Positive Politics
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Please Provide Feedback

Positive Politics (Heather Hassebroek, Kent McDonald) FULL

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09:00 - 10:15 July 29 @ Sarasota

Provide Feedback

Enterprise Agile

You have been tapped for an exciting new project. A member of the executive team recognizes that the company needs to transform to meet the evolving needs of your dynamic marketplace. They know that Agile will be part of that transformation, they tap you to lead the effort, and now...
Who Are We?
Who Are You?
Imagine...
We are gathered here today...

Behaviors

Help them help us
What behaviors should leaders exhibit in an agile environment?
Collaborative Leadership

Leadership Two Step
Establish Environment that Supports Experimentation
Accept Uncertainty and Ambiguity
Accountability

OWN IT!
“We cannot solve our problems with the same thinking we used when we created them.”

Albert Einstein
GIVEN that management want Agile
WHEN they hire a coach
THEN the coach should start with management.

- Chris Matts
So How Do We Help Them Help Us?
Positive Politics
Micromanage Up

CHECKLIST

- Talking Points
- Tasks
- Remain Focused
- Recognition
- Be Specific
Play by the Rules
Cut a Hole in the Upward Filters
Shared Beliefs

- People take great pride in what they own.
- No sense of urgency in business.
- Decisions are made at the top instead of close to work.
- My worth is defined by the height of my cube walls.
- Being Nice > Being Truthful.
- Lack of Faith in IT to deliver.
- Deadlines rule the day.
- I'm just one person.
Break down silos by connecting the owners
Positive Politics is...

Micromanage up

Cut a Hole in the Upward Filters

Play by the rules

Break down silos by connecting owners
How can you apply these techniques in your situation
Questions?
If you remember nothing else...

Politics can be a positive force for change

You need your senior leaders to exhibit collaborative behaviors to successfully adopt agile.

Those same leaders need help adopting those behaviors.
Keep in Touch

Questions?
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