THE INEVITABILITY OF ENTERPRISE AGILE TRANSFORMATION FATIGUE & WHAT YOU CAN DO ABOUT IT

Aruna Chandrasekharan
A_Chandrasekharan@yahoo.com
CSM, PMP, ITIL V3, SPC 4.5, Change Leadership, Digital Business Transformation
It’s the state of mind evidenced and behavior exhibited when a person, team, leader or organization does not see the fulfilment of transformation promises made, in their current reality.
SO HOW DID YOU GET HERE?
You did what everyone else did and continue to do so even now.
Don’t fix something that isn’t broken
CHANGE IS HARD AND SLOW
THE CIRCLE OF BLAME

AGILE

IT Leadership → Business Leadership

Status Quo → Transformation

Fatigue → Disappointment

Team Member → Team

Team → IT Leadership
WHAT IS TRANSFORMATION FATIGUE?

It’s the state of mind evidenced and behavior exhibited when a person, team, leader or organization does not see the fulfilment of transformation promises made, in their current reality, on a consistent and persistent basis.
THE TRANSFORMATION FATIGUE ONION

Transformation Agent
Organization
Leadership
Team
Team Member
Symptoms to Recognize

- Negative Physical Reaction
- Inertia
- Stock Phrases
TEAM FATIGUE

Symptoms to Recognize

- Agile Events Apathy
- Engagement Apathy
- Accountability Apathy
- Stock Phrases
LEADERSHIP FATIGUE

Symptoms to Recognize

- Disrupt Coaching Cadence
- Engagement Apathy
- Facilitate Not Lead
- Blame It On The …
- Just Fix Teams
- I am Busy
ORGANIZATION FATIGUE

Symptoms to Recognize

Minimal Participation in Enterprise Coaching
“What should not go Agile”
What is the ROI on Transformation
Avoid the Change Agent
WHAT IS YOUR WINDOW FOR CHANGE?
TEAM MEMBER

FATIGUE

Considerations

- Life Events
- Time of Year
- Why Change – WIIIFM
- Sphere of Control
- CW or FTE
TEAM MEMBER FATIGUE

Options

- Defer
- Build Relationship
- Lost In Vision Translation?
- Art of the Possible – Vision Impact
- Show Appreciation
- Wait for Flow Window
TEAM FATIGUE

Considerations

- Hard Deadlines?
- Time of Year
- Leadership Inertia
- PO& Team Power Dynamics
- Budget Cuts?
- Recognition?
TEAM FATIGUE

Options

- Support Deadline
- Breakfast Bribe
- Off Site Team Building
- Coach on Scope Trimming
- Get Out of Their Way
- Wait For Flow Window
LEADERSHIP FATIGUE

Considerations

- Time of Year
- Respect for you? Your role?
- Confidence in Relationship Resiliency
- Understanding of Coaching Levels
- Budget Cuts?
- Disillusionment Or Insecurity?
LEADERSHIP FATIGUE

Options

• Show Empathy
• Shift Focus
• Get Specific
• Shadow Program
• Back of the Room Coaching
• Wait For Flow Window
ORGANIZATION FATIGUE

Considerations

- Time of Year
- Annual Budget Time?
- Communities of Practice Forums
- Overburdened Teams?
- Whose Agile Vision Is it?
- High Change WIP?
• Get Real
• Leverage Framework To Tell A Story
• The Company of Champions
TRANSFORMATION AGENT FATIGUE

Symptoms to Recognize

• Planning P#Ker
• Estimates, Pineapples, Whatever
• No Patience
• Once Bitten, Twice Shy Syndrome
• “Agilist” “Coach”
6 DEADLY SINS OF A TRANSFORMATION ENTHUSIAST

• Lack of Empathy
• Impatience
• Judgmental
• Lack of Trust
• Thin Skin
• No Sense of Humor
6 DAILY REMINDERS FOR A TRANSFORMATION ENTHUSIAST

- Unique Journey
- Relentless Hope
- Continuous Learning
- Transformation DoD Reset
- Quit
- Change
SUSTAINED, WIDESPREAD REAL CHANGE
ECOSYSTEM TRANSFORMATION

• A Visual is Worth a Thousand Words!
• The Marriage between Business and IT
• Breathing Room
• Talk Less, Do More
• Build Strength and Resiliency
IMAGINE THE POSSIBILITIES!

Down time to consider new approaches, options. Ideate, Ideate, Ideate
AS A FINAL NOTE...
RULES TO REMEMBER

• You succeed, when you fly with ease
  • You must first learn, to succeed
  • You must remove noise, to learn
• You must have patience, to remove noise
  • You must go slow, to build patience
• You must accept that you must go slow
"I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and
I—
I took the one less traveled by,
And that has made all the difference."

Robert Frost, The Road Not Taken
THANK YOU

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