The Personal Agility Canvas

Dave Prior, PMP, CSM, CSPO, CST, PMI-ACP

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Agenda

- Introduction and Background
- The Five Measures
- Defining Your Personal Agility Goals
- The Personal Agility Canvas
- Developing a Personal Agility Action Plan
Dave Prior, Agile Shepherd
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- PMP | CSM | CSPO | CSP | CST | PMI-ACP | MBA
- 20 years leading IT Projects
- Former Chair PMI IT&T SIG
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- Blog: http://drunkenpm.blogspot.com
“Know the other and know yourself: One hundred challenges without danger, Know not the other and yet know yourself: One triumph for one defeat; Know not the other and know not yourself: Every challenge is certain peril”

R.L. Wing “The Art of Strategy”
The Five Measures
The Art of War is the oldest military treatise in the world. It was put together by Sun Tzu*. It is over 2,000 years old. There are thousands of translations.

It is the greatest book ever written about project management. It’s lessons can be applied everywhere.

~with one exception
“This is war.
It is the most important skill in the nation.
It is the basis of creation and destruction.
It is the philosophy of survival or extinction.
Everyone must investigate competition”
Five Working Fundamentals

1. Tao
2. Climate
3. Ground
4. Leadership
5. Discipline
## Translating The Five Measures

<table>
<thead>
<tr>
<th></th>
<th>Warfare</th>
<th>Your Company</th>
<th>Yourself</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tao</strong></td>
<td>How the troops are inspired to follow “The Way”</td>
<td>The culture and value system of your company</td>
<td>Your personal beliefs and value system</td>
</tr>
<tr>
<td><strong>Climate</strong></td>
<td>The weather in which you will do battle</td>
<td>Political Landscape</td>
<td>Personal environmental “noise”</td>
</tr>
<tr>
<td><strong>Ground</strong></td>
<td>Terrain on which the battle will take place</td>
<td>Reporting Structure</td>
<td>Your role/place within context</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td>Leadership Style(s)</td>
<td>Leadership Style(s)</td>
<td>How do you lead? How are you lead?</td>
</tr>
<tr>
<td><strong>Discipline</strong></td>
<td>How disciplined are the troops</td>
<td>Ability to Do What They Say</td>
<td>Your personal discipline</td>
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Tao
The culture and value system of your company
Tao
Your personal beliefs and value system

Climate
Personal environmental “noise”

Leadership
How do you lead?
How are you lead?

Ground
Your role/place within context

Discipline
Your personal discipline
The Five Measures

“Those who understand them will triumph. Those who do not understand them will be defeated”

R.L. Wing “The Art of Strategy”
Defining Your Personal Agility Goals
What is your reason for **practicing** Agile?
What do you want to get from it?
What do you expect to get from it?
How will you know when you “get there”?
Who do you want to be today?

Flynn  The Dude  Rooster  Obadiah

The Bridges Spectrum
The Personal Agility Canvas
Hustlers of the world, there is one Mark you cannot beat: The Mark Inside.
### Goals
What are your goals for transitioning to Agile? How will you know when your goals have been achieved?

### Actions Needed
What are the very next steps that need to be taken to build momentum in your transition to Agile?

### The Mark Inside
In what ways are you the thing blocking your way with respect to transitioning to Agile?

### Interactions with Others
What about your interactions with Others is / is not in sync with your desired Agile state?

### Value Proposition
What will your Value Proposition be? How will adopting a more Agile approach better support the organization?

### Desired Changes
What have you already identified that may require a change so that you can better support an Agile approach?

#### Possible Categories:
- Behavior
- Speech
- Mindset
- Interactions

### Fears / Concerns
Transitioning to Agile is not an easy thing. What about the possibility of transition is a cause for anxiety or stress?

### Environment
Are there things about your workspace/environment that could (should) be changed to better support your transition to Agile?

### Strengths
What abilities, experiences, behaviors will you be able to leverage to strengthen your transition?
<table>
<thead>
<tr>
<th>The Mark Inside</th>
<th>Interactions with Others</th>
<th>Value Proposition</th>
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<td>- I am still a PM at heart and while I believe in Agile, I also feel that at certain times, in certain situations, a directive approach is the best option</td>
<td>- Because I still see things from a PM's perspective, I am able to speak to them in their language and I understand their concerns (this is good and bad)</td>
<td>- I am able to offer the unique perspective of a traditional PM who was deeply anti-Agile, that has come to see it's value and been able to transition</td>
<td>Possible Categories:</td>
<td>- Experience</td>
</tr>
<tr>
<td>- I am still skeptical</td>
<td>- If I am expert at anything Agile, it is how NOT to do it</td>
<td>- I am driven by a deep personal desire to help other PM minded folks make the transition to Agile with less difficulty than I did</td>
<td>- Speech</td>
<td>- Healthy skepticism</td>
</tr>
<tr>
<td>- I am still judgmental</td>
<td>- My work experiences have made it hard to let go of Theory X</td>
<td>- I bring a lot of experience with seeing waterfall orgs struggle and fail to adopt Agile successfully. I can help people see the things they need to watch out for</td>
<td>- Mindset</td>
<td>- Ability to see beyond the process</td>
</tr>
<tr>
<td>- I am often mistrusting</td>
<td>- Address knowledge gaps</td>
<td>- Transitioning to Agile is not an easy thing. What about the possibility of transition is a cause for anxiety or stress?</td>
<td>- Interactions</td>
<td>- I'm good with the Big Bad</td>
</tr>
<tr>
<td>- I have no mirror right now</td>
<td>- Focus on teaching has left little time for coaching</td>
<td>Possible Categories:</td>
<td></td>
<td>- I welcome the scary</td>
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<td>- I need a more mobile solution for my Kanban board</td>
<td>- I am able to offer the unique perspective of a traditional PM who was deeply anti-Agile, that has come to see it's value and been able to transition</td>
<td>Possible Categories:</td>
</tr>
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<td>- I need a better way to gauge and track my actual available time so that I can protect my time with my family better</td>
<td>- I am driven by a deep personal desire to help other PM minded folks make the transition to Agile with less difficulty than I did</td>
<td>- Speech</td>
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<td>How will you know when your goals have been achieved?</td>
<td></td>
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<tr>
<td>1. Address my Knowledge gaps: DevOps, Alternatives to SAFe, UX and Agile (Research each topic well enough to explain it to someone else)</td>
<td>1. Block out time each week for reading/research</td>
</tr>
<tr>
<td>2. Deepen my understanding of Lean history (Read the 2 books I have at home)</td>
<td>2. Actually do the reading research</td>
</tr>
<tr>
<td>3. Find time to work with Agile teams more (get assigned to a short term assessment during Q3/Q4 and/or virtual coaching, keep helping Share2Give)</td>
<td>3. Work with Priya and Howard to find time for me to do virtual coaching and or an onsite assessment</td>
</tr>
<tr>
<td></td>
<td>4. Find an accountability partner to help coach me on this</td>
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Goals

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Strengths

What abilities, experiences, behaviors will you be able to leverage to strengthen your transition?
Defining Your Personal Agility
Action Plan
Accountability Partners

1. Find a Partner (someone you don’t work with)
2. Share three things you will plan to do based on your Personal Agility Canvas
3. Commit to them (in writing) with an expected due date for each
4. Exchange personal contact information with your partner
5. Schedule a check in time
6. Embrace the guilt!
One final thought (request)…
Questions?
If you’d like to learn more about The Art of War, here are a few recommendations:

The Art of War (Pocket Edition) - Thomas Cleary

The Art of Strategy - R.L. Wing

The Art of War Plus It’s Amazing Secrets - Gary Gagliardi