

# Agile Leadership: It is all about the team

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# Overview

- Introductions
- Ground Rules
- Story
- Debriefs
- Agile Leadership Intro
- Discussion
- Questions/Close

# Ground Rules

- What guidelines do you think we need?



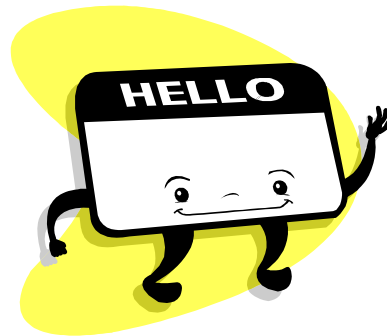
# Ground Rules

Some suggestions:

- Ask questions
- Have fun
- Encourage participation as comfort allows
- Don't let technology intrude



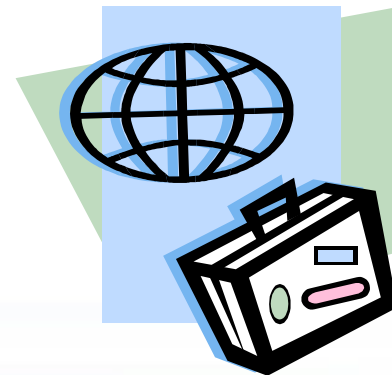
# Introductions



Name

Background

Favorite vacation location and why



# Story



- In your group, review the story
- As a group, take **15 minutes** to answer the following questions:
  - What is working? Why?
  - What is not working? Why not?
- Capture your answers on flip-chart paper
- Select a spokesperson to report to the entire group

# Leadership

- Traditionally
  - Leadership thought of as “doing the right thing”
  - Management thought of as “doing things right”
- Today’s dynamic environment requires leadership that does both – help individuals and teams do the right things right

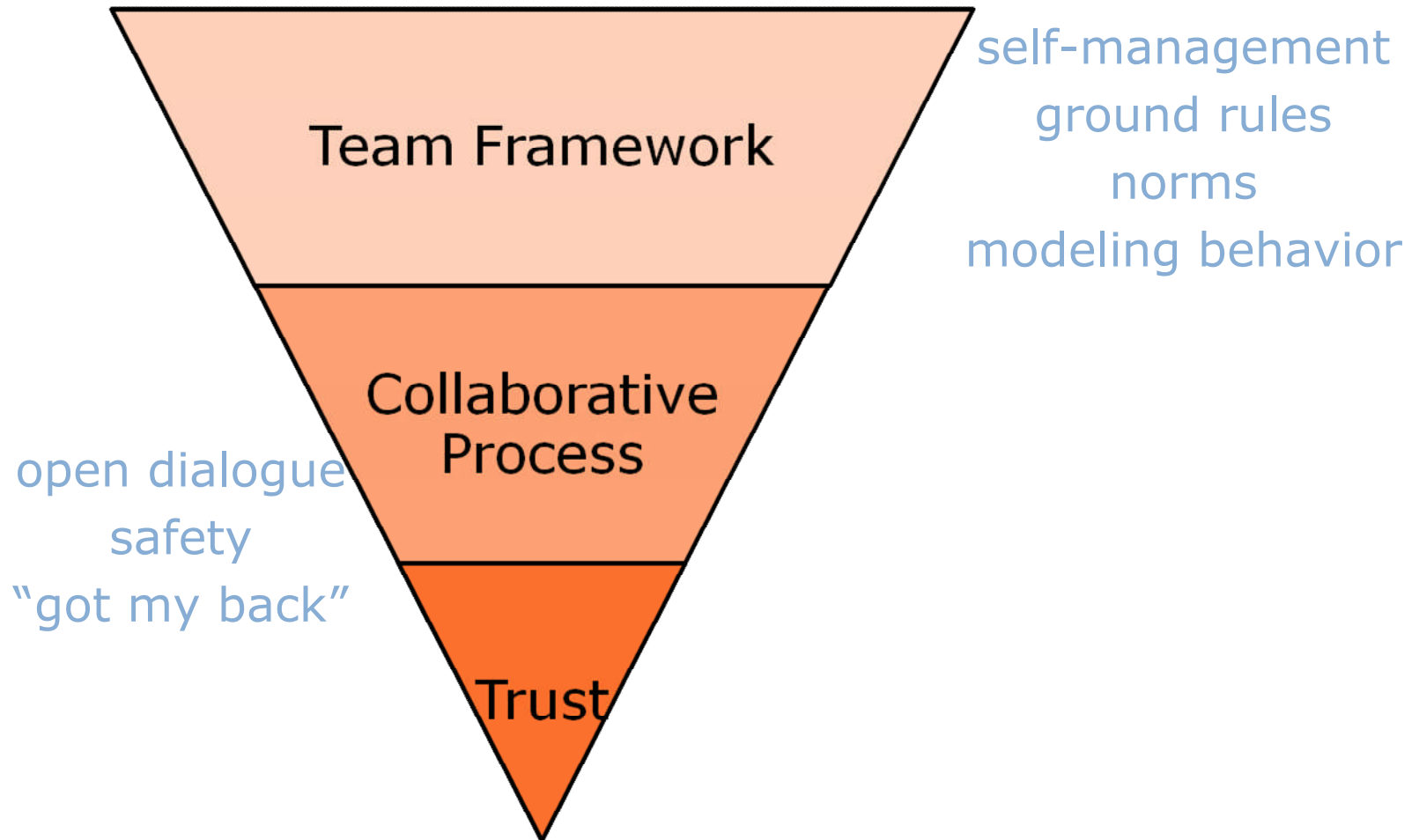


# Agile Leadership

- Loosely based on the principles of group facilitation
  - Collaboration
  - Participation
  - Process
  - Ground Rules
  - Dialogue



# Agile Leadership Principles



# Agile Leadership Principles

- **Trust** – open dialogue, safety, “got my back”
  - Involvement
  - Explanation
  - Expectation Management

# Agile Leadership Principles

- **Team Framework** – self-management, ground rules, norms, modeling behavior
  - **Valid information**\*- pertinent information is available to everyone, including goals, plans, etc.
  - **Free & informed choice**\*- decisions are made in a transparent manner and can be made without rancor or coercion based on the best and most complete information
  - Participation
  - Individuals and team “walk the talk”

\* Roger Schwarz

# Agile Leadership Principles

- **Collaborative process and environment**
  - **Dialogue** – sincere, objective conversation leading to learning and a productive outcome
  - Identifying the elephant, dead moose, skunk early and often
  - Active listening
  - Consciously building the capacity of individuals and groups to accomplish more on their own
  - **Buy-in** – visible and sincere commitment; everyone knows why they are here and desires to be here

## Agile Leadership - How

- Generate Inclusive Discussion
- Ask Questions
- Ask for Input
- Set Clear Expectations
- **Aggressively** create TRUST and DIALOGUE
- **Model** Desired Behavior

# Questions?

