AGILITY FOR ALL
Learn, Practice, Share, Ask & Grow

# HIGH PERFORMING TEAMS: IT'S NOT JUST ABOUT THE PROCESS

WHO AM I?
INDRA AIMÉE BOOKS

25 years focusing on changing how we work to achieve results in public and private sectors. Specializing in:

- Onboarding new teams
- Revitalizing existing teams
- Leadership
- Agile Ways of Working
- Agile Delivery

LEARN MORE ABOUT ME AT:
HTTPS://WWW.AGILITYFORALL.COM/INDRA

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HAVE A QUESTION?
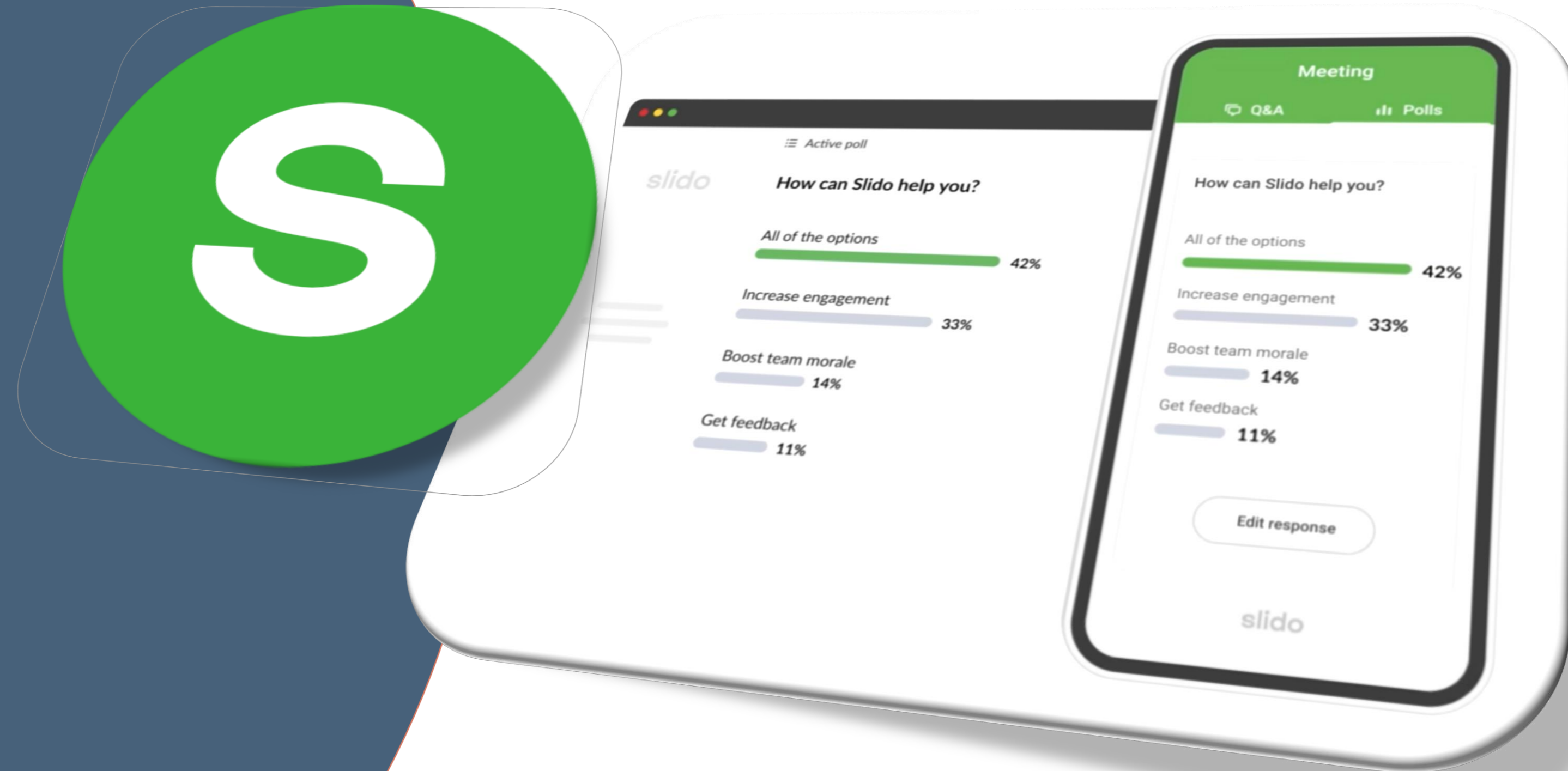
Go to slido.com and enter code #3754551
- **Ask questions**
- **Upvote other questions**

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THE AGENDA

1 WHAT IS AGILITY?

2 WHY DOES IT MATTER?

3 WHAT ARE THE RESULTS?

WHAT IS AGILITY?

WHAT ARE YOUR THOUGHTS?

Join at menti.com | use code 8898 3936

Mentimeter

When you hear the word 'agile' what do you think?
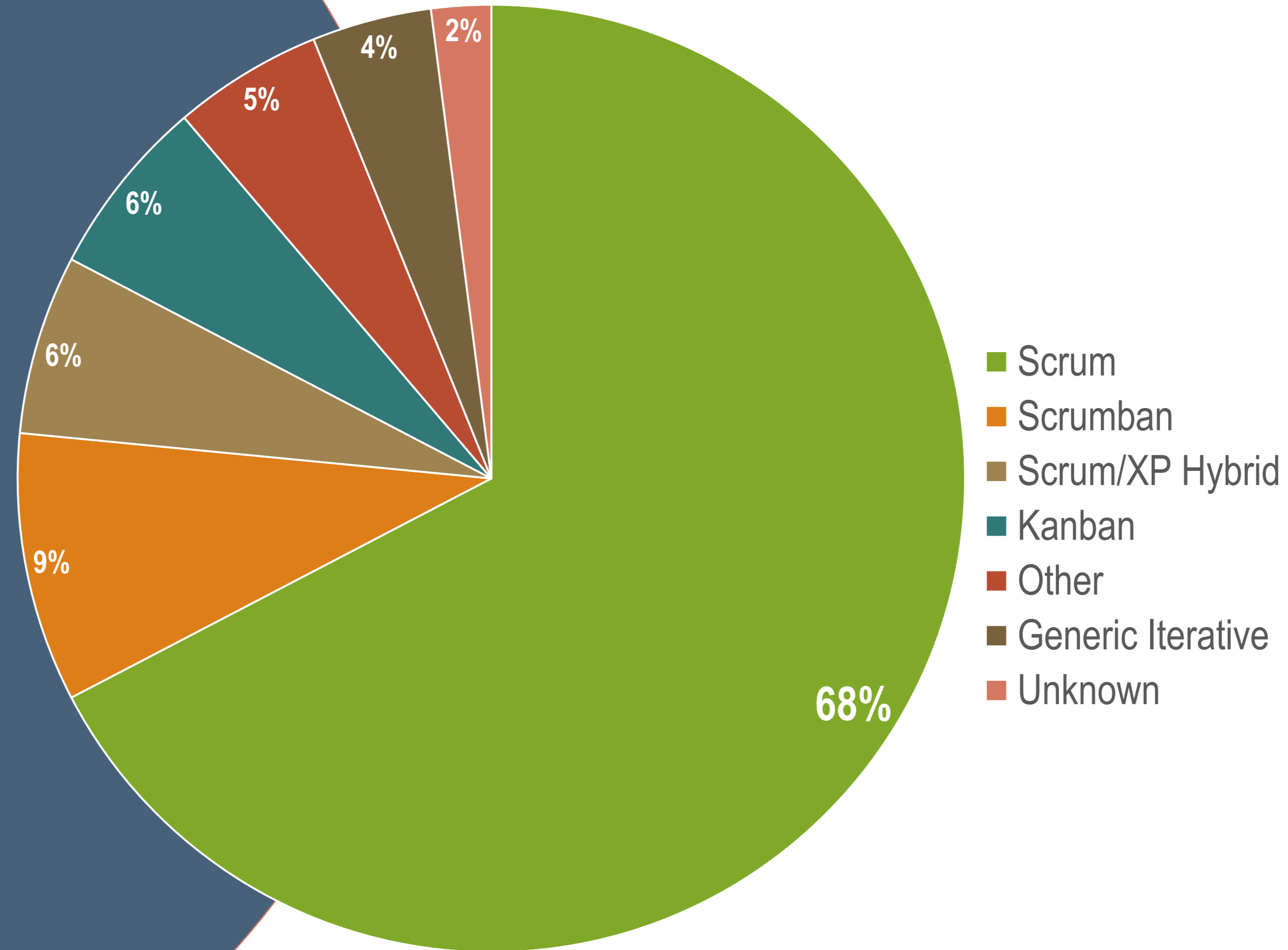
Waiting for responses ...

WHAT PEOPLE THINK AGILITY IS: PROCESS

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SCRUM

Feature Driven Development (FDD)

Kanban

Lean Software Development

Dynamic Software Development Method (DSDM)

Extreme Programming (XP)

AGILE FRAMEWORK ADOPTION

Scrum 68%
Scrumban 9%
Scrum/XP Hybrid 6%
Kanban 6%
Other 5%
Generic Iterative 4%
Unknown 2%

Legend:
- Scrum
- Scrumban
- Scrum/XP Hybrid
- Kanban
- Other
- Generic Iterative
- Unknown

"

A good process
produces good results.
~Nick Saban

WHAT'S WRONG WITH PROCESS?

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Nothing! BUT process is just how work is managed.

Focusing on process circumvents the fact that people make up teams; not process.

The key to success is to hire and develop great team members – then empower them to deliver extraordinary results.

SOMETHING NEEDS TO CHANGE

WHAT AGILITY REALLY IS

AGILE MINDSET

AGILE AS A WAY OF WORKING

LEFT   RIGHT

LOGIC & STRUCTURE

HUMAN-CENTERED

ACTIONS

- Inspect and Adapt
- Manage the system not the people
- Optimize workflow
- Alignment and synchronization
- Economy of scale & prioritization
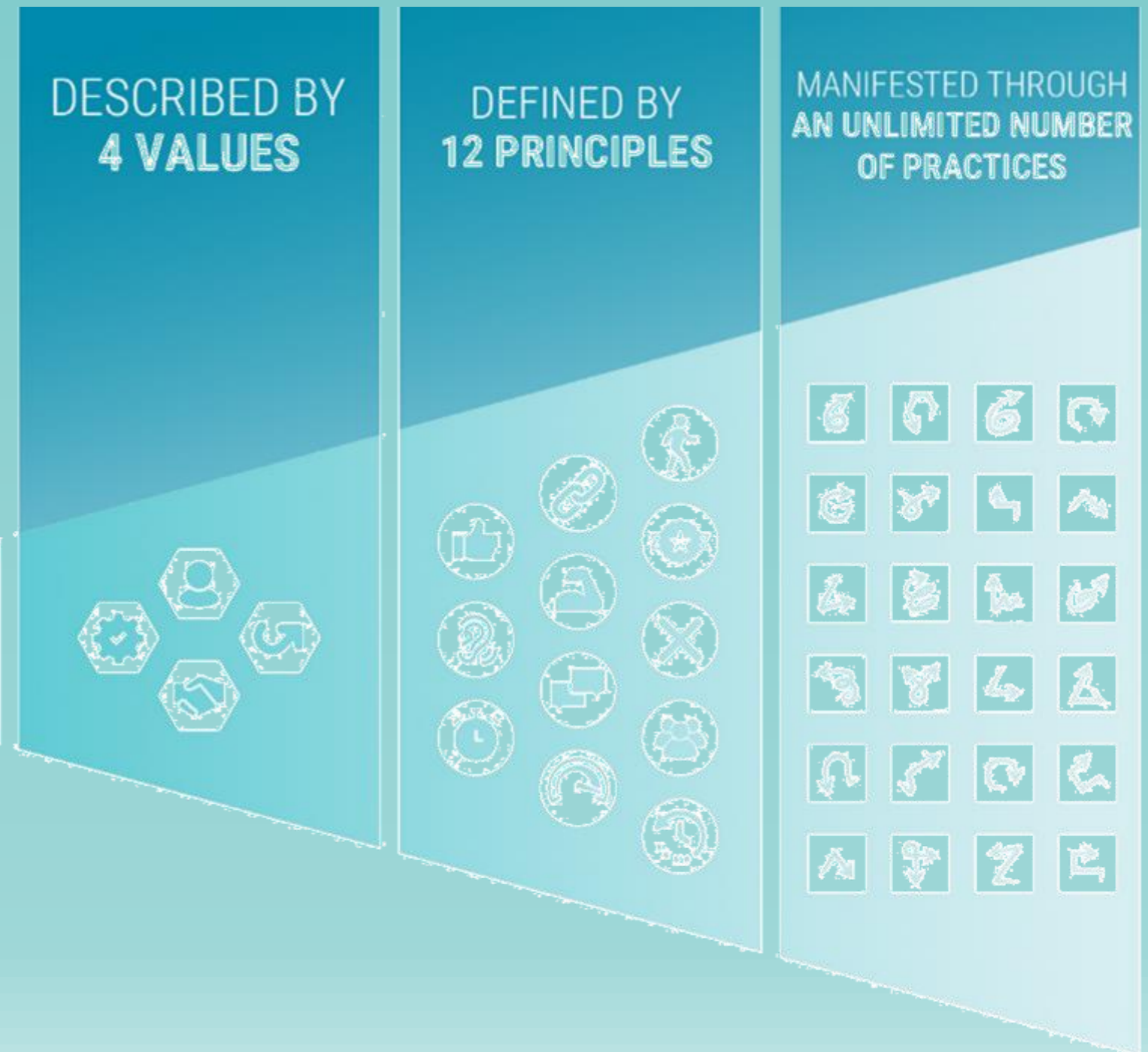
AGILE PRACTICES

AGILE MANIFESTO

VALUES

- Individuals and Interactions
- Collaboration
- Working Solutions
- Responsive to change

ETHICS

- Psychological safety
- Self-organization
- Respect and Trust
- Inclusion and Diversity

FRAMEWORKS

- Kanban (continuous flow)
- Lean Development (reduce waste)
- SAFe/LeSS (scaled agile)
- Scrum (iterations)
- Scrum@Scale (scrum of scrums)
- XP (speed/simplicity)
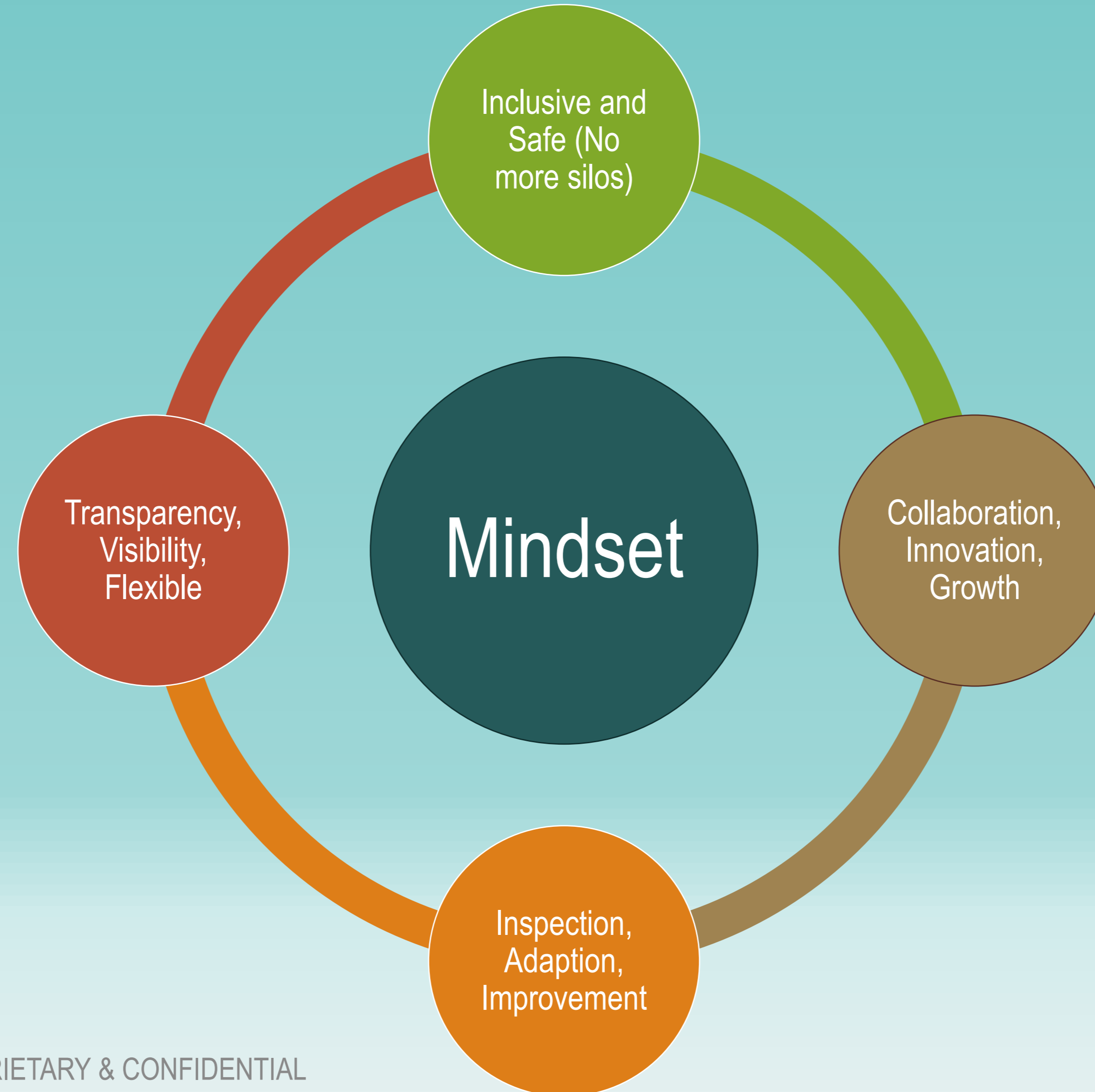- Test Driven Development

PRINCIPLES

- Prioritize value
- Systems thinking
- Transparency
- Decentralized decisions
- Learning culture
- Feedback loops
- Teamwork
- Simplicity
- Innovation mindset

DESCRIBED BY 4 VALUES

DEFINED BY 12 PRINCIPLES

MANIFESTED THROUGH AN UNLIMITED NUMBER OF PRACTICES

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FOCUS: PEOPLE AND INTERACTIONS

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Inclusive and Safe (No more silos)

Collaboration, Innovation, Growth

Mindset

Transparency, Visibility, Flexible

Inspection, Adaption, Improvement

AGILE MATURITY – MORE THAN PROCESS

More visible
Less powerful

Tools

processes

practices

principles

values

mindset

Less visible
More powerful

KEY GOALS OF AGILE ORGANIZATIONS
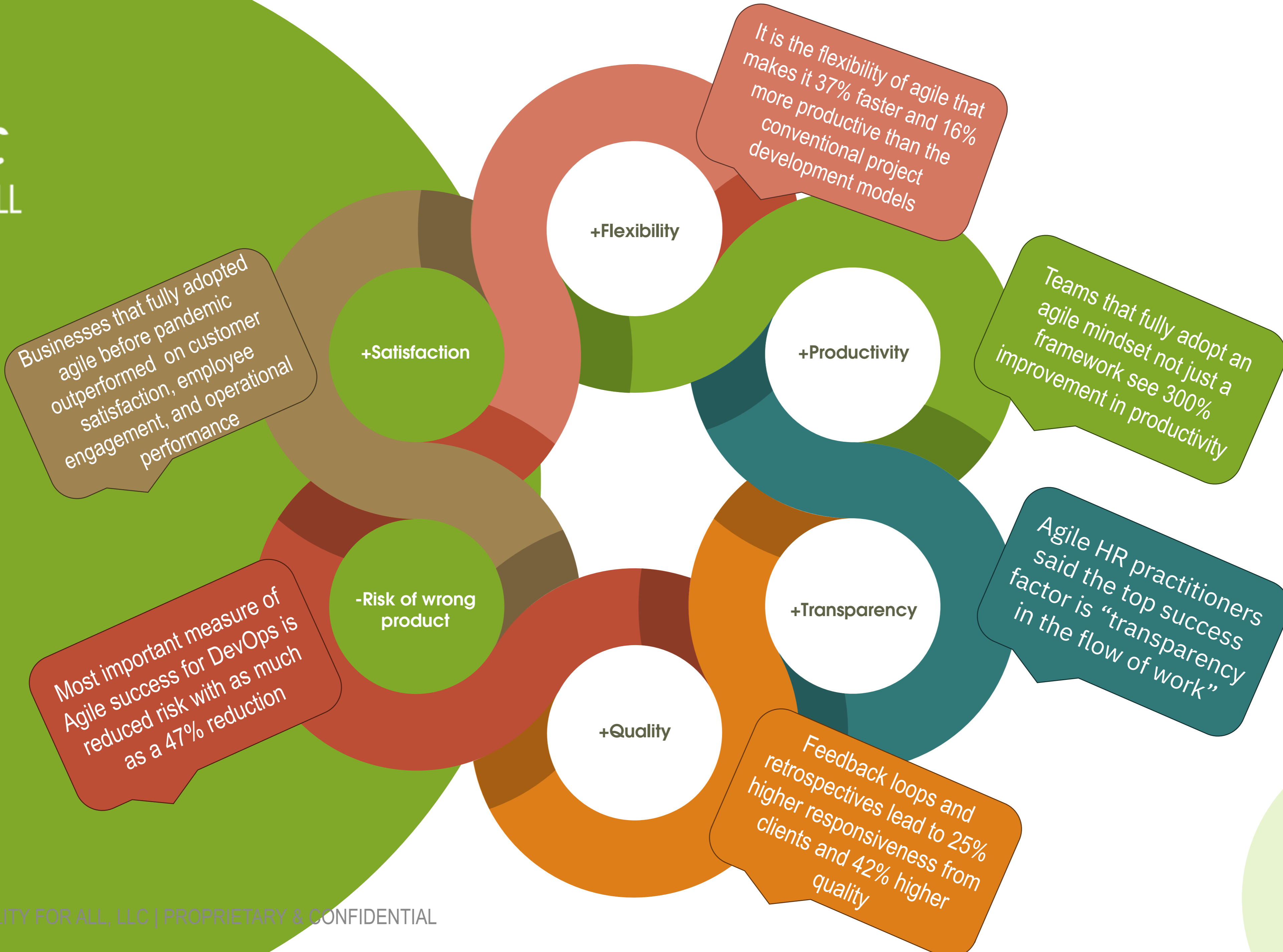

01

AVOID
DELAYS

02

DECREASE
RISK

03

DELIVER
VALUE

WHY DOES IT MATTER? WHAT IS THE IMPACT?

It is the flexibility of agile that makes it 37% faster and 16% more productive than the conventional project development models

+Flexibility

Teams that fully adopt an agile mindset not just a framework see 300% improvement in productivity

+Productivity

Businesses that fully adopted agile before pandemic outperformed on customer satisfaction, employee engagement, and operational performance

+Satisfaction

Agile HR practitioners said the top success factor is "transparency in the flow of work"

+Transparency

Most important measure of Agile success for DevOps is reduced risk with as much as a 47% reduction

-Risk of wrong product

Feedback loops and retrospectives lead to 25% higher responsiveness from clients and 42% higher quality

+Quality

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BUT WHAT DOES IT LOOK LIKE?

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01 Safe, inclusive spaces with engaged employees focusing on interactions

02 Human intelligence supported by the right tools and processes

03 Teams not groups of people supported by responsible leadership

04 Customer-centric (value-based) approach for improved outcomes

05 Disruption to create positive change

06 Right-time decision making due to real-time transparency and visibility

07 Every step is toward the goal of value supporting the vision and mission

08 Built-in efficiency and risk management using iterative work cycles

09 Flexible, innovate, and collaborative environment that can scale more easily

10 Constructive criticism, feedback loops, and continuous improvement

SURVEY SAYS...

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86%
Around 63% of US Companies find it harder to retain than to hire

69%
69% of employees would work harder if they received more recognition

86%
Attracting high caliber employees leads to 33% revenue increase

86%
86% of job seekers avoid companies with a bad reputation

86%
Highly engaged employees lead to a 202% increase in performance

86%
Company culture is an important factor for 46% of job seekers

86%
Team Leaders have the highest impact on company culture

Source: Team Stage 2022

THE RESULTS

TANGIBLE RESULTS – VALUE VALUE VALUE

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20%
increase in output

50%
less rewriting

100%
more agile mindset

3 MONTHS
new module

6 MONTHS
full release +
infrastructure overhaul

9 MONTHS
capabilities expansion

100%
First fully remote team

3 WEEKS
to hire a new team

10 WEEKS
Fully onboard & train

80%
reduced time to
delivery

75%
reduced work time

0
non-essential
features in a release

WHAT PEOPLE ARE SAYING ABOUT NEW WAYS OF WORKING

WHAT PEOPLE ARE SAYING ABOUT
THE POWER OF AGILITY

01
TEAM BUILDING
Starting off with team building helps bring everyone together and builds comradery at start.

02
CONNECTING
It builds a stronger team and added ability to work through the process and issues more efficiently.

03
QUALIFYING
We would not have made such significant progress if we did not take the time to onboard this team with a Liftoff.

04
SHOWS VALUE
This allowed us to be more connected and, to a certain extent, more understanding and respectful.

05
BUILDS SKILLS
Getting to know each other's skills, strengths, weaknesses and learning styles provided a foundation to move forward successfully.

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AGILE ADOPTION BY THE NUMBERS THE GOOD...

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1 Adoption on software teams increased from 37% in 2020 to 86% in 2021
(source: Digital.ai)

2 91% of organizations state agile adoption is a strategic priority
(source: KPMG)

3 70% of agile organizations say it helps them achieve faster time to market
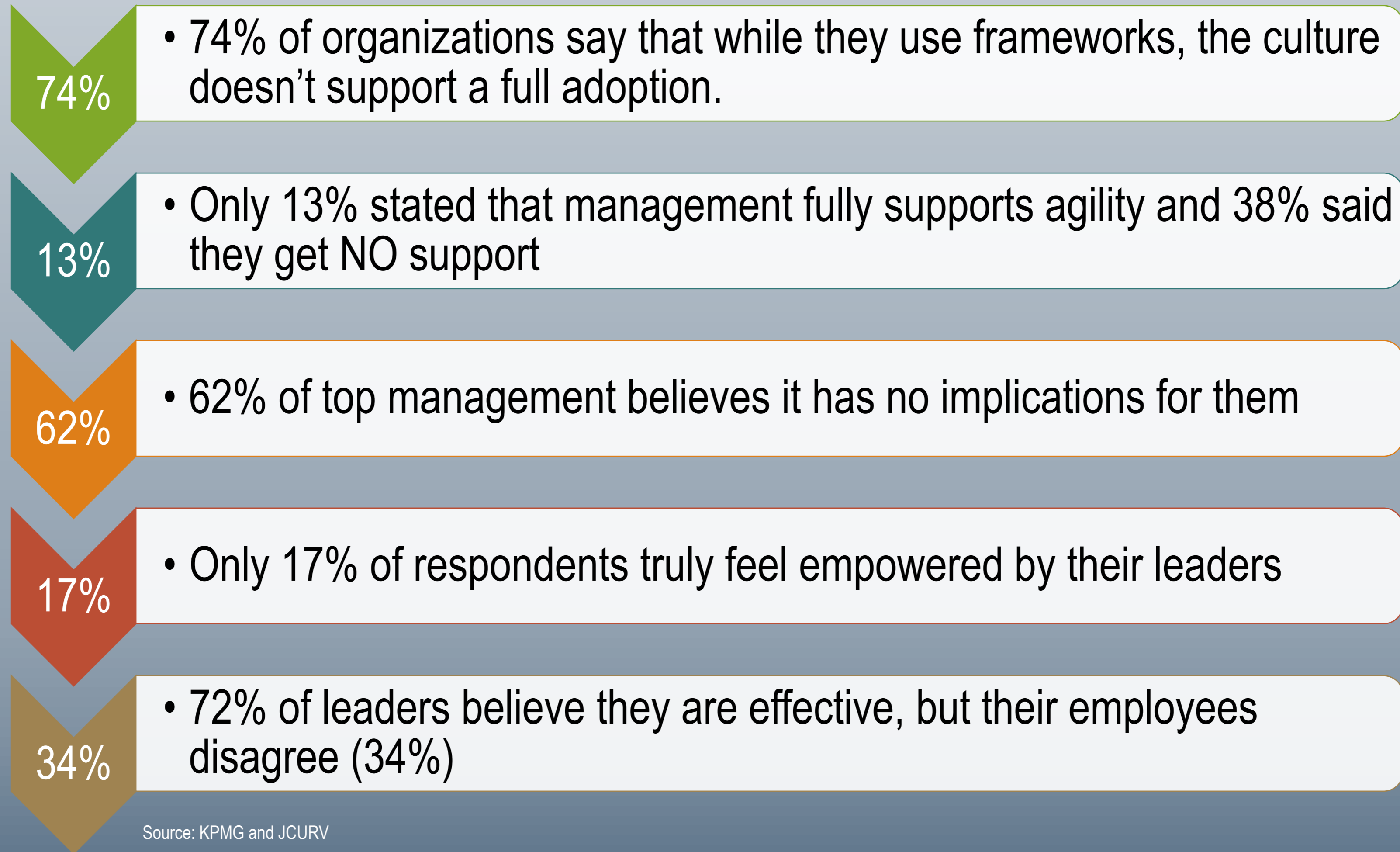(source: JCURV)

4 74% say improved results outweigh the effort to achieve results
(source: IPMA World and University of Applied Sciences)

5 Increased commercial/sales performance of 200+% when changing
(source: JCURV)

...THE BAD AND THE UGLY CHANGE IS HARD

74%
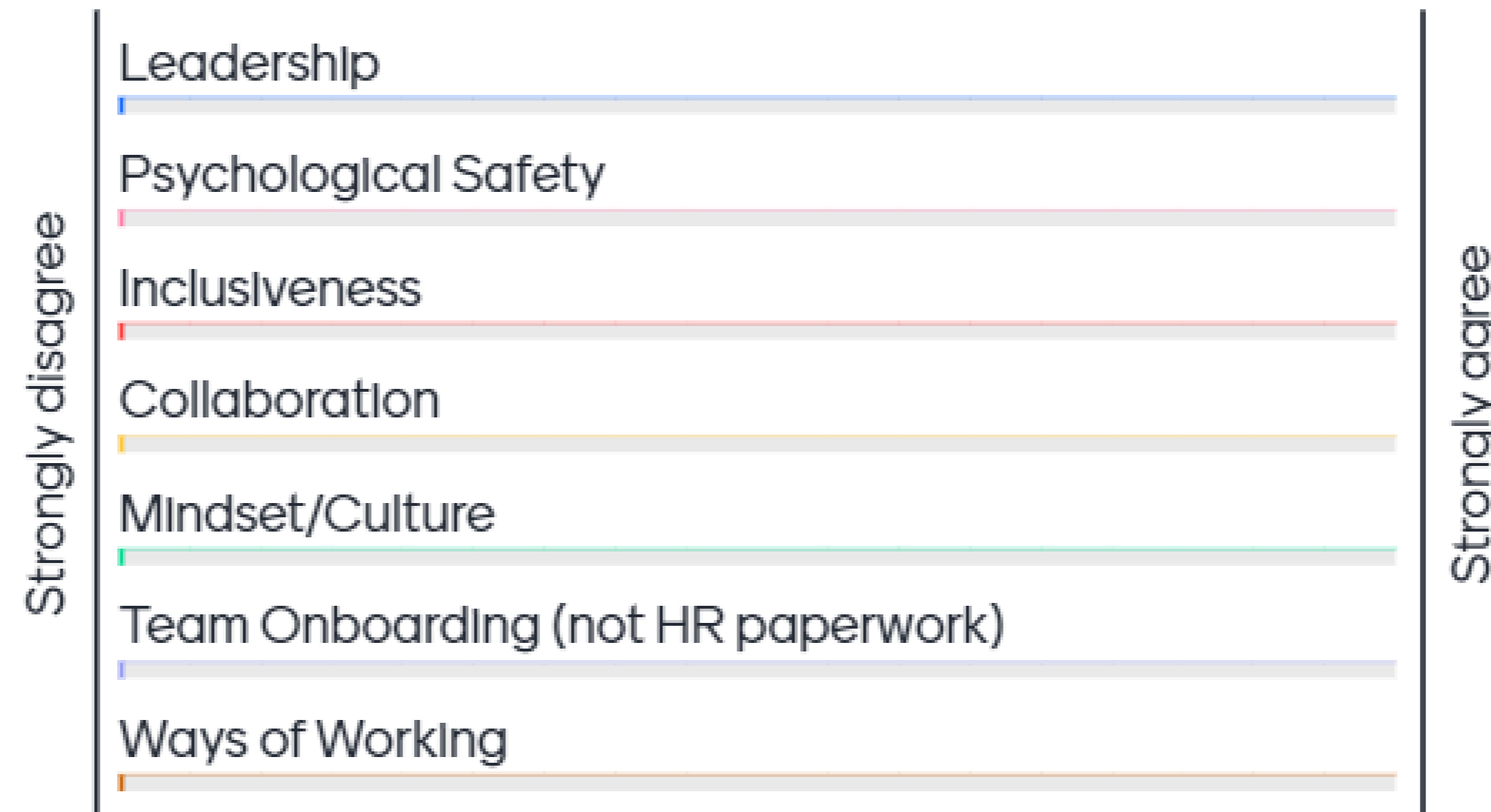- 74% of organizations say that while they use frameworks, the culture doesn't support a full adoption.

13%
- Only 13% stated that management fully supports agility and 38% said they get NO support

62%
- 62% of top management believes it has no implications for them

17%
- Only 17% of respondents truly feel empowered by their leaders

34%
- 72% of leaders believe they are effective, but their employees disagree (34%)

Source: KPMG and JCURV

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FREE RESOURCES

WWW.AGILITYFORALL.COM/RESOURCES

LET'S CONNECT

![Agility For All logo]

AGILITY FOR ALL, LLC
Consulting, Coaching, and Training

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Website: www.agilityforall.com

OUR BELIEFS:
- **Collaboration** rather than imposed solutions
- **Flexibility** instead of out of the box, one size fits all solutions
- **Common sense** over dogmatic approaches
- **Agile mindset** over Agile frameworks
- **Cultural alignment** for lasting organizational change over quick fixes

Watch here: https://www.agilityforall.com/philosophy