Don't forget to get your ticket to the €10 raffle!

Part of the "I'm a leader in an agile organisation, now what?" presentation

ProAgile

I'm a leader in an agile organisation, now what?

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Agile Saturday Tallinn XVII

13.04.2024

AGILE ESTONIA

Henrik Zätterman

Speaker

Topic: I'm a leader in an agile organisation, now what?

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Manifesto for Agile Software Development

We are uncovering better ways of developing
products by doing it and helping others do it.
Through this work we have come to value:

Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan

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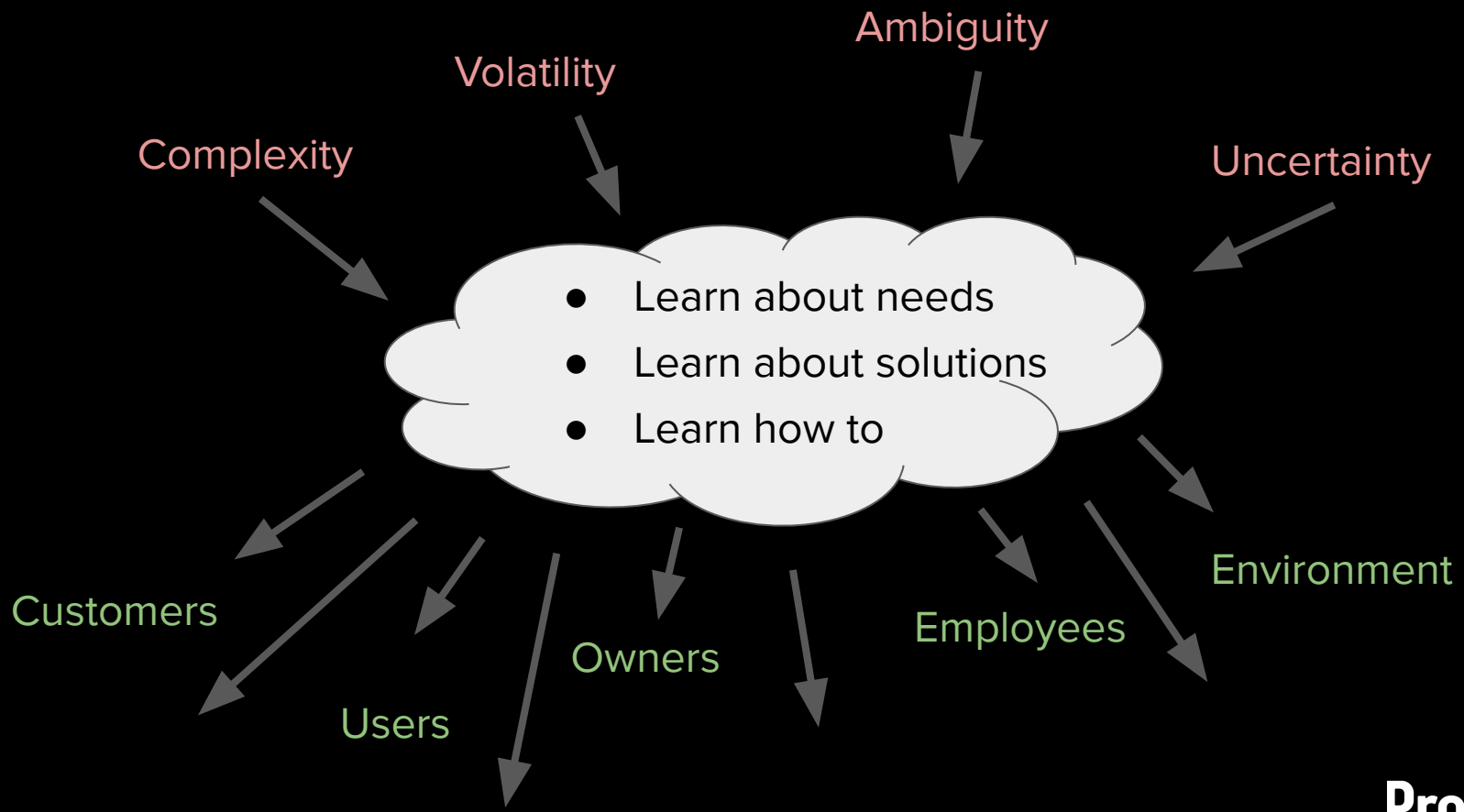
Ambiguity
Volatility
Complexity
Uncertainty
Learn about needs
Learn about solutions
Learn how to
Customers
Users
Owners
Employees
Environment

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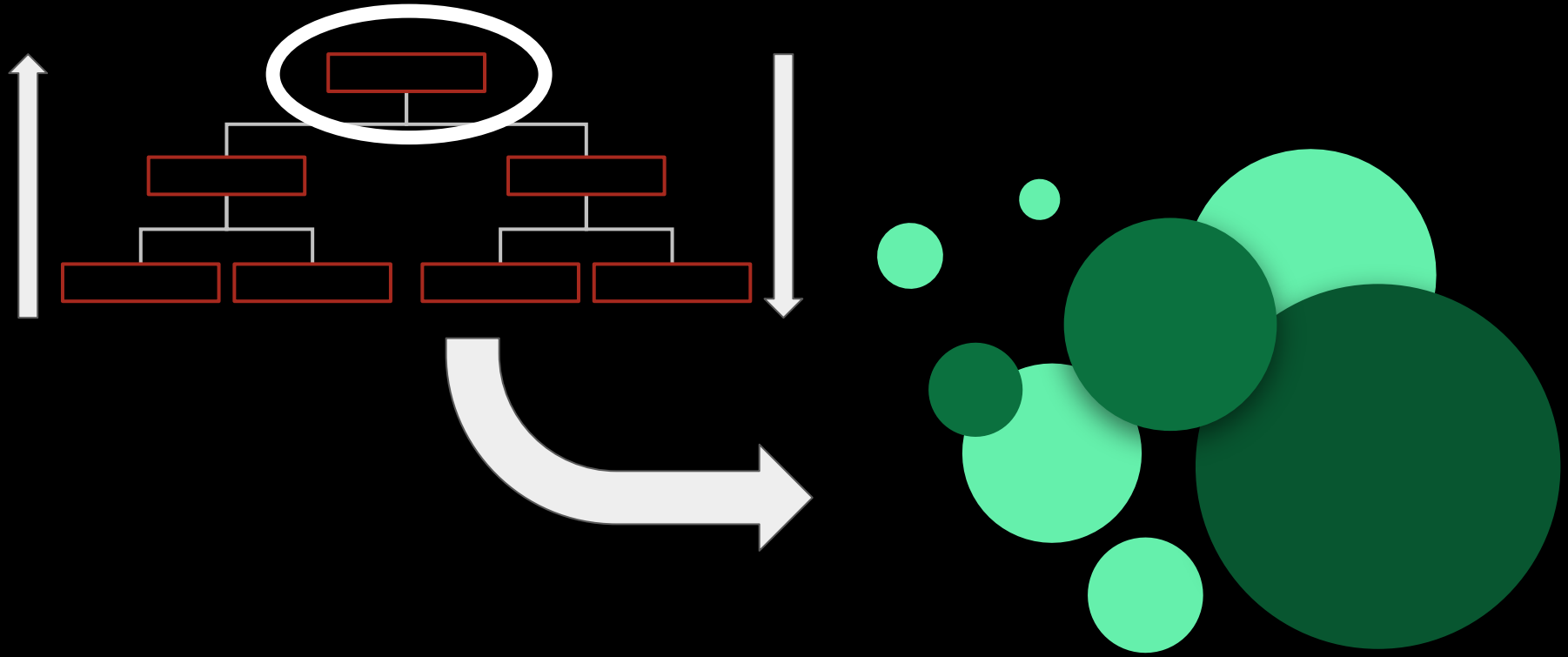

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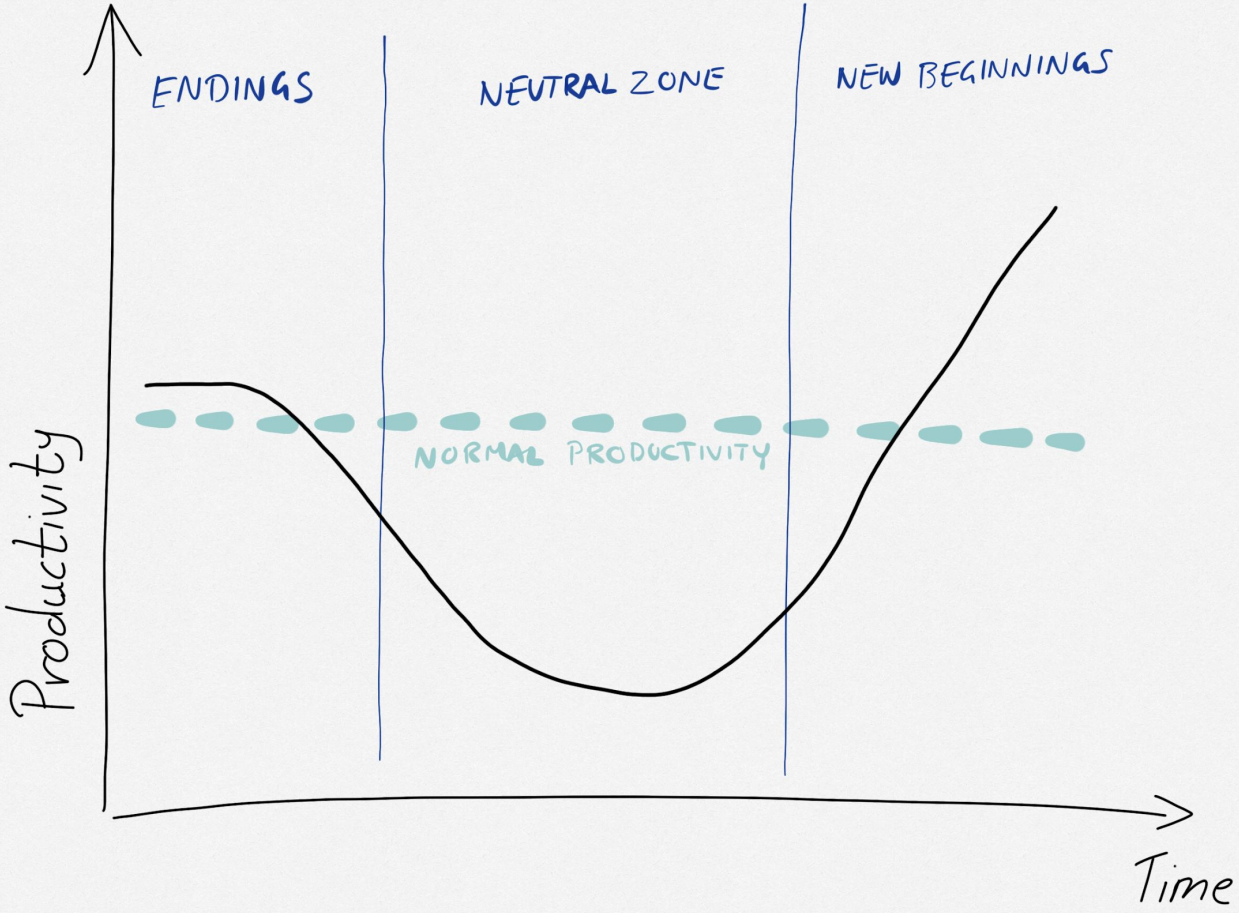
Bridges Transition Model



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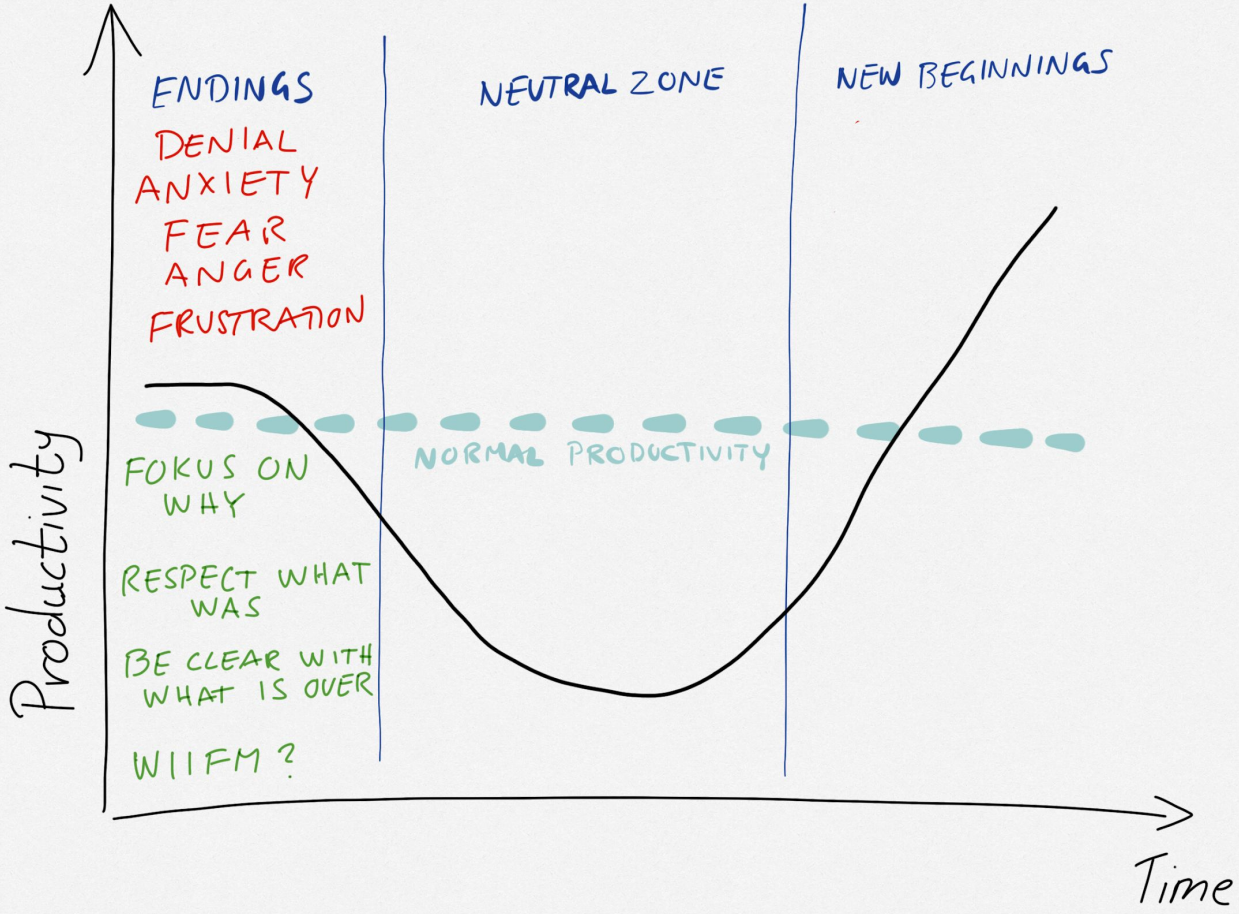
Bridges Transition Model



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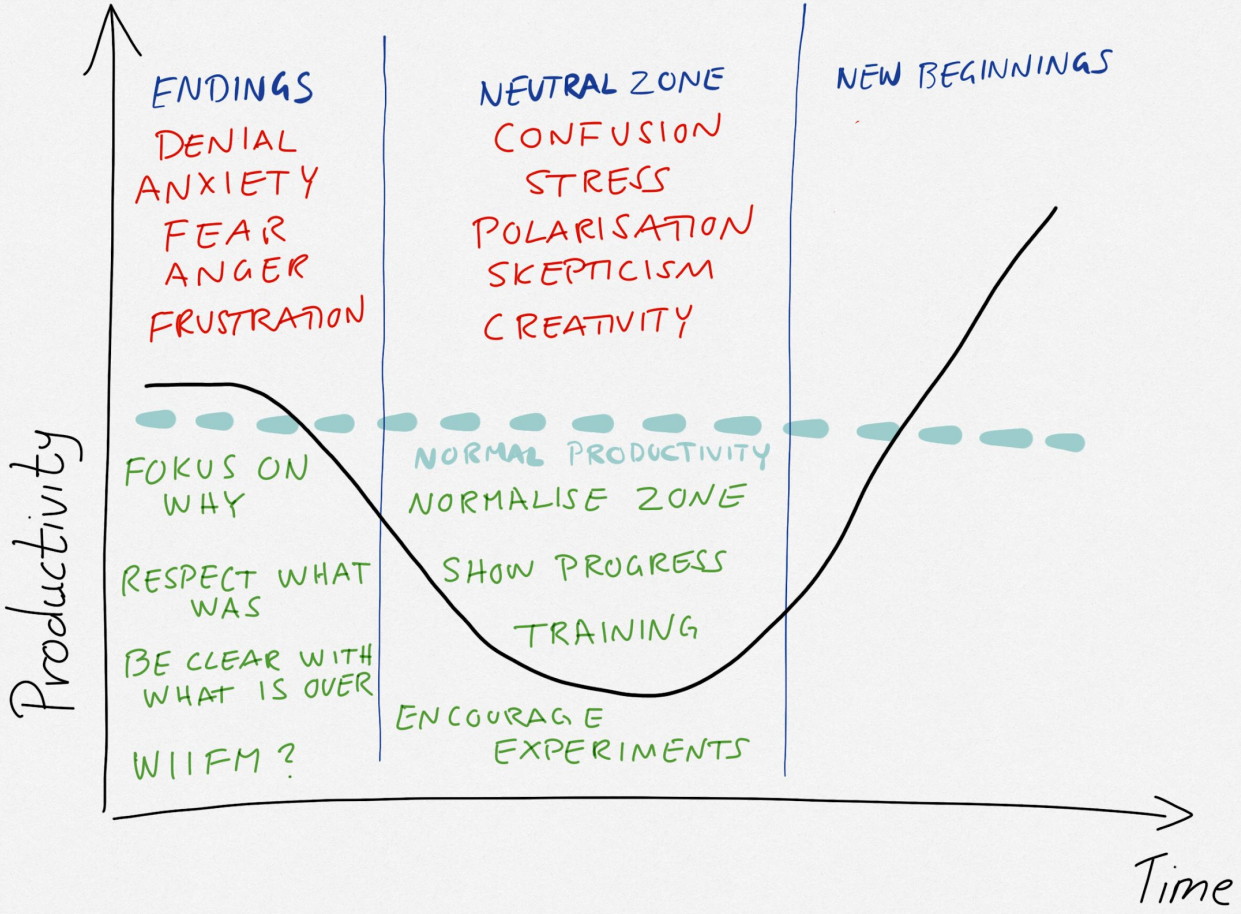
Bridges Transition Model



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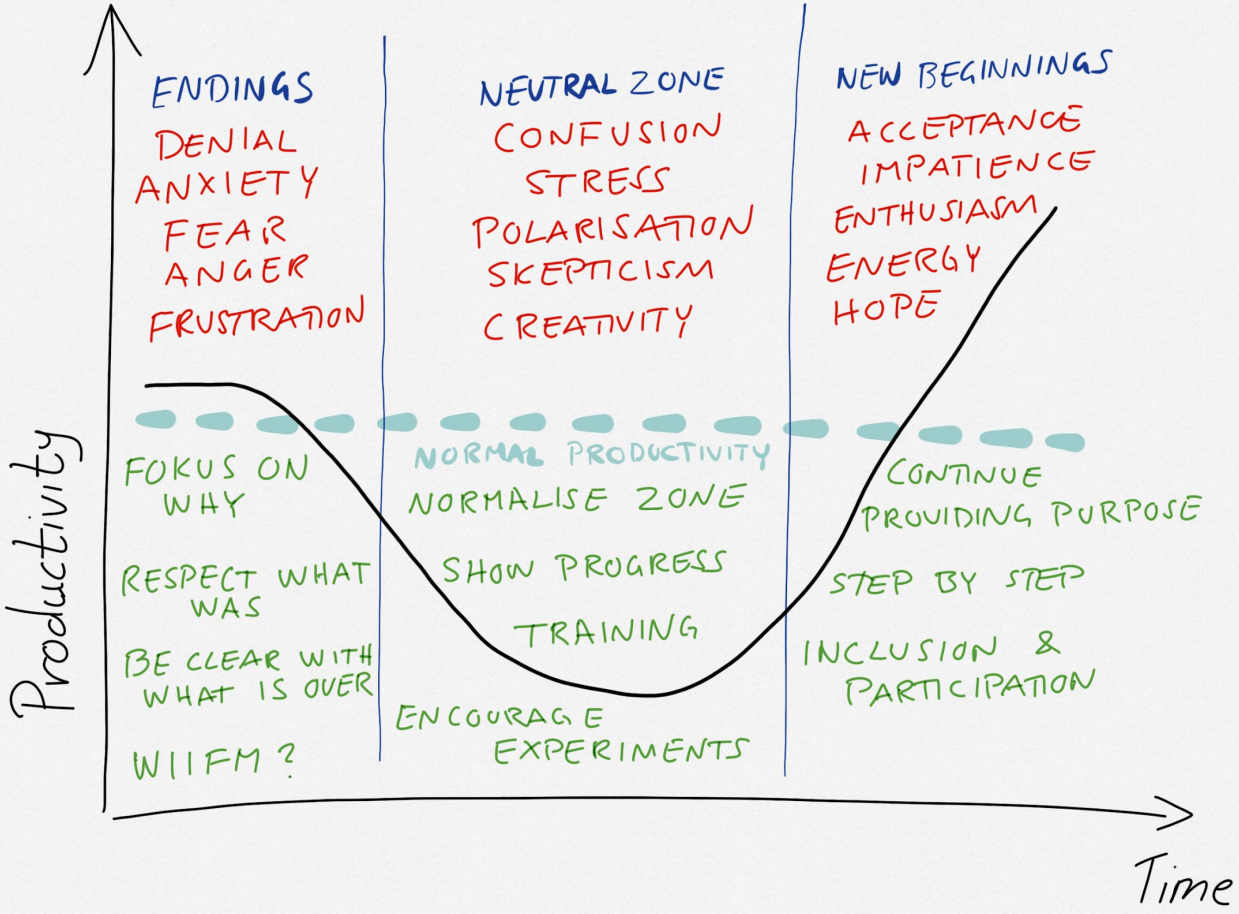
Bridges Transition Model



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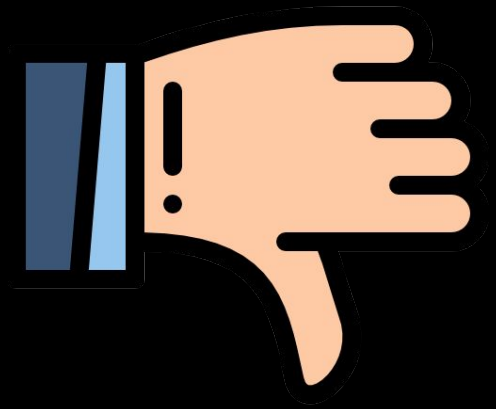
Objections

- Autonomous teams can do everything
- Managers should stay away



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Leadership

- involvement
- support
- vision

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Levels of engagement (Gary Hamel)

Voluntary	Daring
	Creativity
	Initiative
Commodity	Intellect
	Diligence
	Obedience

Not enough

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Illusion of control (Ellen Langer)

We like our own ideas 4x more

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The result:

Teams that feels they can do and influence what they love

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Leadership

- involvement
- support
- vision

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Rules to follow as an employer

EU laws

Moral obligations

Local laws

National laws

Unions

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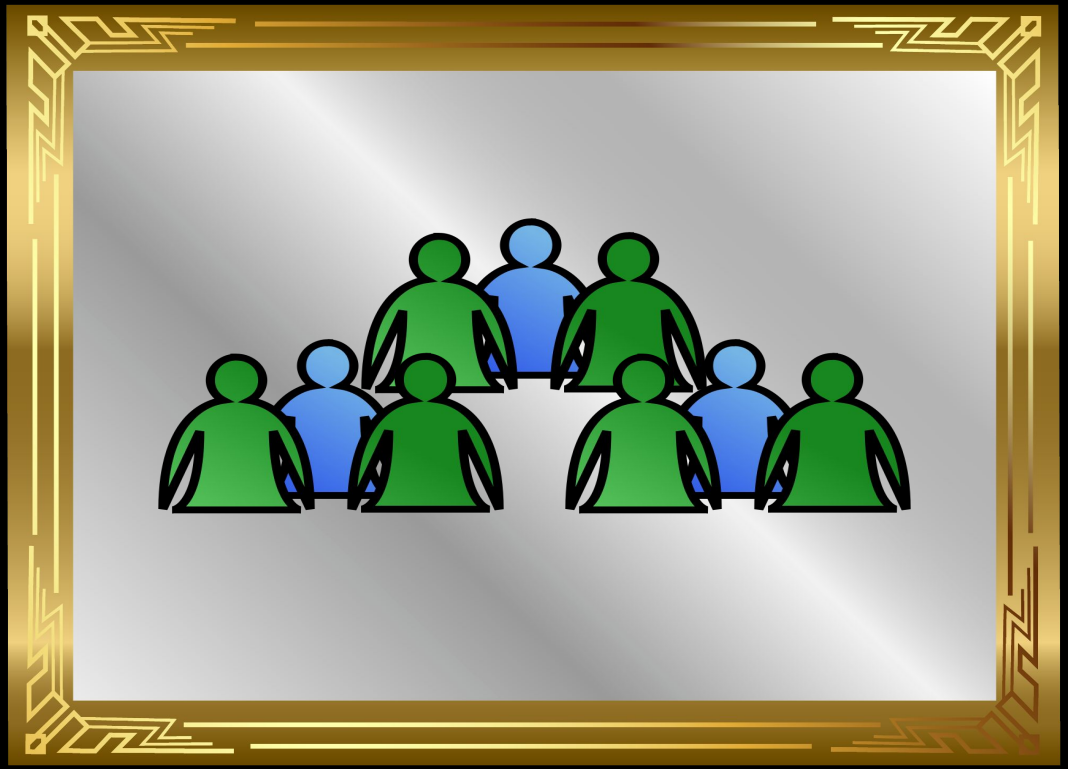
Reflect behaviours



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Leadership

- involvement
- support
- vision

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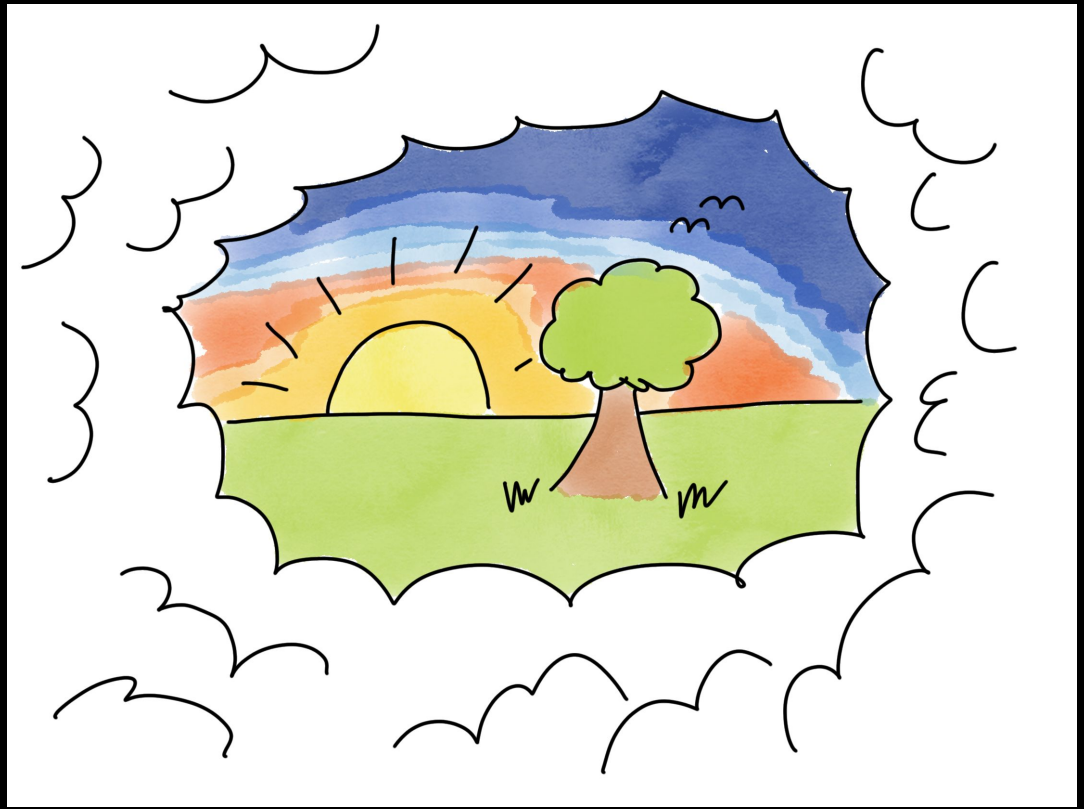
Stay relevant



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Provide direction and playing field

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Conclusion

- There is work for you in the future
- Stop and reflect over the needs you see and your abilities
- Change is positive if we take the opportunity

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Feedback

Feedback

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