

# Time for Change and Time to Fail

*When agile hits the real, physical world.*

By [Christian Fredriksson](#)

## Start from where you are

- A sense of direction rather than a future state
- Small changes to continuously improve

## Let people experiment & learn to build new abilities

- Respond to problems & exploit opportunities
- Build shared orientation

## Learn to see and make sense of your current landscape

- Opportunities and problems
- Environmental shifts

## Make positive change the most likely outcome

- Find what can be changed
- Don't spend energy on what can't happen anyway
- Reduce energy needed for change

## Do paradigmatic shifts when the timing is right

- The energy needed to shift is low enough
- Can get an evolutionary advantage in your environment



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