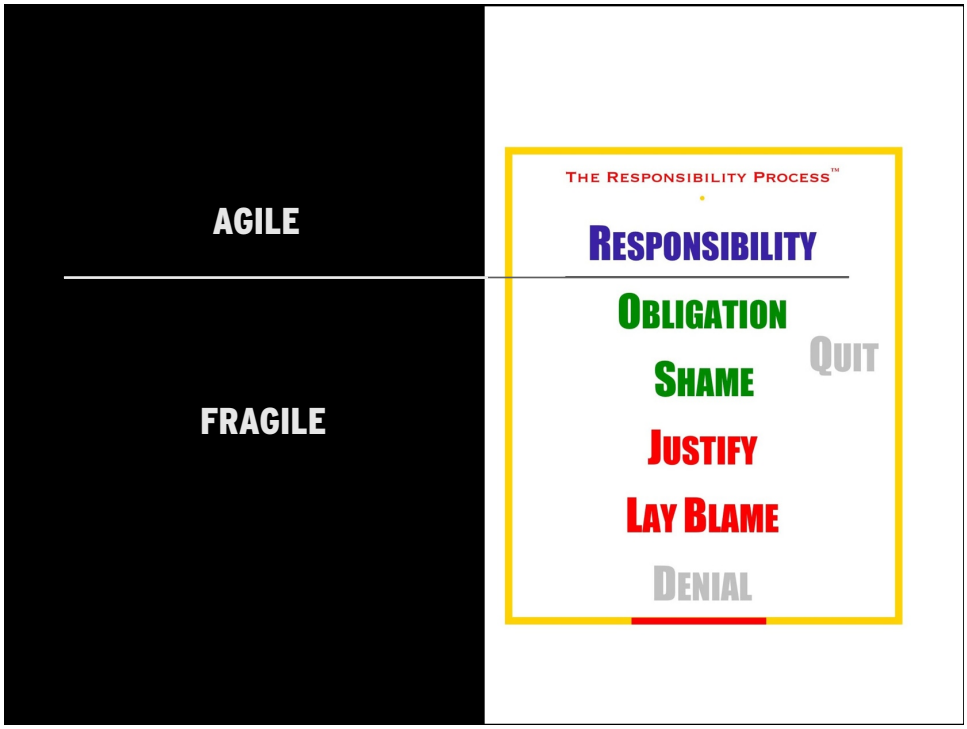
(IF YOU USE IT)




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


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


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


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

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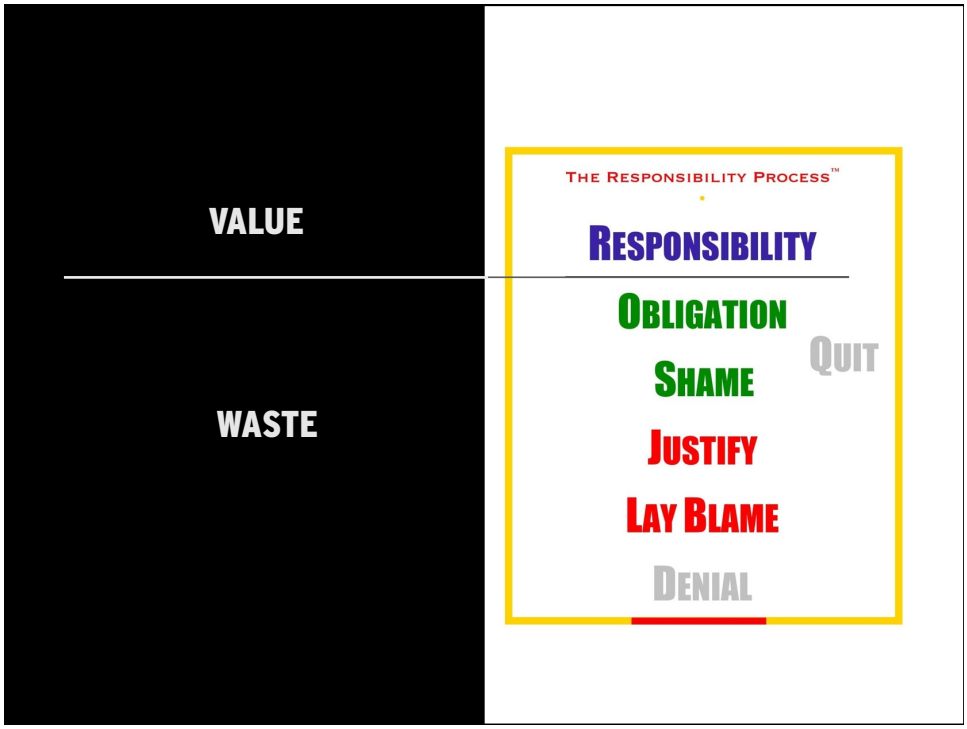

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Ask Yourself

What percent of my effort is adding value?

How do I know?

Thank you

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