How Managers Nurture Teams to Thrive

Selena Delesie

DelesieSolutions.com

@SelenaDelesie

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Welcome!
Managers & Agile
What do Managers Do?

Flash Brainstorm!

Discuss in groups of 3-5 people

Add your notes to handouts
Why does Agile Fail?

Process vs People
Plan vs Change
Roles vs Collaboration
Get Told vs Discover
Do Things Right vs Do The Right Thing

“Sustainable accountability is not inflicted, it is voluntary.”
~ Jack Canfield and Peter Chee

Many people are used to being bossed around and so lack a feeling of personal empowerment; they’ve forgotten how to take responsibility for leading their own lives.
~ Jack Canfield
How Do Managers Contribute to Failing Agile Transformations?

Class Share

Add your notes to handouts
“The best leader is the one who has sense enough to pick good people to do what he/she wants done, and self-restraint enough to keep from meddling with them while they do it.”

~ Theodore Roosevelt
Nourish Teams to Thrive
What Conditions Allow Teams to Succeed?

Flash Brainstorm!

Discuss in groups of 3-5 people

Add your notes to handouts
Some Conditions...

Hold that Thought!

We’ll look deeper in Healthy Environments
Management is about doing things right.

Leadership is about doing the right thing.

“...to where they have not been.”
- Henry Kissinger
3 All-Star Leadership Practices

Grow a Healthy Environment
Servant Leadership
Coaching

"You get the best effort from others not by lighting a fire beneath them, but by building a fire within."

~ Bob Nelson
## Grow Healthy Environments

- **Walk the Talk**
- **Collaboration**
- **Trust**
- **Honesty**
- **Open Communication**
- **Authority to Make Decisions**
- **Joy**
- **Learning**
- **Fun**

- **Cooperation & Contrast**
- **Reflect & Adapt**
- **Safety**
- **Experiments**
- **Connection**
- **Purpose**
- **Creative Culture**
- **Work They Love**
- **Sustainable Pace**
- **Stretch!**

- **Personal Leadership**
- **Team Commitment & Results**
- **Share Big Picture**
- **Relationships Matter**
- **Contribute Talents**
- **Service & Value**
Servant Leadership

*Conscious decision to lead to better serve others*
*Emphasizes collaboration, trust, empathy & ethical use of power*
*Is NOT to increase own power*

Benefits:
* Boost Morale & Retention
* Increase Productivity
* Fuel Innovation & Creativity
* Improve Collaboration
* Build a Successful Self-Organizing Team
* Improve Your Reputation

Enhance growth of individuals
Increase teamwork
Increase personal involvement
“How can I help?”
Coaching

Help coachees recognize ways they can improve their effectiveness.

Provide positive support & feedback
Offer occasional advice
Ask questions (what, how, when)
Rely on staff to provide information
1:1 or in a group

Benefits - Improves:

* Leadership
* Employee Accountability
* Teamwork
* Communication
* Goal Setting
* Specific Skills
Satir Change Model
So... What Can Managers do to Nourish Teams to Thrive?

Class Share

Add your notes to handouts
Some Activities...

- Career Growth, 1:1's
- Empower Teams
- Motivate People
- Strategic Direction
- Manage Uncertainty
- Education
- Build Org Capacity
- Coaching

- Interface with Senior Management
- Provide Vision & Leadership
- Foster Agile Values
- Create a Healthy Environment
- Remove Organizational Obstacles
Senior Management & Obstacles
What Does Senior Management Value?

Flash Brainstorm!

Discuss in groups of 3-5 people

Add your notes to handouts

04:00
Are You Sure?
6 Ways to Support Senior Management & Teams

1. Build Relationships & Trust
2. Ask What They Value & Dig Deep
3. Coach Upwards
4. Educate on how Agile Supports Desired Outcomes
5. Obstacle Remover for Teams & Org
6. Be of Service, to Everyone
Obstacles

Identify Obstacles:

- Business Practices
- Culture
- Management / Stakeholders
- Hardware / Technical
- Project / Product Process
- Team

The team is more important than the problem.
Closing Time
What Came Up?

Aha’s?
Puzzles?
Key Takeaways?

Add your notes to handouts
Next Steps

Evaluate the Work You Do

How are you currently leading?

What will improve when you exhibit more leadership and mentorship within your team?

What 2 actions will you take next week to improve your leadership?

Share with your neighbour!
Thank You

Selena Delesie
selena@delesiesolutions.com
DelesieSolutions.com
@SelenaDelesie