Talking To Your Culture

PETER GREEN
peter.green@agileforall.com
@tptman

JAKE CALABRESE
jake.calabrese@agileforall.com
@jcalabrese
A Story...
“It just felt like we were speaking different languages!”
Dr. Clare W. Graves
Making Agile a Reality®

**Evolutionary/Integrated**
Sees the System, Purpose Driven, Wisdom beyond Rational

**Pluralistic/Egalitarian**
Community, Relationship Driven, Collaborative

**Achievement/Enterprising**
Goal Driven, Success-Oriented, “Get Ahead”

**Conformist/Absolute**
Follow Authority, Social Roles, Absolute Truth

**Impulsive/Powerful**
Power and Dominance, Heroism, Avoidance of Shame

---

**Too Soon To Tell**

**Indecisive Critical**

**Ego-driven Unfulfilled**

**Dogmatic Classist**

**Unstabile Short-Term**

---

**Authentic Integrator**

**Caring Friendly**

**Innovative Meritocracy**

**Reliable Stable**

**Powerful Fast**

---

@jcalabrese
@tptman

AGILE FOR ALL

Making Agile a Reality®
I’ve got an idea for how to improve this process…
I want to make sure everyone agrees with that idea before we make anything final.

Seems like an interesting idea - let’s dig in to how others might be impacted by a change and see what we can come up with.

Thanks for asking, but I’m in charge here. I’ll decide on the process.

We don’t have time to work on that. Show me how it would impact the bottom line and I might be interested.

We’ve built this process based on years of experience; we’re not going to make a bunch of changes that aren’t proven to work.
SHALL WE PLAY A GAME?
Too Soon To Tell
Evolutionary/Integrated
Sees the System, Purpose Driven, Wisdom beyond Rational
Authentic Integrator

Indecisive Critical
Pluralistic/Egalitarian
Community, Relationship Driven, Collaborative
Caring Friendly

Ego-driven Unfulfilled
Achievement/Enterprising
Goal Driven, Success-Oriented, “Get Ahead”
Innovative Meritocracy

Dogmatic Classist
Conformist/Absolute
Follow Authority, Social Roles, Absolute Truth
Reliable Stable

Unstabile Short-Term
Impulsive/Powerful
Power and Dominance, Heroism, Avoidance of Shame
Powerful Fast
Someone at your table:
Grab your cards
Remove the blue tape
Allow everyone to pick one card
No peaking yet!
Pair up with someone next to you
Decide who will be the first:
– Actor
– Gueser

I’ll be the first actor...

Ok, I’ll be the first guesser.
1st Actor:
Read your card (don’t show it to the guesser!)
Guesser:
Ask about how things are going at work.

Try to guess the world view of the actor.

So, how are things going at work?
Swap Roles!

So, how are things going at work?
What did that reveal?
A Few Key Points...

- Transcend and include
- One world view is not better than another
- While people have a dominant world view, different colors show up in different contexts
- It is not our job to evolve people
Evolve!
A Few Key Points...

- Transcend and include
- One world view is not better than another
- While people have a dominant world view, different colors show up in different contexts
- It is not our job to evolve people
- Coach them where they are
What feels like your "go to" world view?

- Red: 3
- Amber: 5
- Orange: 13
- Green: 39
- Teal: 22
What is the predominant world view in your organization?

- Red: 6
- Amber: 25
- Orange: 44
- Green: 11
- Teal: 5
Retrospective Topic: The team is not delivering on their commitments!
Describe the benefits of an agile approach to:

AMBER  ORANGE  GREEN
Remember That Story?