Continuous Improvement
“The organizations that will truly excel in the future will be the organizations that discover how to tap people’s commitment and capacity to learn at all levels in an organization.”

– Peter Senge –
What do we know about learning?
Passive Listening

Active Learning
What are the key ingredients of effective learning?
Learning Models

- Gardner's multiple intelligences
- Bloom's Taxonomy
- Dreyfus model of skill acquisition
- Kolb's experiential learning model
- 4 stages of competence
- Shu Ha Ri
Learning Models

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- Shu Ha Ri
“All models are wrong, but some are useful.”

-George E. P. Box-
Dreyfus model

Competent

Context
Dreyfus model

- Proficient
- Expert

Intuition
Modern Agile

Make People Awesome

Experiment & Learn Rapidly

Make Safety a prerequisite

Deliver Value Continuously
How can we accelerate the journey from Novice to Expert?
“Civilizations in decline are consistently characterized by a tendency towards standardization and uniformity.”

-Arnold Toynbee-
Reducing Cognitive Load

VS

Learning
Experiences
Challenges
Don’t prevent people from growing!
What will you do to create more challenges for you and others?
GOT TALENT
Effort
The mundanity of excellence

-Daniel F. Chambliss-
Targeted Effort
We use talent as an excuse to stay in our comfort zone!
Be a cheer leader

Mentoring

Believe in their success!
How will you push yourself and others to make an effort?
Failing is Learning
or is it?
Are we aware of our mistakes?

- Novice
- Beginner
- Advanced
- Competent
- Proficient
- Expert
Feedback
Lead by example

Be vulnerable

Positive feedback
Coaching
What will you do to raise your own and others’ awareness?
Awareness & Mindset
MINDSET
Dr. Carol S. Dweck

Growth Mindset

Fixed Mindset
Do we have a growth mindset?
Think of a time where you...

- avoided a challenge
- got defensive after receiving some feedback
- saw effort as wasteful
- made excuses
We all have a fixed mindset!
Mindset Workshop

Growth Mindset

Coaching Agreements
The power of an agile mindset

- Linda Rising -
What will you do to actively develop a growth mindset?
How come we still have a fixed mindset?

Continuous Improvement
“A bad system will bear a good person every time.”

—V. Edwards Deming—
Systemic Issues
What is promoting a fixed mindset in your organization?
Software development = Learning
Once you stop learning, you start dying.

-Albert Einstein-