

Shaping Your Agile Adoption





Conversation

Participation



Join a Group!

I am someone who is: guided by passions and beliefs, has a sixth sense about people, and works to ensure harmony in the work place

I am someone who is: agent of change, a person with a vision, and who values logical argument, competence, and independence

I am someone who is: service minded, seeks to help people in practical ways, unselfish, kind and caring

I am someone who is: decisive, quick to take action, values facts and logic, pays attention to details



Create a Mission Statement

The software giant MegaCorp has selected your group to lead an Agile Adoption at MegaCorp.

In your groups, create a mission statement for the adoption. The mission statement should spell out the overall goal, guide actions and decision making and provide a path. Your mission statement provides "the framework or context within which strategies are formulated"

An example (sort of):

“Our goal is to make the world a better place. We’ll do this by providing new and exciting products that will delight our customers. No sacrifice is too big if someone else makes it. We’ll take care of ours first and then theirs if we have to.”



Help Your CIO

As the new CIO, Iris's first goal involves rolling out Agile to the software development department. The teams seemed excited about the change. However she's noticed that the managers are very cautious and circumspect around her, as they were with all the other executives. She tries to elicit feedback from the staff, explore their concerns, and examine their suggestions. But some managers feel she has not been there long enough for them to take this risk, and others think she will never be there long enough. Executives are to be distrusted as a matter of course, many believe. Iris knows that if she cannot open the lines of communication, she will not have access to the staff's suggestions or insights into the business-and, meanwhile, stories of executive aloofness will continue to grow.

Iris needs an intervention that will increase linkages and open the lines of communication. In addition, she doesn't want to reinforce the attitudes about executives.

- Using your mission statement, draw a picture showing what Iris should do and the strategy she might employ to start to rollout of Agile in the development department considering the situation she has been brought into



Think About It!

1. What did you see and hear?
2. What surprised you? Where were you challenged?
3. What do the surprises and challenges mean?
4. How can you apply this at work?



References and More Information

Books:

The Re-Engineering Alternative, William Schneider, <http://www.amazon.com/The-Reengineering-Alternative-Current-Culture/dp/0071359818/>

What Type am I?, Renee Baron, <http://www.amazon.com/What-Type-Discover-Who-Really/dp/014026941X>

Blogs and Articles:

MBTI Function Pairings: <http://www.myevt.com/teamdev/4-mbti-function-pairs>

How to Make Your Culture Work with Agile, Kanban and Software Craftsmanship - Michael Sahota
<http://www.methodsandtools.com/mt/download.php?winter11>

Intersection of Culture Models and MBTI Types: <http://www.agilecoach.ca/2011/11/02/culture-people-and-systems-part-ii/>

People and Culture from XP Toronto: <http://www.agilecoach.ca/2011/11/28/people-create-your-culture/>

Finding Your Type, <http://www.similarminds.com/jung.html>

Jason Little <http://agilecoach.ca/> (Jason and I are presenting a 3-hour version of this session at Agile 2012)

Does Your Organization Need Help?

We only scratched the surface here, if you would like to have this session hosted at your organization, contact don@donaldegray.com 336-414-4645

