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Agile Leadership

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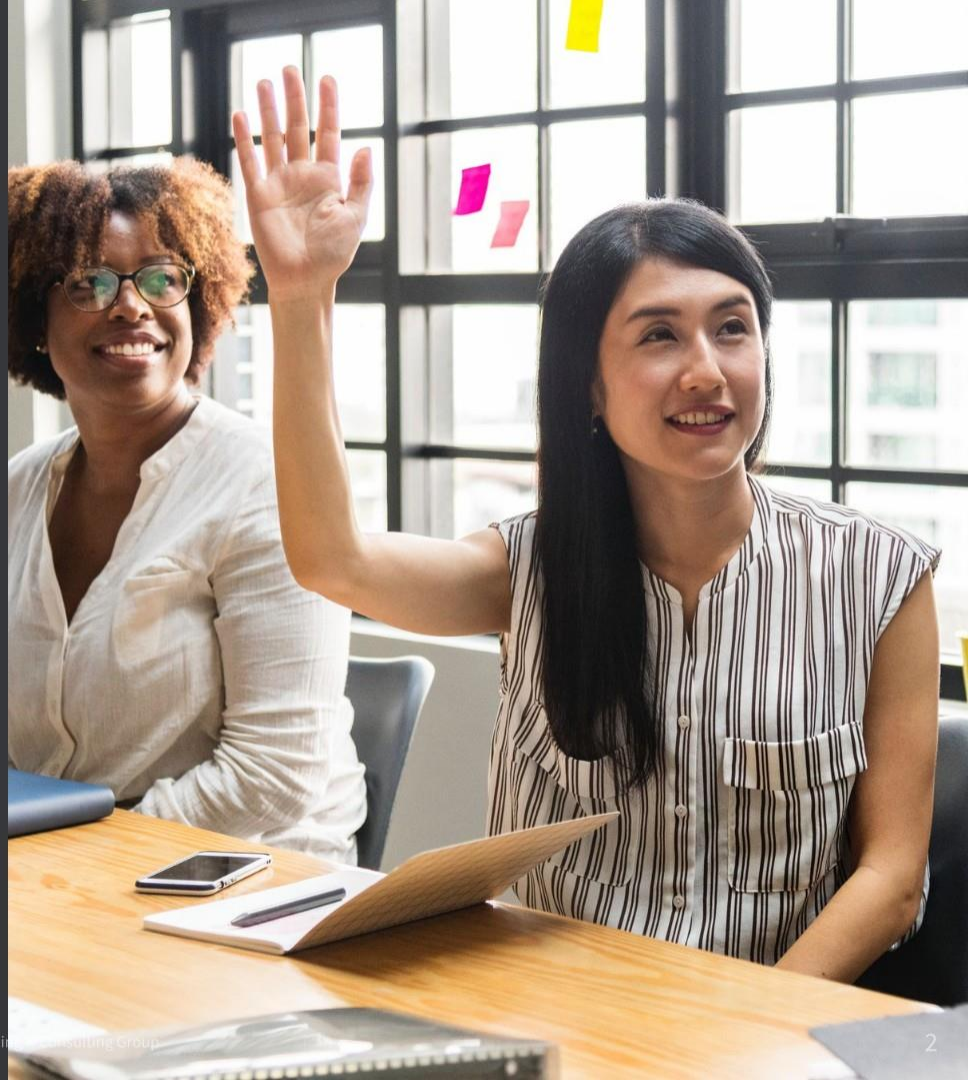
LEADING CHANGE IN COMPLEX ENVIRONMENTS

LEADING WITH AN AGILE MINDSET

Presented by: Alan R Trivedi, MBA PCC CSM

AUDIENCE SURVEY

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



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AGENDA

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

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INTRODUCTION

CURRENT CHALLENGES FOR LEADING CHANGE

Why is Change Important Today?

1. VERY DIVERSE WORKFORCE

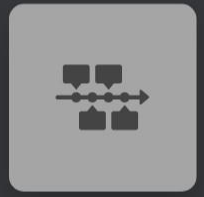
For the first time in history, we have 5 generations working side by side. Each very different in the way they work and communicate.

TRADITIONALISTS

1900-1945

Punch the clock

Get the job done



GENERATION X

1965-1980

Project-Oriented

Get paid to get job done

GEN Z

1996 - later

Expects everything immediately

BABY BOOMERS

1946-1964

Workaholics

Visibility is the key

MILLENNIALS

1981-2000

Effective, Gone @ 5pm

Work on “Gigs”

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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)

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3. HIGH CHANGE IMPLEMENTATION FAILURE RATE

70%

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.

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MOVING FORWARD

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?

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A TWO PART PLAN

Empower leaders to tackle these challenges by:

HELPING LEADERS ESTABLISH AN AGILE MINDSET

HELPING LEADERS PRACTICE THE AGILE MINDSET

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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.

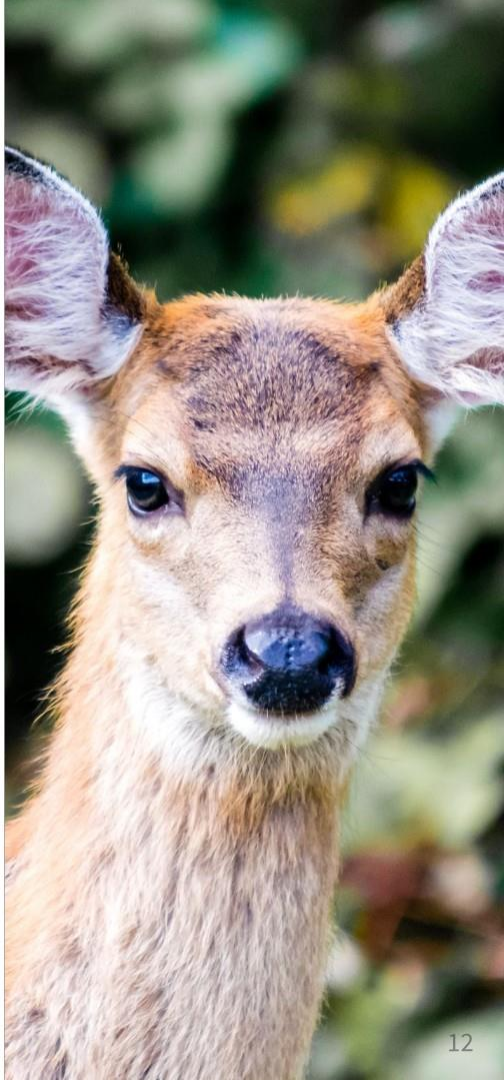
Mental and emotional steadiness.

Ability to move quickly.

BALANCE → **STRENGTH** → **SPEED** → **COORDINATION**

Ability to overcome resistance.

Ability to move in coordination across multiple functions.



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THE AGILE PRACTICE

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

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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?

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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.
4. HOLD GREATER ACCOUNTABILITY AND CREATE S.M.A.R.T ACTION PLANS.
5. REGULARLY REFLECT AND ASSESS TO MEASURE PROGRESS, DISCOVER WHAT CAN BE BETTER, AND CONTINUALLY IMPROVE.

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Thank You

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