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<th>Education Division Scholarship</th>
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10-2018

**Agile Leadership**

Alan Trivedi

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LEADING CHANGE IN COMPLEX ENVIRONMENTS

LEADING WITH AN AGILE MINDSET

Presented by: Alan R Trivedi, MBA PCC CSM
AUDIENCE SURVEY

- HOW MANY ARE FAMILIAR WITH THE AGILE METHODOLOGY?
- HOW MANY ARE FAMILIAR WITH COACHING?
- HOW MANY ARE FAMILIAR WITH THE AGILE COACH ROLE?
AGENDA

1. CURRENT CHALLENGES FOR LEADING CHANGE
2. ASKING THE IMPORTANT CHALLENGE QUESTIONS
3. CREATING THE AGILE MINDSET
4. ANSWERING THE CHALLENGE QUESTIONS
INTRODUCTION

CURRENT CHALLENGES FOR LEADING CHANGE

Why is Change Important Today?
1. VERY DIVERSE WORKFORCE

For the first time in history, we have 5 generations working side by side. Each very different in the way they work and communicate.

TRADITIONALISTS
1900-1945
Punch the clock
Get the job done

BABY BOOMERS
1946-1964
Workaholics
Visibility is the key

GENERATION X
1965-1980
Project-Oriented
Get paid to get job done

MILLENNIALS
1981-2000
Effective, Gone @ 5pm
Work on “Gigs”

GEN Z
1996 - later
Expects everything immediately
2. INABILITY TO ABSORB MORE CHANGE

73%

86 percent of 1,778 change leaders surveyed expect change initiatives to increase over the next two years.

73% of those surveyed are near, at or past the point of “change saturation,” where they can’t absorb any more.

- Prosci (2017)
There are over 83,000 books published on change on Amazon and a multitude of training programs, yet...

There is a 70% failure rate in successfully adopting change.

- Harvard Business Review.
WHAT SHOULD WE ASK OURSELVES?

As Agents of Change and Critical Thinkers
ASKING THE IMPORTANT QUESTIONS

3 key questions in addressing these challenges

**EMPOWERING A DIVERSE CULTURE**
How will we help leaders navigate across generational differences in beliefs, thoughts, and perceptions?

**ABSORBING MORE CHANGE**
How can we enable organizations to rethink their utilization of resources, methods, processes and tools?

**REDUCING RISK OF FAILURE**
What tools and techniques can we provide leaders to reduce the risk of failed change implementations?
A TWO PART PLAN

Empower leaders to tackle these challenges by:

HELPING LEADERS ESTABLISH AN AGILE MINDSET

HELPING LEADERS PRACTICE THE AGILE MINDSET
FOUNDATIONS OF AGILE

HELP LEADERS
ESTABLISH AN AGILE MINDSET
FOUNDATIONS OF THE AGILE MINDSET

Provide leaders with a simple and clear framework [instead of complex models] for responding to change.

- **Balance**: Mental and emotional steadiness.
- **Strength**: Ability to overcome resistance.
- **Speed**: Ability to move quickly.
- **Coordination**: Ability to move in coordination across multiple functions.
Help leaders practice the Agile mindset
PRACTICING THE AGILE MINDSET

Help leaders respond and empower others through change as a norm

**BALANCE**
- Establish Credibility
- Validate Assumptions
- Get Feedback
- From Judging to Learning
- Be Present
- Focusing on the product or service vision.

**STRENGTH**
- Influence and Motivate
- Support to get Unstuck
- Challenge to move outside the Comfort Zone

**SPEED**
- Prioritizing and Delivering continuously
- Establish Agendas
- Listening Deeply
- Embracing Possibilities
- Goals, Accountability, & Action

**COORDINATION**
- Increases accountability & Create Self-Managed teams.
- Self and Group Reflections
- Seek Out and Engage Experts
- Engage Sponsors & Stakeholders
ANSWERING THE IMPORTANT QUESTIONS

How will you help leaders adopt an Agile Mindset to...

**EMPOWER A DIVERSE CULTURE**
How will you help leaders navigate across generational differences in beliefs, thoughts, and perceptions?

**ABSORB MORE CHANGE**
How can you enable organizations to rethink their utilization of resources, methods, processes and tools?

**REDUCE RISK OF FAILURE**
What tools and techniques can you provide leaders to reduce the risk of failed change implementations?
FINAL THOUGHTS

1. Establish trust and **break down silos** to create greater collaboration and improve communication.

2. Be more present to **discover what is best now** to focus on what is most important and impactful.

3. Uncover hidden solutions and **unlock the full potential** of others through coaching.


5. Regularly reflect and assess to **measure progress**, **discover what can be better**, and continually improve.
Thank You
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REFERENCES


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