BIOLOGY OF POWERFUL POWERLESS LEADER
AGILE SINCE 2004

AGILE PORTFOLIO

LARGE SCALE

PROJECT/PROGRAM MANAGER

SCRUM, XP, KANBAN

ANNA OBUKHOVA
WORK

ANNA OBUKHOVA BrainLovesAgile.com
IT MANAGEMENT

BIOLOGY

COACHING

PSYCHOLOGY

NEUROLEADERSHIP

MBA (GLOBAL BUSINESS)
INTENT BASED LEADERSHIP

Ladder of Leadership™

7. I’ve been doing...
6. I’ve done...
5. I intend to...
4. I would LIKE to...
3. I think...
2. I see...
1. Tell me what to do
GIVE POWER – CREATE LEADERS
SERVANT LEADER
SERVANT LEADER – IS A LEADER WHO SERVES THE TEAM?
“Leadership is not a rank or a position. Leadership is a service to be given.”

- SIMON SINEK
LEADER - SERVANT
LEADER – SERVANT
POWERLESS SERVANT SHOULD CREATE POWERFUL LEADERS?
WE DON'T NEED SERVANTS FOR THE TEAM
WE NEED LEADERS FOR LEADERS
SERVANT LEADER = WHEN EVERYONE IN THE TEAM IS A LEADER

AND HE CAN MAKE IT HAPPEN
DICHOTOMY FOR LEADERSHIP?

dichotomy
/dɪˈkɒtəmi/  
noun
a division or contrast between two things that are or are represented as being opposed or entirely different.
"a rigid dichotomy between science and mysticism"
synonyms: contrast, difference, polarity, conflict; More
MANAGEMENT VS LEADERSHIP?
MANAGEMENT VS LEADERSHIP?

SERVANT LEADER VS LEADER?
DOMINANT VS LEADER
BEHAVIOUR IN A CAGE
ACCESS TO FOOD
BEHAVIOUR IN WILD NATURE
HUNTING FOR FOOD
DOMINANT

BEHAVIOUR IN A CAGE
ACCESS TO FOOD

LEADER

BEHAVIOUR IN WILD NATURE
HUNTING FOR FOOD
“Everything can be taken from a man but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

Viktor E. Frankl
NO NEED FOR EXPLORING
  - LOW DOPAMINE
NO SPACE FOR CHILDREN
  - LOW TESTOSTERONE
NO ENEMIES FROM OUTSIDE
  - LOW ADRENALINE
Inducing anger generated profound changes in the human body which controlled the heart and hormones, he said. The heart rates and blood pressure levels of the volunteers all increased when they were angry. And although cortisol levels fell, testosterone levels increased, the study shows. Jun 2, 2010

Getting angry 'can be good for you' - Telegraph
https://www.telegraph.co.uk/news/health/news/.../Getting-angry-can-be-good-for-you.ht...

2. Anger is similar to other addictions.

What happens is that anger can lead to similar “rushes” as thrill-seeking activities where danger triggers dopamine reward receptors in the brain, or like other forms of addiction such as gambling, extreme sports, even drugs like cocaine and amphetamines. Anger can become its own reward, but like other addictions, the final consequences are dangerous and real, and people follow impulses in the moment without regard to the big picture.

1. Human neurobiology rewards anger.

Part of the issue is that in the moment anger feels good, feels like the thing to do. It overrides all other moral and rational brakes in the brain because it originates from our primordial, original limbic system: the brain center of our most automatic emotions like fear and desire. The limbic system has the most direct links to our fight-or-flight response system, and that includes control over adrenaline rushes, alertness, and other instincts that prime you for battle or rapid escape.
DOMINANT

LOW TESTOSTERONE
AND DOPAMINE
FEELING OLD

LEADER

HIGH TESTOSTERONE
AND DOPAMINE
FEELING POWERFUL
DOMINANT

AGGRESSIVE TO INNER CIRCLE
THREAT IS INSIDE

LEADER

AGGRESSIVE TO OUTSIDE
PROTECTS HIS TEAM
PROGRESS IS WHEN A LOT OF PEOPLE ARE WAITING FOR RESOURCES

PROGRESS IS IN NEW RESULTS
DOMINANT

WILL NOT SURVIVE WITHOUT FOLLOWERS

LEADER

FOLLOWERS ARE NOT MANDATORY (BUT THEY WILL FOLLOW)
DOMINANT

CHANGE IS THE MAIN THREAT, WANTS TO REDUCE UNCERTAINTY

LEADER

COMFORTABLE WITH UNCERTAINTY AND CHANGE

"I DON'T KNOW WHAT WILL BE THERE, LET'S GO"
DOMINANT

DOMINANT IS NEVER PERCEIVED AS A LEADER

LEADER

LEADER GIVES PERMISSION TO ACHIEVE THE GOAL
DOMINANT VS LEADER
WHAT TRIGGERS PEOPLE TO BECOME DOMINANT? TO THINK THEY ARE IN THE CAGE?
WHAT TRIGGERS PEOPLE TO BECOME DOMINANT?
TO THINK THEY ARE IN THE CAGE?

IN PAIRS – DISCUSS AN EXAMPLE
WHAT TRIGGERS PEOPLE TO BECOME DOMINANT?
TO THINK THEY ARE IN THE CAGE?

SHARE AND IDENTIFY PATTERNS
- HABIT
- BURNOUT
- NO ACCESS TO RESULT
- BUREAUCRACY
- FAILURE
LEADER KNOWS WHERE TASTY THINGS ARE
OR
HOW TO BEHAVE
SO
TASTY THINGS WILL APPEAR RIGHT HERE
LEADER'S JOB – SERVICE TO THE TEAM

1. LOOKING FOR NEW
LEADER'S JOB - SERVICE TO THE TEAM

2. PROTECT
COMPONENTS OF A LEADER

1. RANK POTENTIAL
2. PRIMATIVITY
3. VITALITY
1. RANK POTENTIAL
RANK POTENTIAL – IS WHAT PERSON THINKS HIS CALIBRE IS, WHAT IS THE RIGHT SIZE OF ACHIEVEMENT
1. RANK POTENTIAL
RANK POTENTIAL – LINKED TO AMOUNT OF DOPAMINE RECEPTORS IN THE BRAIN
How to increase testosterone naturally?
"Each hour below 8 hours of sleep dropped testosterone levels by 15%."
2. PRIMATIVITY

MY GOALS

OTHER'S GOALS
3. VITALITY
SWALLOWING
DIGESTION

5%
GET DRESSED

MOVE INSIDE THE HOUSE
CHOOSE CLOTHES
PREPARE FOOD
EASY ACTIVITY ABOUT 15 MINUTES
USE THE KNOWN ROUTE
START/END ACTIVITY WITH EXTERNAL SIGNAL
FOLLOW KNOWN RULES ONLY
MANUAL LABOR

20–25%
SELECT ACTIVITY HIMSELF

CAN’T PLAY

GET ENERGY FROM EXTERNAL FEEDBACK

30%
ABILITY TO PLAN SCHEDULE (IN TIME OR NOT)

PANIC IF ANYTHING CHANGES

CONFIDENT IN THE KNOWN ENVIRONMENT

35%
ABILITY TO MANAGE (NOT LEAD)

UNDERSTAND PERSONAL BOUNDARIES (AVOID CONFLICTS)

ABILITY TO CHANGE (SLOWLY)

WILLPOWER (CHANGE ACTIVITY VOLUNTARILY)

40%
INTERNAL GOALS ARE MORE IMPORTANT THAN EXTERNAL

MOVING TOWARDS POSITIVE

ABILITY TO HANDLE CHANGES

ABSTRACT THINKING

TASTE AND COLOUR, AESTHETICS

45%
LEADERSHIP AND FOLLOWERS
TOP MANAGEMENT
CHANGE AGENTS
STABLE ENERGY
INDIVIDUALITY

50-55%
UNDERSTANDING THAT OTHERS ARE DIFFERENT AND MIGHT NOT NEED TO BE CHANGED
SOCIAL IMPORTANCE, STABLE FOLLOWERS, CREATING NEW IDEAS, PERSONAL PROJECTS, THOUGHT LEADERSHIP

65-75%
KNOWN AT THE WORLD LEVEL
RUNS THE COUNTRY

MOTHER THERESA
PETER THE GREAT
TAMERLAN
SUN TZU
ALEXANDER THE GREAT
HIPPOCRATES
HOW MUCH ENERGY YOUR TEAM HAS?
AGILE ENERGY GAP

NEED
45 - 50%

HAVE
35 - 40%
THE LEADER MANIFESTO
1. RANK POTENTIAL
2. PRIMATIVITY
3. VITALITY
I WANT TO BE THERE
OVER
FEAR OF UNKNOWN
I WANT TO BE THERE

OVER

BEING IN A CROWD
I WANT TO BE THERE

AND

I HAVE POWER TO DO THAT
LEADER'S JOB

LOOKING FOR NEW

PROTECT
PRODUCT OWNER

LOOKING FOR NEW

PROTECT
SM + PO = STRONG NATURAL LEADER
Looking for new team

Protect

New

Protect

Team
AGILE LEADER

CIRCLES OF INFLUENCE

Anna Obukhova BrainLovesAgile.com
THERE IS NO SPOON
THERE IS NO CAGE
THANK YOU!

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