Is There A Place For Individuals and Interactions in Enterprise Agility?

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AGILE MANIFESTO

- **Individuals & Interactions** over processes & tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

https://flic.kr/p/ejMmL4
AGILE MANIFESTO

- Individuals & Interactions over Processes & Tools
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https://flic.kr/p/ejMmL4
Do Enterprises, that claim to be agile, value Individuals and Interactions over processes and tools?

Got to https://pollev.com/emc356

or

Text: EMC356 to 6452 2795 to join the session, then text A,B,C,D or E for your choice
Sharing Your Experiences

What examples have you seen of Enterprises NOT Valuing Individuals and Interactions over processes & tools?

Silent writing on post-it notes

Share your examples with your table & affinity group

Dot Vote for the most shocking story (3 votes per person) Be ready to share your horror stories.
Do Enterprises, that claim to be agile, value Individuals and Interactions over processes and tools?

Always: A

Mostly: B 8%

Sometimes: C 46%

Rarely: D 46%

Never: E
SHARE

https://flic.kr/p/QtmTyH
First things First: Create A Team Culture and Scale it to a Team of Teams
Shared Mission
7±2
INVESTING IN FLOW IS THE ECOMONIC CHOICE

https://flic.kr/p/gLvGAJ
Investing in Culture
30% of team effectiveness depends on the quality of the team’s launch

– J. Richard Hackman
Team Formation Day

Self-Selection
Personal Map
Train Name & Theme
Team Names
Team as a Product Box
Social Contracts
Accelerate Cultural Change with Self-Selecting Teams

Want to know more? Check out: http://bit.ly/pitchingselfselection
“Self-selection is a facilitated process of letting people self-organize into small, cross-functional teams. Based on the belief that people are at their happiest and most productive if they can choose what they work on and who they work with...”

– Sandy Mamoli & David Mole, Creating Great Teams
Create a Personal Map

Susanne

goals

values

education

work

hobbies

friends

family

travel

Berlin

Hamburg

world trip

home

entrepreneur

freedom

change

integrity

University of Berlin

Medicine

Philosophy

projects

X2T

Blurt 2013

PM

PO

roles

movies

Inception

Torres del Paine

Chile

Peru

Bolivia

Maria

Michelle

kids

husband

school friend

previous lover

Hans

Rick

Greg

12

8

military

#Agile2019

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Poll is full and no longer accepting responses

fred
express
pharmacy express
infinite fredninja bands
first arcade
loop dragons
chug
rockstars
retro drugs fredstar
family drugexpress spyagencies rock
fu fighters
brands fredone jamesbond
bullet fire velocimax
BART: Broadband Agile Release Train
Team Product Boxes
Respect for People
IT ALL COMES DOWN TO LEADERSHIP

https://flic.kr/p/2YY3c3
“Businesses often forget about the culture, and ultimately, they suffer for it because you can't deliver good service from unhappy employees.”

— Tony Hsieh
CEO, Zappos
HERE'S AN EXAMPLE....

Source: https://courrier.jp/news/archives/81220/
Toyota Way

Challenges
Kaizen
Genchi Genbutsu

Continuous Improvement

Respect for People

Respect
Teamwork

Source: Engaging Employees to Drive Efficiency Behavior (Toyota Engineering & Manufacturing North America, Inc)
Grow People not Mushrooms

https://flic.kr/p/pccWyc
"Communication comes in both words and deeds. The latter is generally the most powerful form. Nothing undermines change more than behavior by important individuals that is inconsistent with the verbal communication. And yet this happens all the time, even in some well-regarded companies."
PICK A HORSE

https://flic.kr/p/PozZQ5
THERE CAN BE ONLY ONE
TRAIN EVERYONE!

@PrettyAgile  @AgileCanuck  #Agile2019
Daily Cocktail Hour

Continuous Human Integration


@PrettyAgile

prettyagile
CARVE OUT TIME FOR INNOVATION & LEARNING

- User Stories
- Risks/Dependencies
- BAU (Bring Out Your Dead)
- Enablers
- Maintenance 10% (BBApp + GemA)
- Discovery 10%
- Innovation 10%

@PrettyAgile @AgileCanuck #Agile2019
Are you too busy to improve?

No thanks!

We are too busy

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Håkan Forss @hakanforss http://hakanforss.wordpress.com

This illustration is inspired by and in part derived from the work by Scott Simmerman, “The Square Wheels Guy” http://www.performancemanagementcompany.com/
We think we need to fit more in & do everything. We don’t. We need more space around the things we fit in already to allow ourselves to process @Chris_Bailey #Agile2019
UNITY HOUR - CREATING THE SOCIAL FABRIC

Want to know more? Check out: http://bit.ly/UnityHour
GLOBALLY DISTRIBUTE ORGANISATIONS

https://flic.kr/p/rDNcaB
WE'RE NOT 2nd CLASS CITIZENS
https://flic.kr/p/6tyRmB
IT'S ALL ABOUT BALANCE

https://flic.kr/p/s7nTBP
SURVEY PARTY

https://flic.kr/p/5Wx3CU
Employee Net Promoter Score

On a scale from 0 to 10, how likely are you to recommend working in ______ to a friend or colleague?

Why?

Source: http://www.netpromotersystem.com/about/measuring-your-net-promoter-score.aspx

Want to know more? Check out: http://bit.ly/TeamNPS
Is there a place for Individuals and Interactions in Enterprise Agility?

Principles behind the Agile Manifesto

We follow these principles:

Our highest priority is to satisfy the customer through early and continuous delivery of valuable software.

Welcome changing requirements, even late in development. Agile processes harness change for the customer’s competitive advantage.

Build projects around motivated individuals. Give them the environment and support they need, and trust them to get the job done.

The sponsors, developers, and users should be able to maintain a constant pace indefinitely.

Continuous attention to technical excellence and good design enhances agility.

Simplicity—the art of maximizing the amount of work not done—is essential.

The best architectures, requirements, and designs emerge from self-organizing teams.

At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.
The future of leadership belongs to the brave. The thing we are missing more than anything else is courageous leadership.

- Brené Brown
Call to Action

• Grab an index card and a Sharpie.
• Take a moment to write down one idea you heard in this session that you are going to experiment with you return to the office.
• Share your planned action with someone at your table.
Tribal Unity: A People First Approach to Enterprise Agility

Join the Tribal Unity Community of Practice

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