Inviting Transformation: Personal and Organisational Growth
This is a Teaser.
No Slides in Workshop
Michael Sahota

~20 years IT
~15 years Agile

agilitrix
helping you grow your organization

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

Toronto    Canada
TODO: Diagram

Context - Safety, Trust. Etc. - What makes a context inviting?
Stance - How do we show up in a way that is inviting?
Action - What makes an action an invitation?
Personal Transformational
Be The Change That You Want to See In The World.
Victory Begins at Home
Transformation is a Journey
Start with yourself ...
Organizational Transformation
“NO PROBLEM CAN BE SOLVED FROM THE SAME LEVEL OF CONSCIOUSNESS THAT CREATED IT.”

ALBERT EINSTEIN
“The consciousness of the change approach limits the outcome.”
Instead of forcing what you want, use the power of invitation. Honor that others can only start the journey when they are ready.

MICHAEL SAHOTA

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Listen ... Voice of the System
**Why Do We Want Agile?**

**Why: A Quality Product**

- Improve Production Quality
- More Successful Products
- More User-Focused
- Build Better Product
- Better Quality (less bugs)

**Why: Collaboration**

- Create a Sense of Collaboration
- Cross-Functional Collaboration
- Encourage Collaboration (cross-function)
- Cohesive Team
- Engage Whole Team in Decision-Making

Workshop: [http://agilitrix.com/2014/06/agile-is-not-the-goal-workshop/](http://agilitrix.com/2014/06/agile-is-not-the-goal-workshop/)
Pick A Star on the Horizon
To Evolve Culture - Grow Consciousness and Structures
Make Choices
Identify options
Raise Awareness
Freedom to Choose
Let Go of Control

Organic Spread of Ideas
Leading Transformation
Observation: Consciousness of the Leader is the Limit for Org/Group

“The only thing of real importance that leaders do is to create and manage culture.” - Edgar Schein
Organizational Transformation is a Result of Personal Transformation

An organization will only transform to the extent that the people in it transform themselves.
Leaders that Transform act as Attractors
Leadership Teams that Transform act as Very Powerful Attractors
Personal transformation is the heart of organizational transformation.

- Authentic connection
- Being present
  - Mindfulness
  - Meditation
- Seeing others as human
  - Empathy
  - Compassion
  - Self
  - Others
- Trust
- Authentic
  - Sok with our flaws

Tools

Models

Techniques
1.
2.
3.

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

- Olaf Lewitz
LEADING THROUGH CONTEXT

Inspired by Pollyanna Pixton's MACRO LEADERSHIP CUBE.

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Value All The People
Activity: Application

In Small Groups, discuss:

- What resonates with you?
- How you might apply it?
- How does this fit with what you already know?
Let’s Travel Together
Questions?

MICHAEL SAHOTA - GUIDE

LOVINGLY INVITE AWARENESS ⇒ CHOICE CLARITY

FREEDOM

@MichaelSahota
Do you....

Feel stuck in an Agile Transformation?

Dream of a better place for your people to work?

Want to love what you do?
Want Help on Your Journey?

• 1:1 Coaching (Skype)
• Certified Agile Leadership Training
• Guiding Transformation

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