Boost Your Culture by Promoting from Within

Agile 2019 Lightning Talks
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Hallmarks of an Agile Culture

Cross-Functional
Psychological Safety
Feedback
Courage
Respect
Commitment

Servant Leadership
Fail Fast
Diversity
Openness
Ownership

Learning Culture
Empowered
Trust

Transparency

Creating a great culture is easy to talk about and very hard to pull off
Why is your Culture so important?

- It serves as the foundation of your organization, Agile transformation, and continuous improvement
- It is your differentiator in a competitive job market
- Must adapt to changing norms
  - Employees increasingly value mission and purpose at work
  - Traditional career progression is being challenged
  - People don’t see why they need to wait in line (in many cases, they are right!)
Promotion from Within

Giving an existing member of your organization the opportunity to fill a role that they may be within arms reach of and would have a difficult time getting on the open market

Should a role be filled by promoting from within?

- You have a good candidate
- You can make the case to the right people
- You have the time and will to mentor
- You want a thriving culture

- Would be too much of a leap for anyone internal to fill
- Highly visible role
- Key Skill Gap
- You have zero time and need someone to just take it over

Risk & Reward

Be Ready For:

- Increased Mentoring
- Having ultimate accountability
- Naysayers
- Potential jealousy of other team members
## Finding the Right Candidates for the Right Opportunities

**Before you hire that next:**

- Product Manager, Product Owner
- ScrumMaster, Agile Coach
- Functional Senior Manager, Director

**Consider someone from:**

- Client Support, SME, Project Management, Technology
- Engineering, QA, Traditional Project Management
- The Functional Team

### Qualities

- Agile has blurred the lines of traditional functional roles which creates many opportunities to promote from within
- Dependable, has broad trust and respect of their colleagues
- Has a vision, demonstrated they can both plan and execute on it
- Curious, independently seeks and applies new learning
- Shown they have the requisite skills (regardless of title, years of experience)
Conclusion

Promoting from within shows your team you trust them, are willing to take a risk on them, are serious about a learning culture and career growth. It will...

- Boost your Agile Culture
- Increase Morale
- Expand Your Team’s Skillset
- Retain and Attract Top Talent
- Fuel High-Performance
- Be Personally Rewarding

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