LEADING AGILE CHANGE (FOR EXECS)

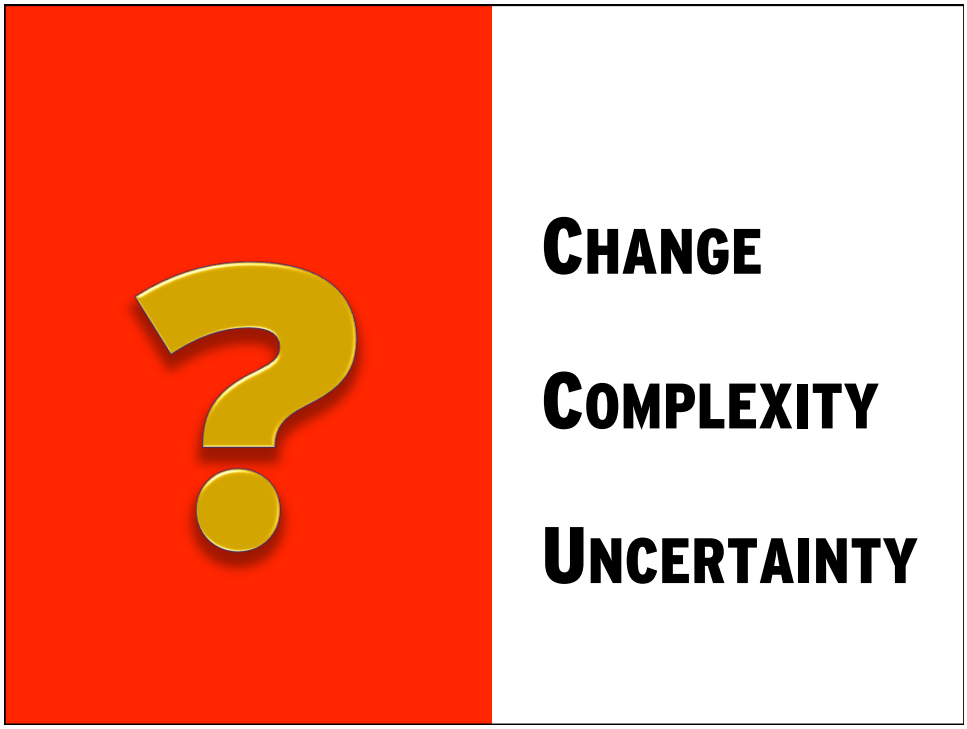
TUNE YOUR SYSTEM TO THRIVE UNDER CONDITIONS OF CHANGE, COMPLEXITY & UNCERTAINTY

#RallyON2012 @ChristopherAver #LeadershipGift

SCALABLE BEHAVIORS, NOT SCALABLE PROCESSES

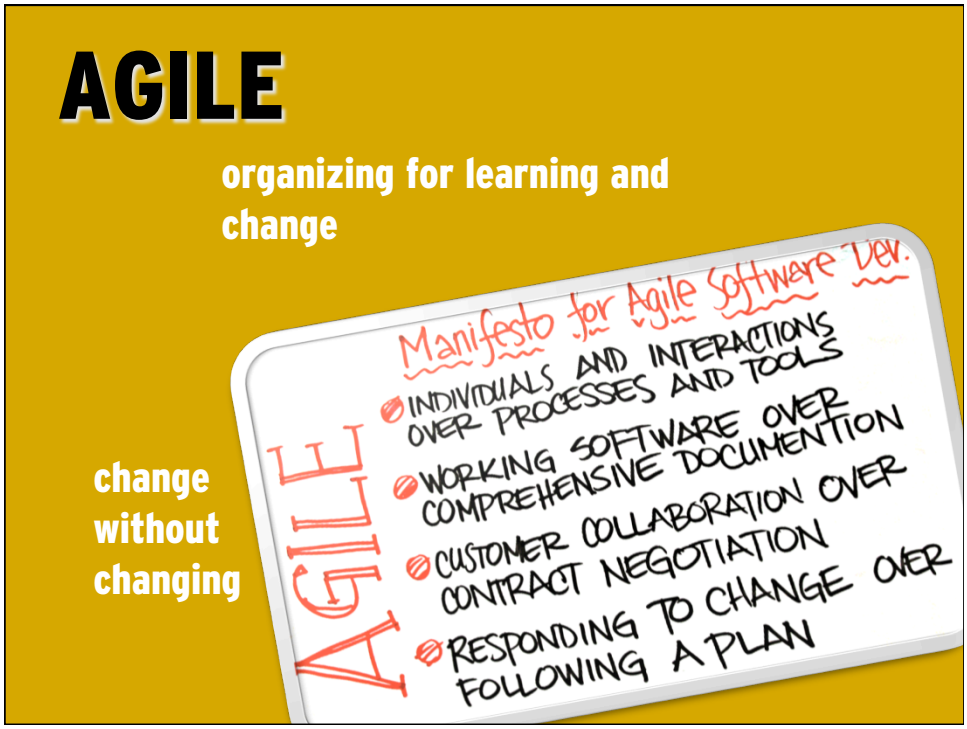
DYNAMICS BEFORE MECHANICS

MINIMALLY SUFFICIENT STRUCTURE VIA EMERGENCE

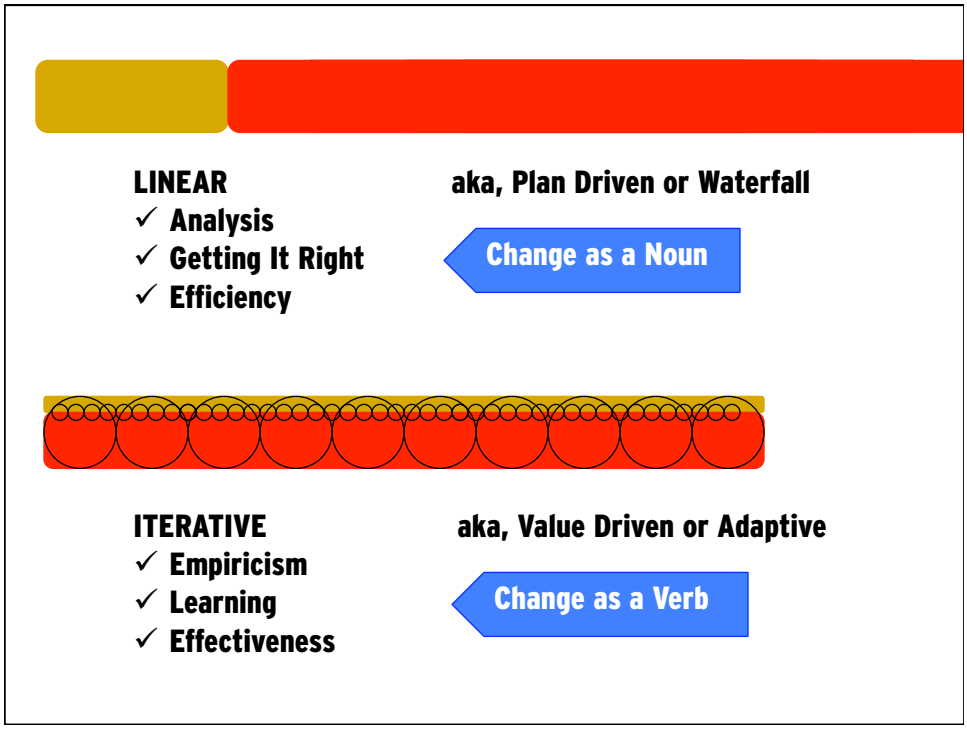


LEADING

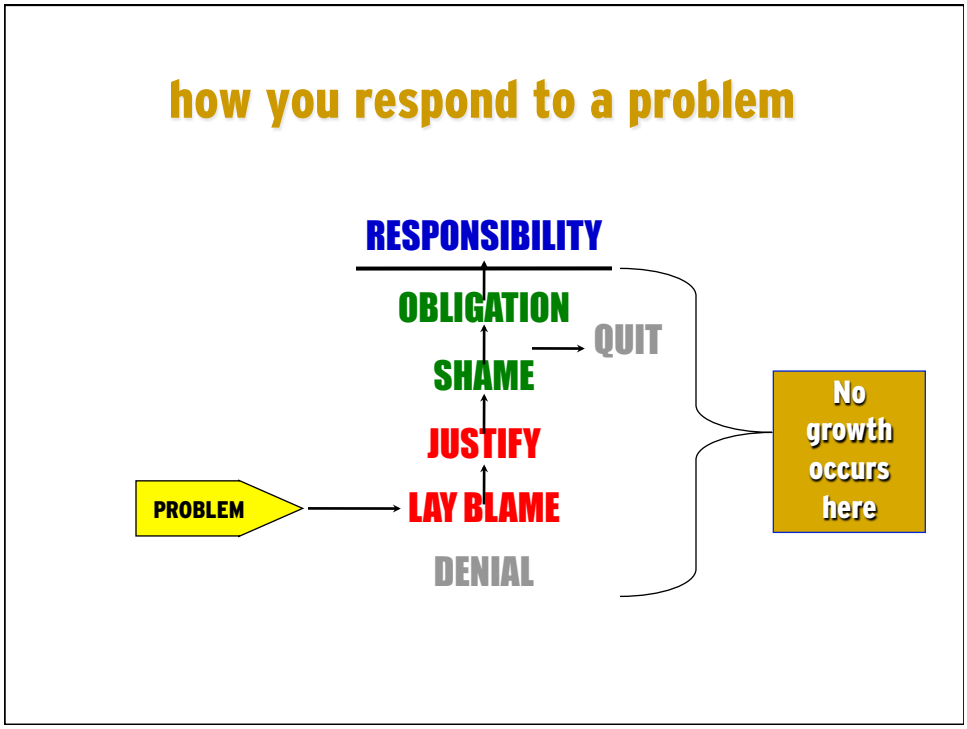
taking ownership of a space and mobilizing effective action

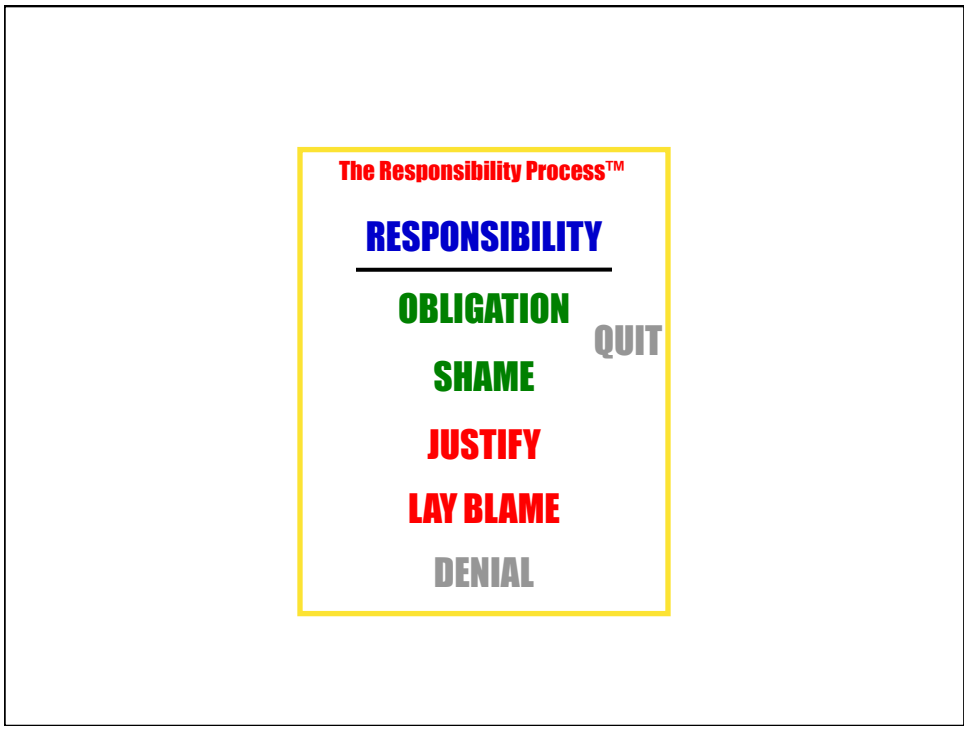

AGILE
organizing for learning and change
change without changing
AGILE
Manifesto for Agile Software Dev.
INDIVIDUALS AND INTERACTIONS OVER PROCESSES AND TOOLS
WORKING SOFTWARE OVER COMPREHENSIVE DOCUMENTION
CUSTOMER COLLABORATION OVER CONTRACT NEGOTIATION
RESPONDING TO CHANGE OVER FOLLOWING A PLAN

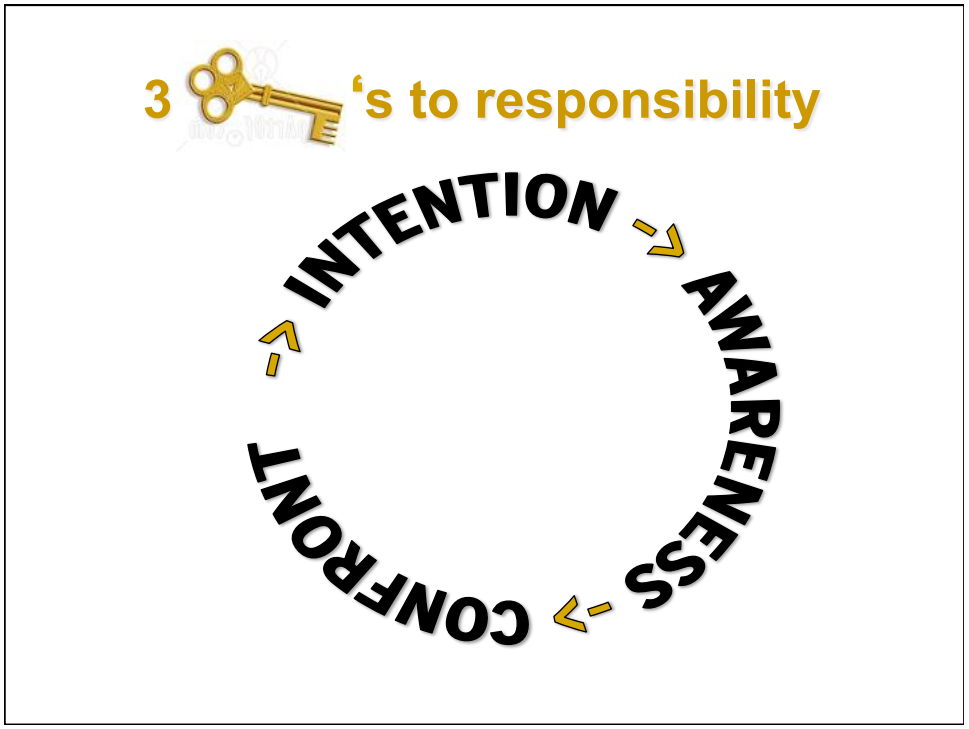
change[a]
Abstract
change[i]
Imposed
change[c]
Contextual
(Chosen)


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

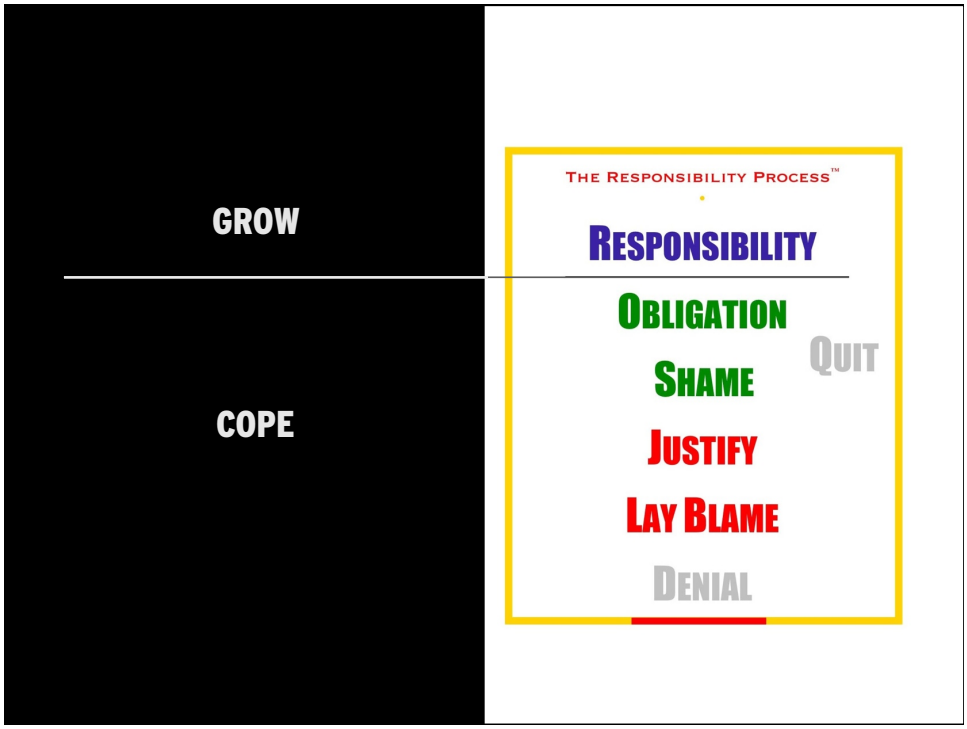
accountability
≠
responsibility

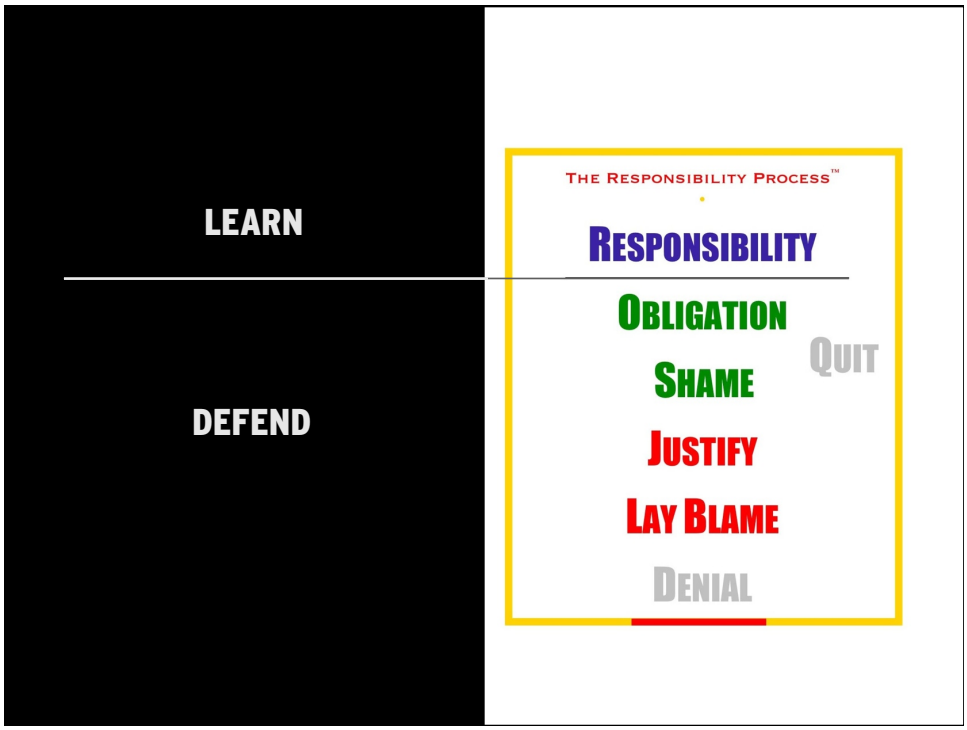

how you respond to a problem
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
PROBLEM
LAY BLAME
DENIAL
No growth occurs here

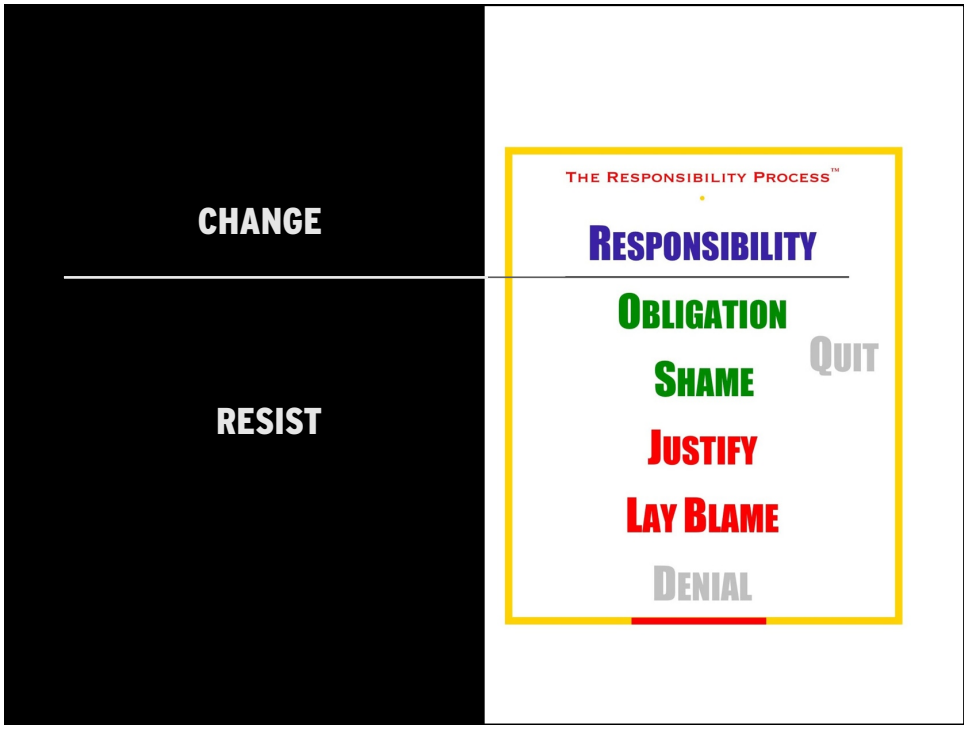

The Responsibility Process™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL

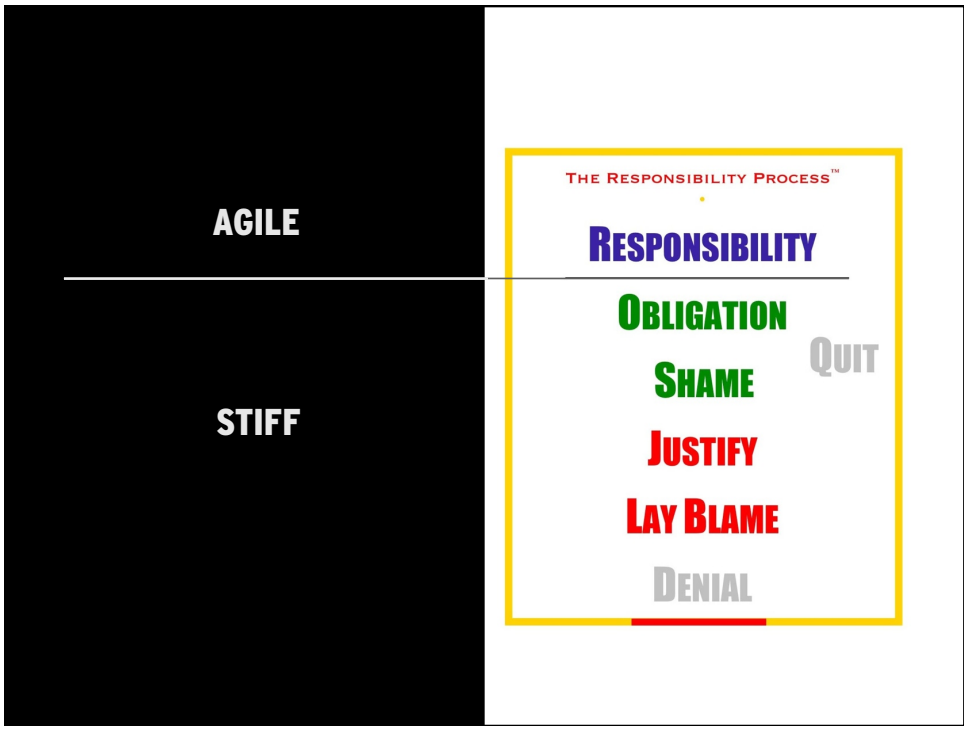

3 's to responsibility
INTENTION
AWARENESS
CONFRONT

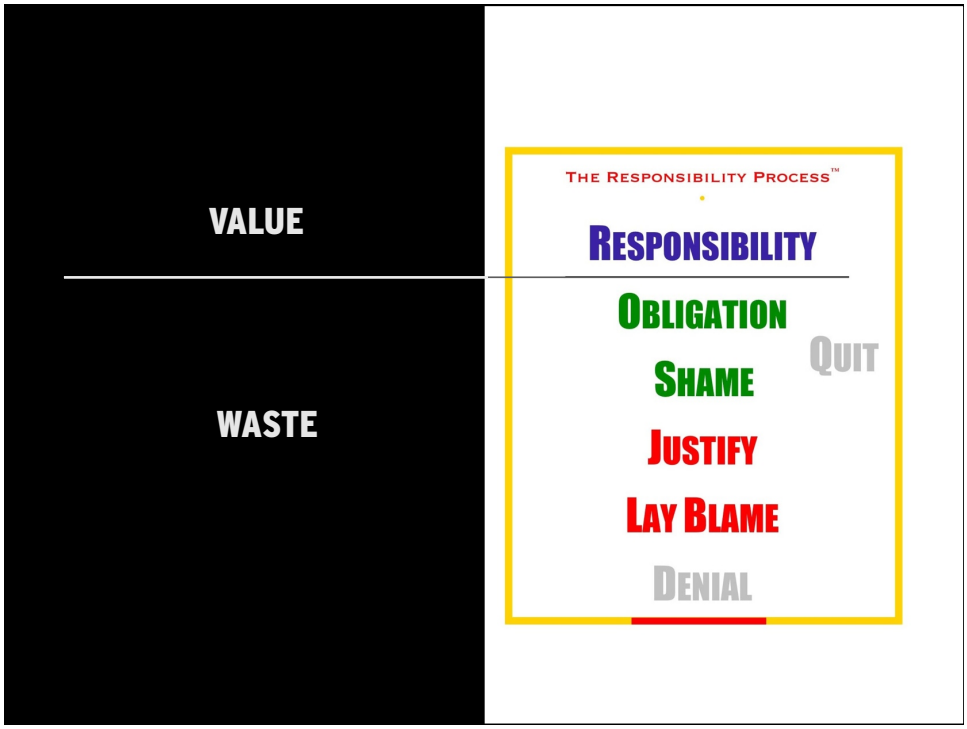
PLAN
DO
CHECK
ACT
INTENTION
AWARENESS
CONFRONT
Your Leadership Gift offers a natural empirical mindset – your onboard guidance system
(if you use it)

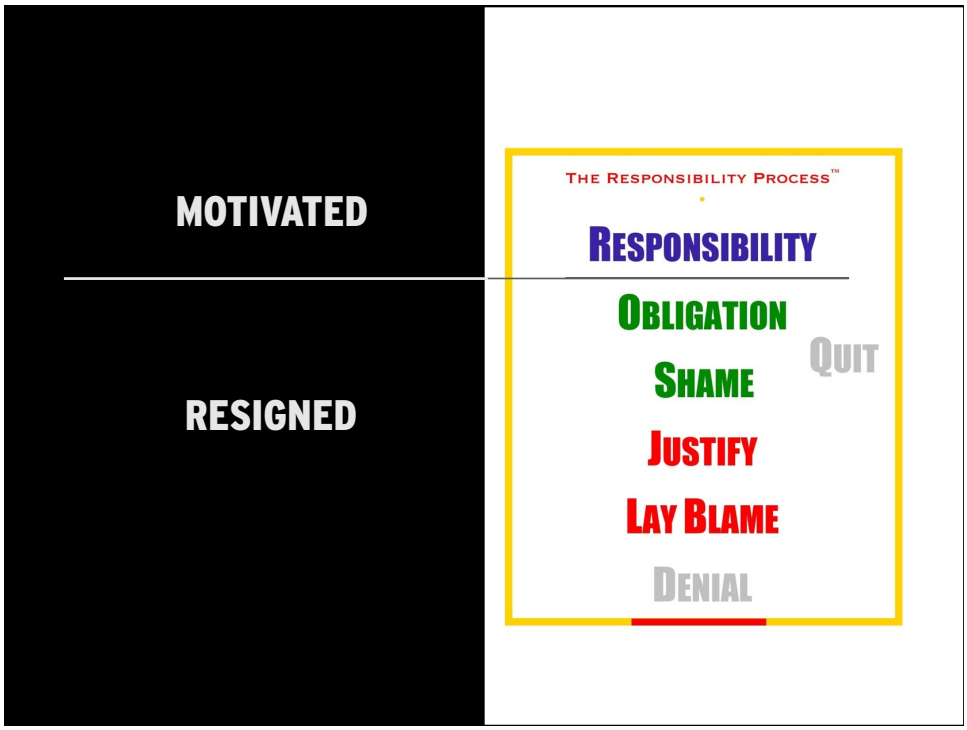

GROW
COPE
THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
SHAME
JUSTIFY
LAY BLAME
DENIAL
QUIT

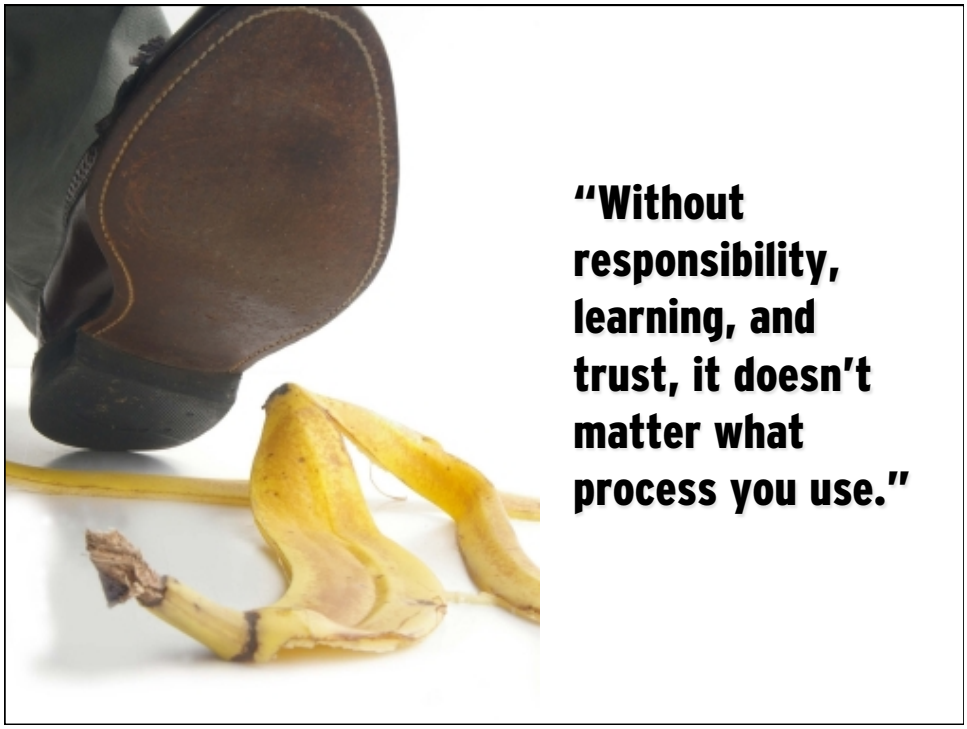

LEARN
DEFEND
THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
SHAME
JUSTIFY
LAY BLAME
DENIAL
QUIT


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


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


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


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


"Without responsibility, learning, and trust, it doesn't matter what process you use."

"Agile practices efficiently expose problems.
The Leadership Gift gives people tools to address problems."

Mastering the Rockefeller Habits
Verne Harnish
THE NEW YORK TIMES BESTSELLER
THE LEAN STARTUP
How Today's Entrepreneurs Use Continuous Innovation to Create Radically Successful Businesses
ERIC RIES
RAPID RESULTS!
How 100-Day Projects Build the Capacity for Large-Scale Change
ROBERT H. SCHAFFER
RONALD N. ASHKENAS
and Associates
NAMELESS
ORGANIZATIONAL CHANGE
Glenn Allen-Meyer
TEAMWORK Is An INDIVIDUAL SKILL
Getting Your Work Done When Sharing Responsibility
Christopher M. Avery
NEW YORK TIMES BESTSELLER
Daniel H. Pink
author of A Whole New Mind
DRIVE
The Surprising Truth About What Motivates Us

Replace
Right and Wrong
with
Empiricism
Replace
Endless Analysis
with
Experiments

Ask Yourself

What percent of my effort is adding value?

How do I know?

Thank you

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