Principles of Agile Scaling

- Trainer, Coach, and Facilitator
- Led Adobe’s Agile Transformation
- Patent Holder
- Leadership Circle Certified Practitioner
- Certified Leadership Agility 360 Coach
- Certified Scrum Trainer
- Innovation Games Qualified Instructor

- Trainer, Coach, and Facilitator
- Successful Entrepreneur
- Author: The Agile Pocket Guide
- M.A. Counseling - Organizational Design
- M.A. Education - Learning Theory
- MDiv Masters Divinity - Religion
- Certified Scrum Trainer

agileforall.com
To play along, follow the instructions in your worksheet!

Type one word that best describes your biggest impediment to successfully scaling:
Your Current Scaling Goal

Four Common Scaling Patterns

- **Product**: Team → Team → Team
- **Platform**: Platform/Suite → Product
- **Beyond Software**: IT/Product → Sales → HR → ETC.
- **Bottom Up**: Executive → Mgmt. → Team → Team

Bar Chart:
- **Product**: 36
- **Platform**: 54
- **Beyond Software**: 12
- **Bottom Up**: 24

Which of the four scaling patterns most closely fits your current approach or goal?
Agilists are GREAT at creating these things
Legit Teams:

1. Results
2. Accountability
3. Commitment
4. Healthy Conflict
5. Trust

The Five Keys to a Successful Team:

- Impact of Work
- Meaning of Work
- Clarity and Structure
- Dependability
- Psychological Safety
These things are MUCH harder at scale.

The Five Keys to a Successful Team

- Impact of Work
- Meaning of Work
- Clarity and Structure
- Dependability
- Psychological Safety
PRINCIPLES
Individually read through the principles in your handout. Pick the "**ONE**" principle that is most important to you.
#1 Customer Delight

One of Fortune Magazine’s 25 Best Companies to Work for

DELIVERING Happiness
A PATH TO PROFITS, PASSION, AND PURPOSE

Tony Hsieh
CEO, Zappos.com
#2 Embracing Complexity
#3 Adaptability and Engagement

1700%
#4 Autonomous Teams
#5 Human Systems
#6 Radical Transparency

BRIDgewater
#7 Simple Rules

Working Software, Every Sprint
#7 Simple Rules

T-Mobile

E-Commerce Group
#8 Transformational Leadership
Poll: Which Principle is most important to you?

- A: Customer Delight
- B: Embracing Complexity
- C: Engagement and Adaptability
- D: Autonomous Teams
- E: Human Systems
- F: Radical Transparency
- G: Simple Rules
- H: Transformational Leadership

Bar chart showing the results of the poll:
- A (Customer Delight): 8
- B (Embracing Complexity): 8
- C (Engagement and Adaptability): 16
- D (Autonomous Teams): 4
- E (Human Systems): 9
- F (Radical Transparency): 13
- G (Simple Rules): 24
- H (Transformational Leadership): 20
What is challenging about it?

Why is it important?
<table>
<thead>
<tr>
<th>Principle #</th>
<th>WHY IT'S HARD</th>
<th>WHY IT'S IMPORTANT</th>
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What About These Guys?
What existing practices reinforce this Principle?

What new ideas/experiments could strengthen this Principle?
The journey of a thousand miles begins with...