In Small Groups, Share how do people show up at work?

- Wear a Mask
- Whole Person
Why Is this Relevant?
Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah Blah

Blah blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah

**Individuals and interactions over processes and tools**

Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah
Blah blah blah blah blah blah blah blah

Most Value Comes from Mindset/Culture, not Practices

Doing Agile Practices ≠ Being Agile Mindset

"Scrum, But..."
"Cargo Cult Agile"

~20% Benefit
- Ability to manage changing priorities
- Improved Visibility
- Increased Productivity
- Improved Quality
- Reduced Risk

~3X Benefit
- Customer Delight
- Joy at work
- Engagement
- Innovation, Creativity
- Continuous Learning
TRADITIONAL MODERN ENTERPRISE (NOT AGILE)
ENTERPRISE AGILE
Adoption of Agile Practices.
CC Michael Sahota 2015
AGILE ENTERPRISE

TRANSFORMATION to
Higher Consciousness/Mindset/Culture
How do we get to an Agile Enterprise?
To fully engage people, you need to change your organizational model.
POWER & STRUCTURE

AUTHORITY

FORMAL ROLES

HIERARCHY

STABLE PROCESSES

[RED + AMBER]
Achievement

Innovation
Accountability
Meritocracy [Orange]
PEOPLE

PURPOSE

VALUES

EMPOWERMENT

[GREEN]
SHARED POWER
DECENTRALIZED NETWORK

SELF-MANAGEMENT
EMERGENCE
WHOLENESS [TEAL]
**Reinventing Organizations**

Frederic Laloux

**Achievement**

Innovation
Accountability
Meritocracy

**Power & Structure**

Authority
Formal Roles
Hierarchy
Stable Processes

**Shared Power**

Decentralized Network
Self-Managing
Emergence
Wholeness

**People**

Purpose
Values
Empowerment

CC 2014 Michael Sahota
TRUST NO ONE

Trust Level

1

10
Safety Level

FEAR

SAFETY

1 10

Safety Level
Openness Level
Connection Level

ALONE

1

10

Authentic Connection
Wear a Mask

Whole Person

Wholeness Level

1

10
Centralized       Distributed

1       10

Power & Leadership
Restricted

Information

Transparent

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Information

Informa
Planning & Control

Emergent

Predict & Control

Planning & Control
Centralized and Distributed Performance & Compensation
Teal Organization
REINVENTING ORGANIZATIONS

WHY?

EVOLUTIONARY PURPOSE

SELF-MANAGING TEAMS

EVOLVING ROLES (CONTRACTS)

ADVICE PROCESS

CONFLICT RESOLUTION

BARE-MINIMUM STAFF FUNCTIONS

VOLUNTEER TASK FORCES

WHOLE PERSON

TRUST

RESOLUTION

ACCOUNTABLE TO PEERS

RESPONSIBILITY
How Do We Use This Model?
Engagement & Outcomes

Consciousness & Trust

Shared Power
Decentralized Network
Self-Manage
Emergence
Wholeness
[Teal]

People
Purpose & Values
Empowerment
[Green]

Achievement

Innovation
Accountability
Meritocracy
[Orange]

Power & Structure
Authority
Formal Roles
Hierarchy
Stable Processes
[Red + Amber]
"Reinventing Organizations" by Frederic Laloux

- Power & Structure
  - Authority
  - Formal Roles
  - Hierarchy
  - Stable Processes
  - (Red + Amber)

- Achievement
  - Innovation
  - Accountability
  - Meritocracy
  - (Orange)

- Shared Power
  - Decentralized Network
  - Self-Management
  - Emergence
  - Wholeness
  - (Teal)

- Agile Culture is here

CC 2014 Michael Sahota
This is not a a recipe
Conscious Change

@MichaelSahota @OlafLewitz

agilitrix
helping you grow your organization
Freedom to Choose
Make Choices

Identify options

Raise Awareness
“Inviting people to personal transformation is key to the transformation of the whole organisation.”

- Olaf Lewitz
Start with yourself ...
Let's Travel Together
Questions?

@MichaelSahota

@OlafLewitz

[Logos for agilitrix and ScrumAlliance]
About Olaf & Michael
Do you....

Feel stuck in an Agile Transformation?

Dream of a better place for your people to work?

Want to love what you do?
UNLEASHING WHOLEHEARTEDNESS IN ORGANISATIONS

@OlafLewitz

http://trustartist.com

Olaf Lewitz

UNLEASHING WHOLEHEARTEDNESS IN ORGANISATIONS
Want Help on Your Journey?

- 1:1 Coaching/Guiding (Skype)
- Culture & Leadership Training
- Coaching/Guiding (especially Pair-Coaching)
- Blog/Website
- Email me: michael.sahota@agilitrix.com
- Call me: 416.999.3297
Michael Sahota

~20 years IT
14 years Agile

agilitrix
helping you grow your organization

I'm Speaking at
AGILE2015
WASHINGTON, D.C.

Agile Alliance
I'm Speaking at
AGILE2013
NASHVILLE

AGILE2012
DALLAS, TEXAS

AGILE2014
ORLANDO, FL, USA • JULY 28 - AUG 1

Certified Scrum Coach

An Agile Adoption and
Transformation Survival Guide
Working with Organizational Culture
by Michael Sahota
Forewords by Jurgen Appelo
and Henrik Kniberg

infoQ

STRATEGIC PLAY®

TIME

innovation games

Qualified Instructor

Meditation

An Agilist Canadian

An Agilist Canadian

foreword