Wave 2 of Agile:
High Performance Leadership

© 2017 @MichaelSahota
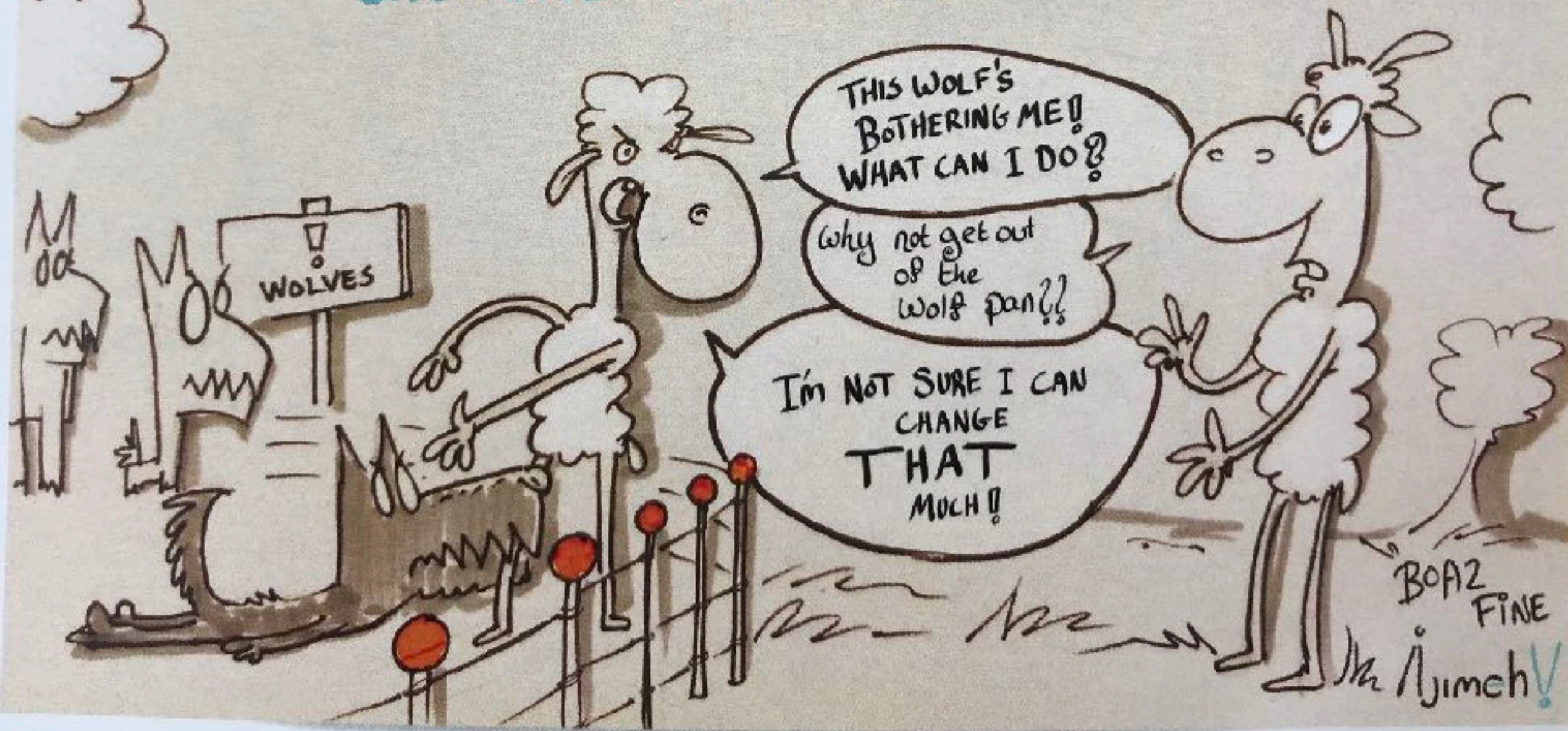
agilitrix
High Performance Redefined

What's Happening with Agile?

agilitrix
High Performance Redefined

Agile is Embedded
All over the World

Challenges Experienced Adopting & Scaling Agile

Challenge	%
Company philosophy or culture at odds with core agile values	63%
Lack of experience with agile methods	47%
Lack of management support	45%
General organization resistance to change	43%
Lack of business/customer/product owner	41%
Insufficient training	34%
Pervasiveness of traditional development	34%

VERSIONONE®
Agile Made Easier

VERSIONONE.COM

Version One Survey of 50,000 teams at 1,000 companies.
http://stateofagile.versionone.com/

Causing tension between Scrum teams and organization

Adherence to top-down, command-and-control management approaches

64%

Resistance to change

63%

Lack of understanding or support

61%

Inability to scale Scrum throughout the organization
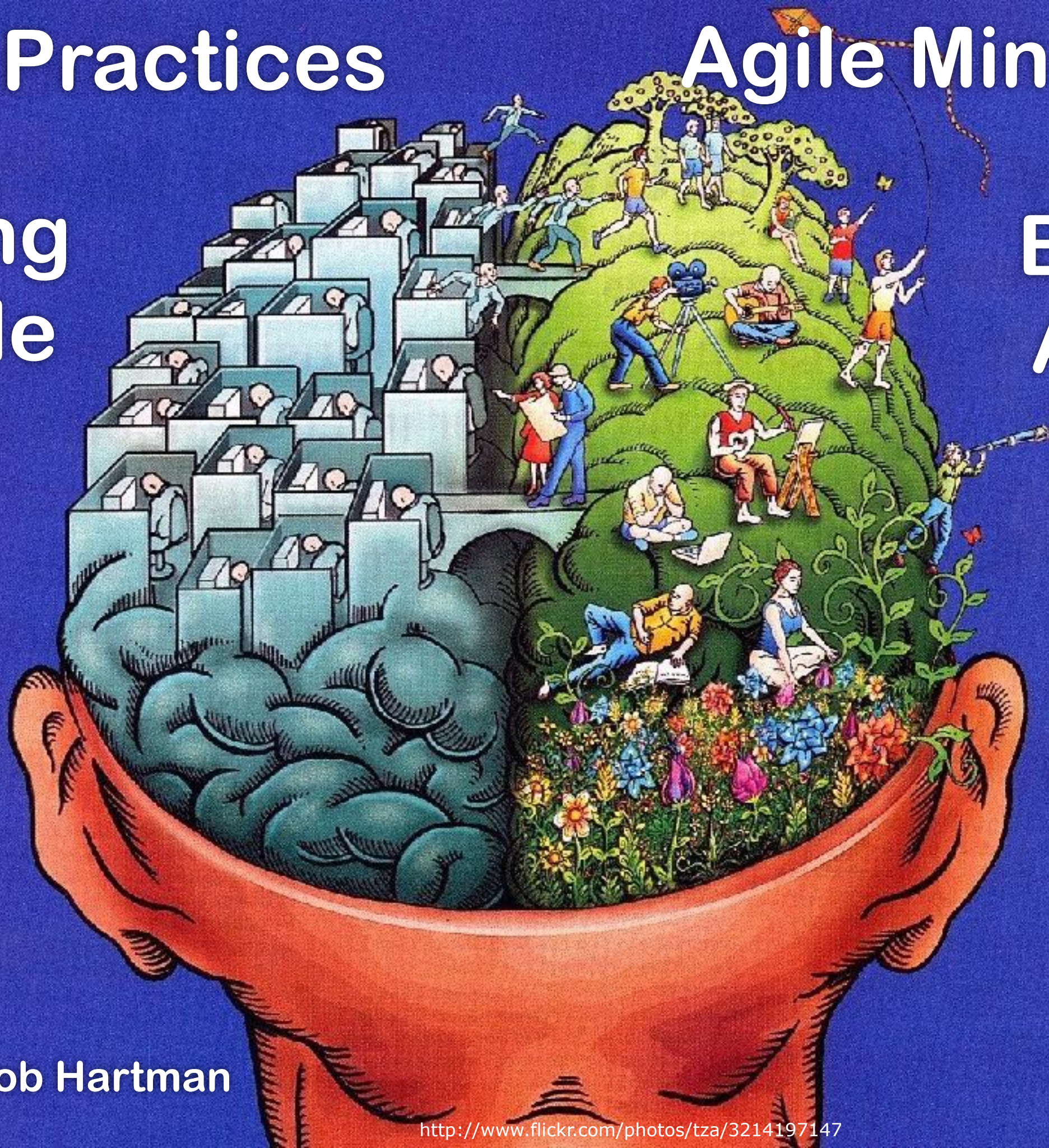
43%

Source: 2017 State of Scrum Survey

ScrumAlliance®

Agile is Failing.

Why?

Agile Practices

Doing Agile

Agile Mindset

Being Agile

Concept-Bob Hartman

Wave #2 of Agile

agilitrix
High Performance Redefined

Wave #1, is about concepts and Ideas

WAVE 1 "IDEAS"

2001

2017
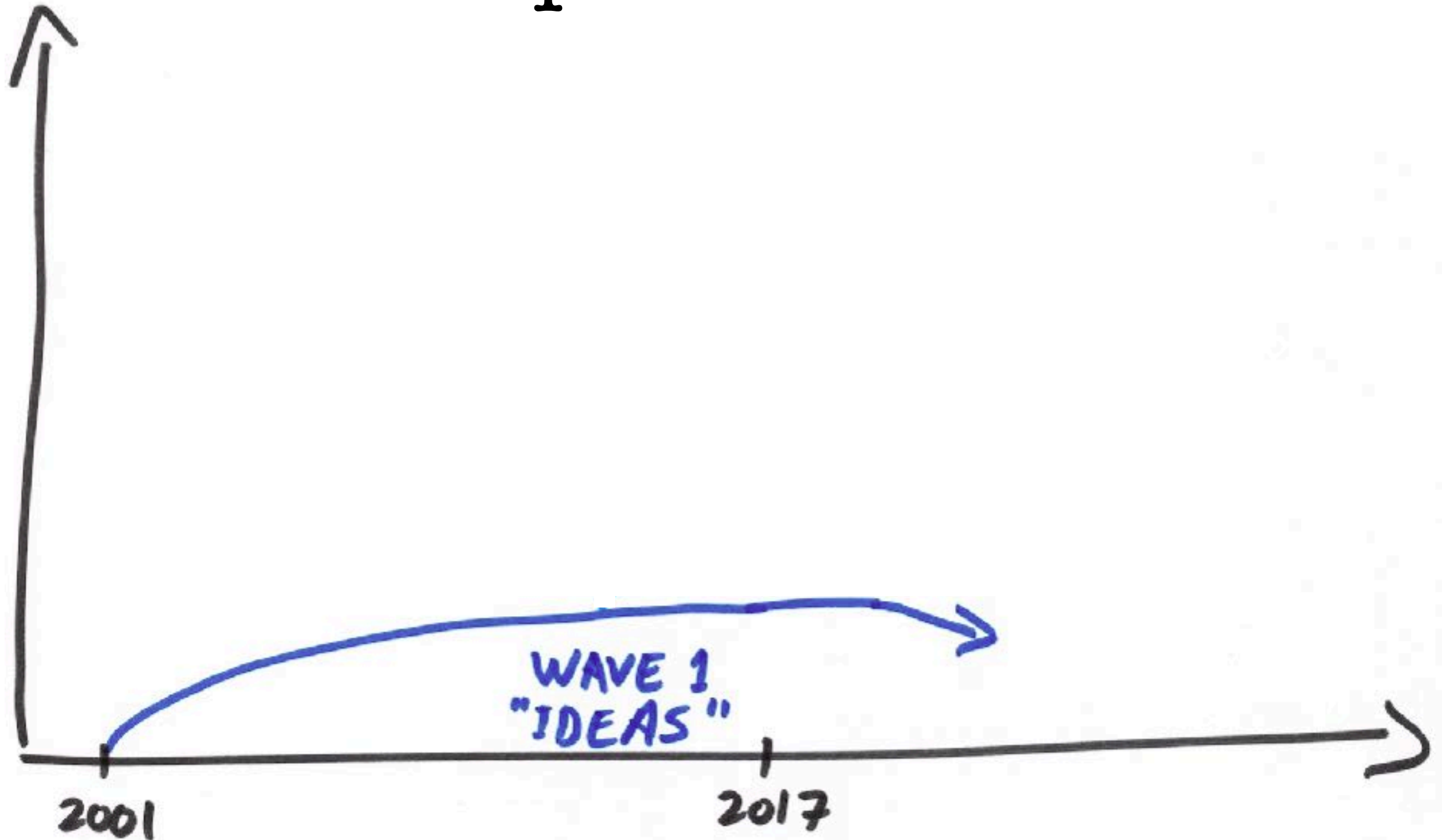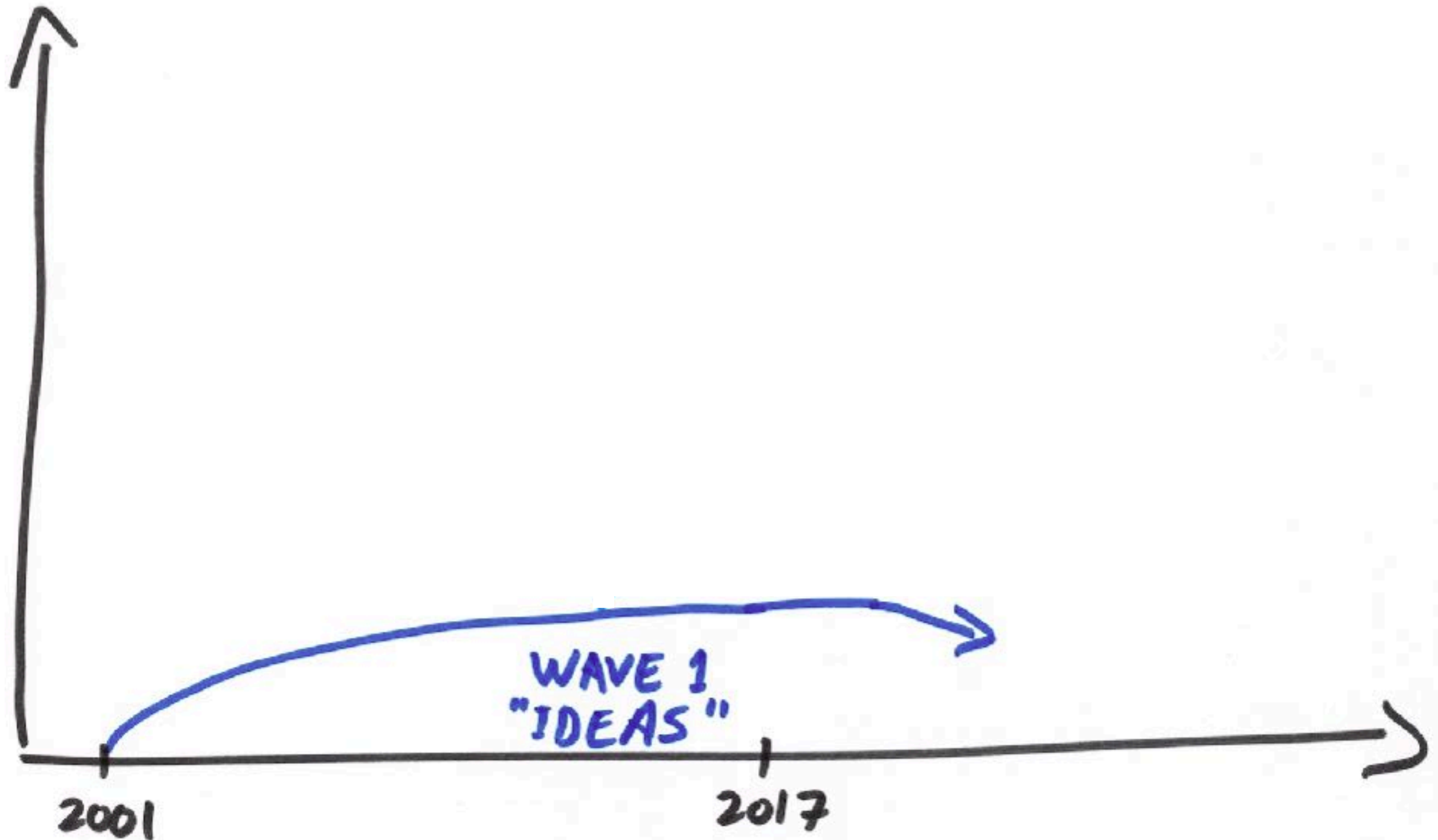
In Wave #1 ...

We Have Failed Agile.

It's a Fact.

How Can we Succeed?

We are the Stewards of Agile

It's time to Resolve the Conflict

Success Requires

Doing
AND
Being

Agile is The Problem.

Agile is The Solution.

"NO PROBLEM CAN BE SOLVED FROM THE SAME LEVEL OF CONSCIOUSNESS THAT CREATED IT."
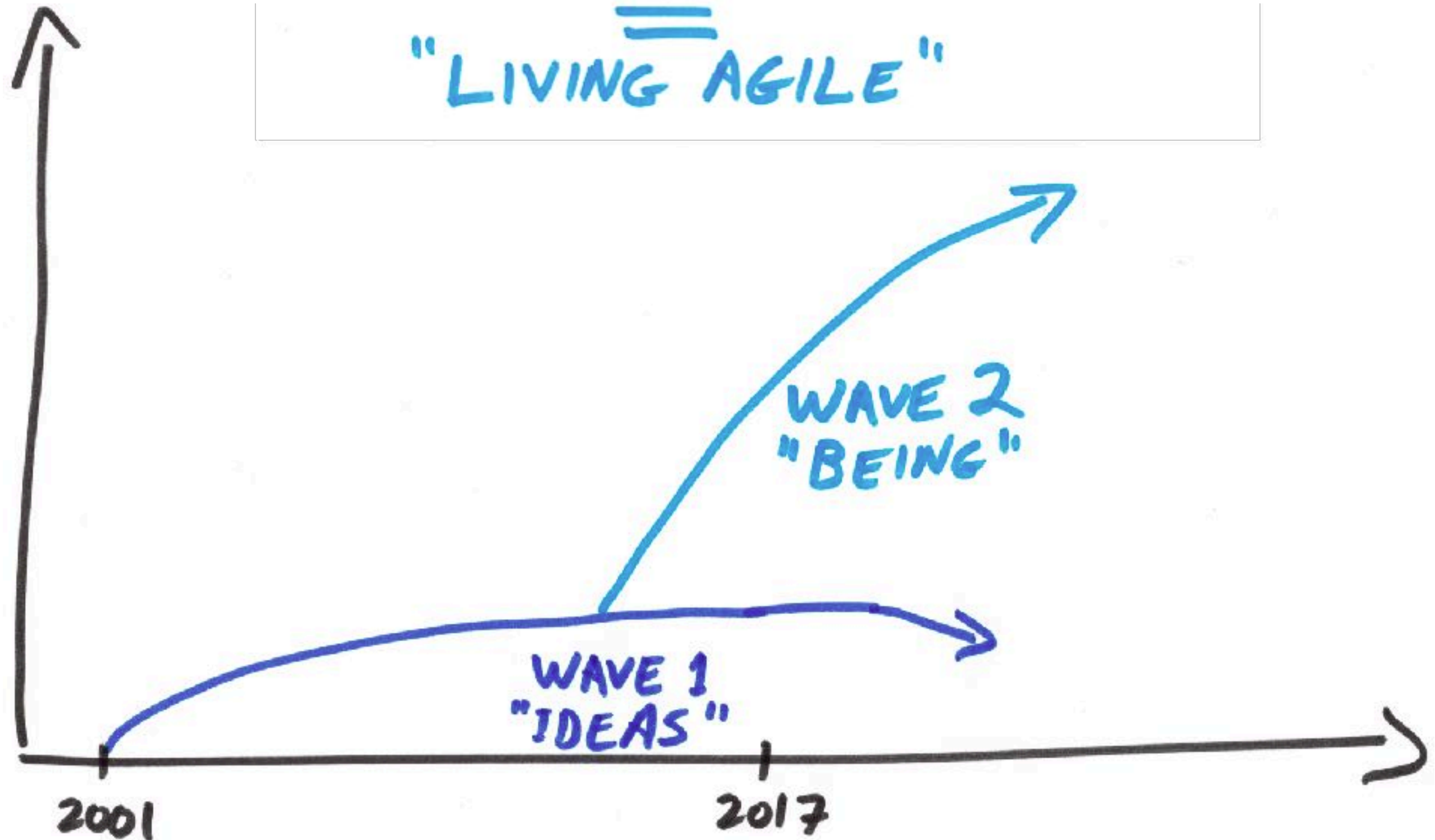
ALBERT EINSTEIN

© Lifehack Quotes

agilitrix
High Performance Redefined

Wave #2 of Agile
is a
Fundamental Shift

WAVE 2
OF AGILE
=
"LIVING AGILE"

WAVE 2
"BEING"

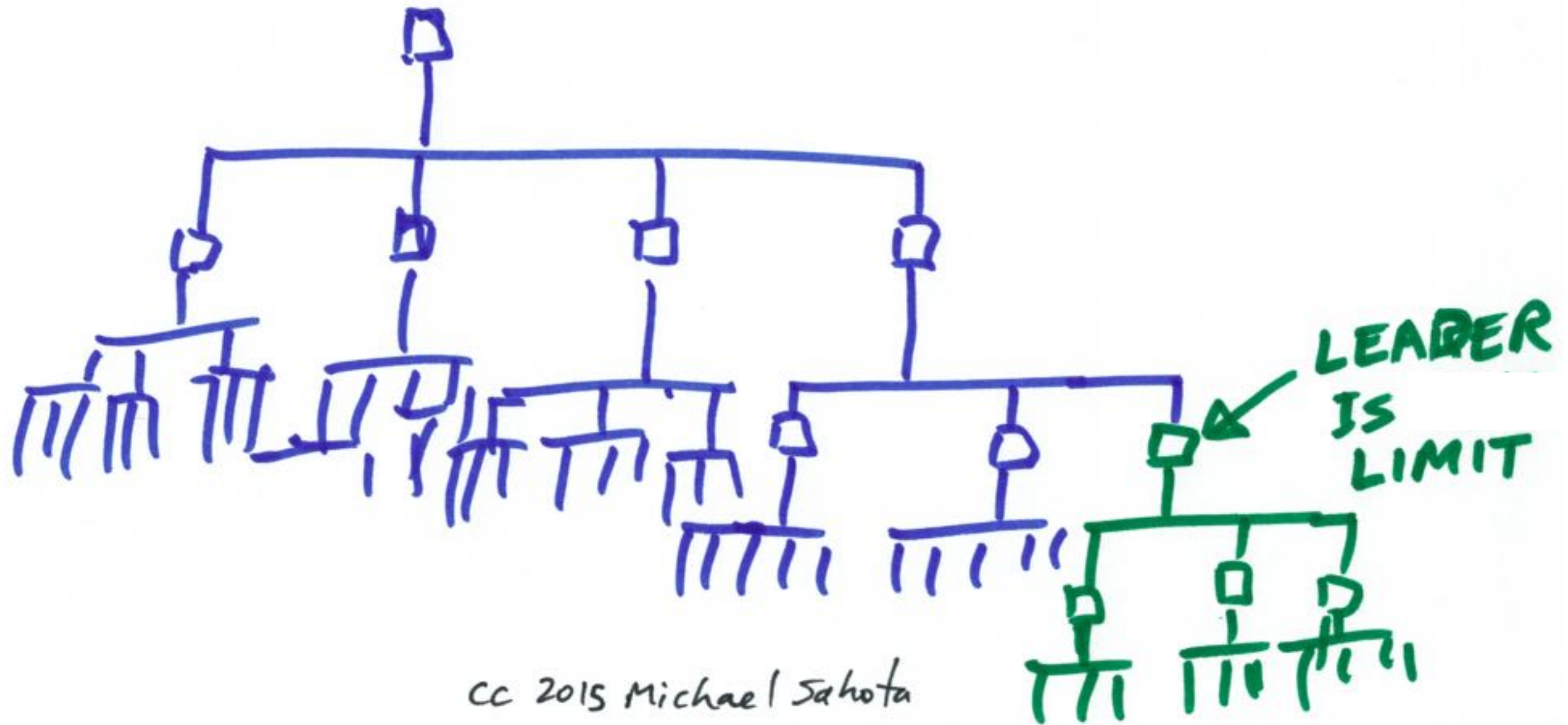WAVE 1
"IDEAS"

2001

2017

How Did I Discover Wave2?

agilitrix
High Performance Redefined

I Was Failing

LEADER IS LIMIT

CC 2015 Michael Sahota
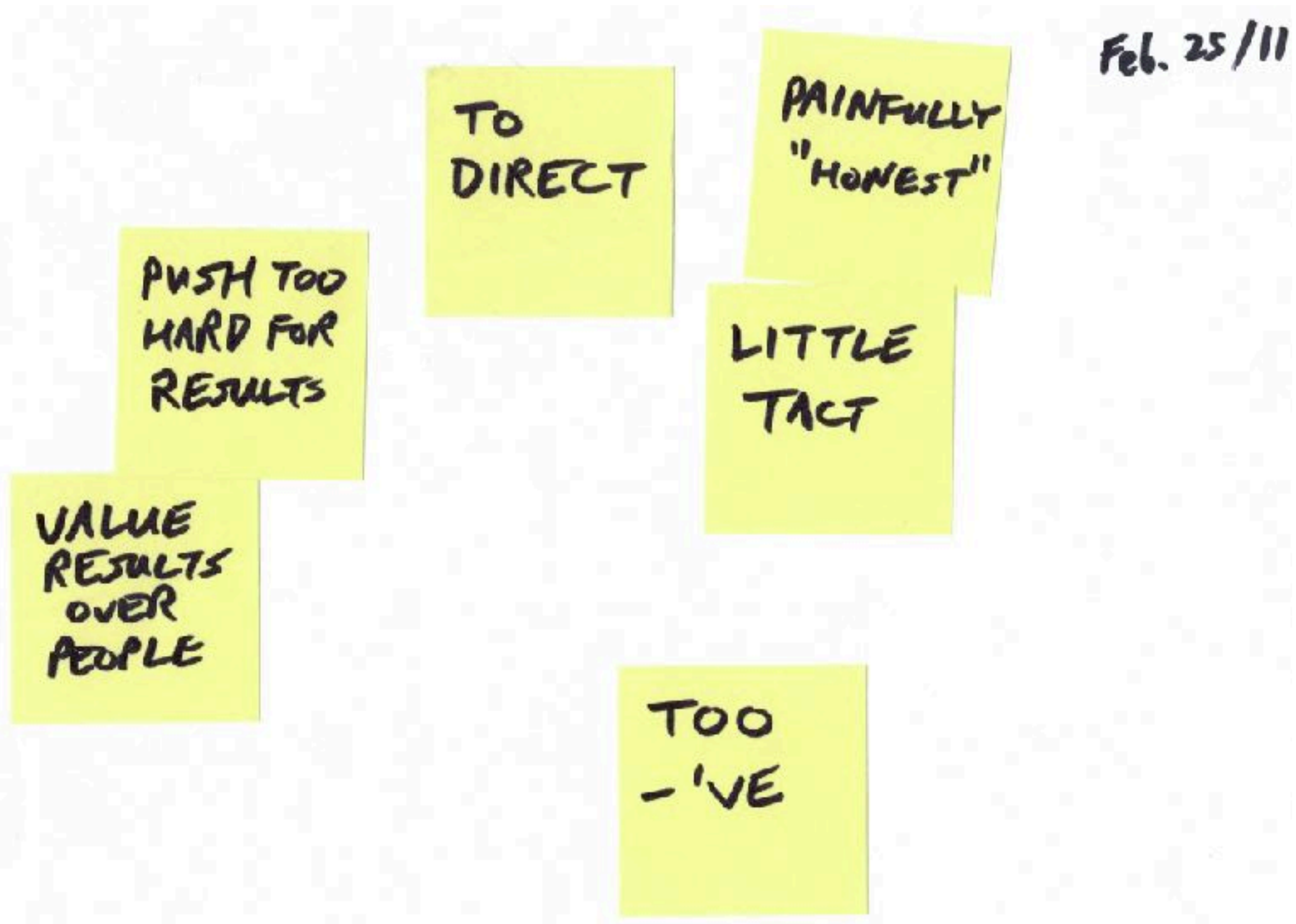
My Epiphany:

I am the Problem

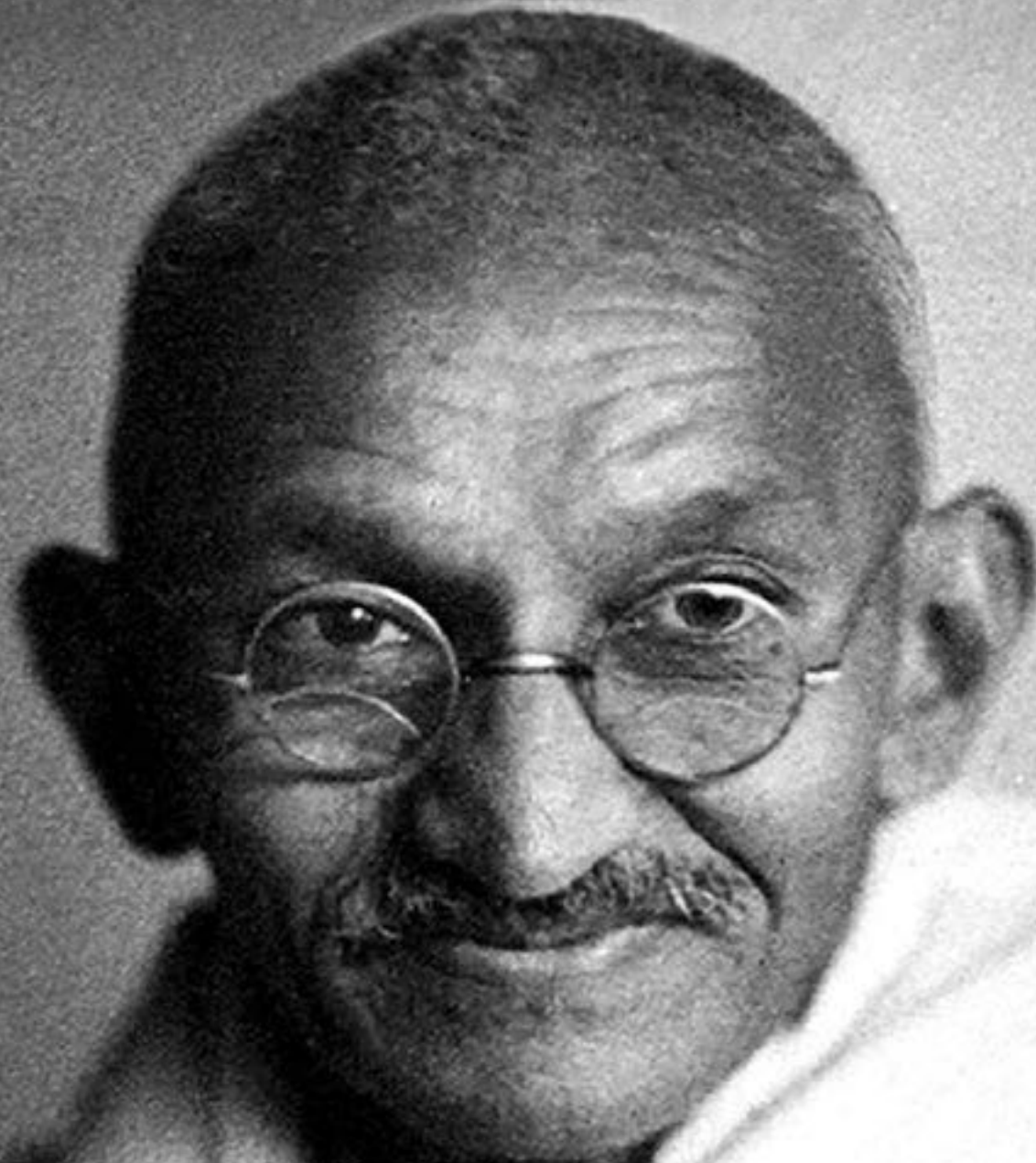# 2011 Feedback

What Exactly is Wave 2?

agilitrix
High Performance Redefined

Agile Mindset & Success Starts with Us

It's
Doing
AND
Being

"Be the Change you want to see in the World"

Wave #2 of Agile

Let's Look at Ourselves

Wave 2 of Agile - Individual

agilitrix
High Performance Redefined

Living Agile is a Journey

Effectiveness

LIVING AGILE

Time

CC 2017 Michael Sahota

Effectiveness (vertical axis)

Time (horizontal axis)

⭐ ROLE MODEL
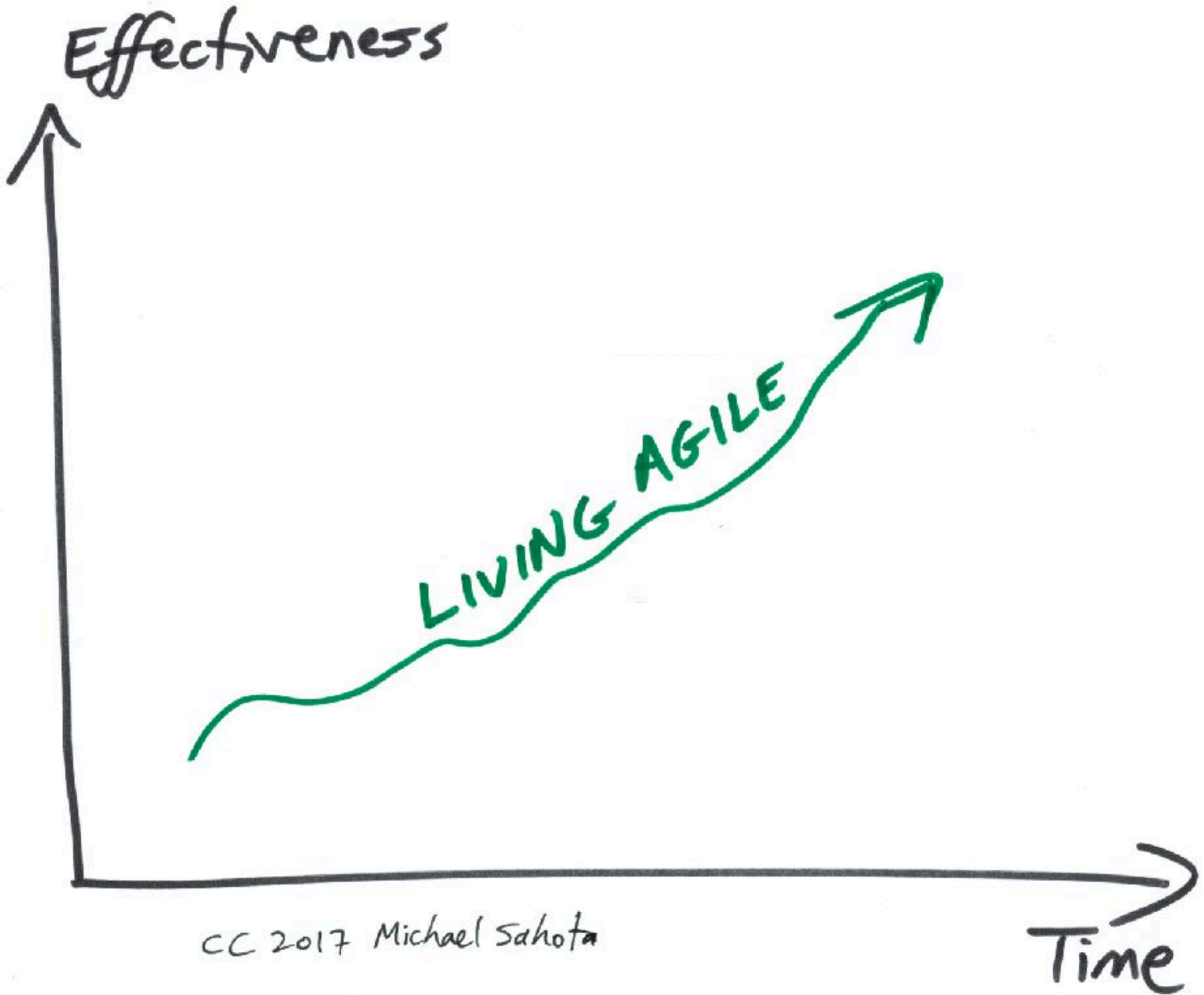
LIVING AGILE

CC 2017 Michael Sahota

Effectiveness

★ ROLE MODEL

MEDITATION

LIVING AGILE

Time

Effectiveness

ROLE MODEL

MEDITATION

LIVING AGILE

PERSONAL DEVELOPMENT

CC 2017 Michael Sahota

Time

Effectiveness (vertical axis)

Time (horizontal axis)

⭐ ROLE MODEL

MEDITATION

LIVING AGILE

PERSONAL DEVELOPMENT

STUDYING CONSCIOUSNESS IN INDIA

CC 2017 Michael Sahota

Effectiveness (vertical axis)

Time (horizontal axis)

⭐ ROLE MODEL

MEDITATION

BEING COACHED

LIVING AGILE

PERSONAL DEVELOPMENT

STUDYING CONSCIOUSNESS IN INDIA

CC 2017 Michael Sahota

Leaders Go First- Starting with Me

"**The most valuable learning** for me in CAL1 was understanding that to help leaders go first, **we as coaches have to go first**.

We need to develop not just our skills and knowledge, but **ourselves as people** - our self-awareness, our level of consciousness, our ability to be fully present and to use our emotions and feelings as sources of information while not being ruled by them."

- J. Gedge, Agile Coach, Elabor8

agilitrix
High Performance Redefined

Wave 2 of Agile - Organizational

agilitrix
High Performance Redefined

Wave #1
Resistance

Push

Convince

Need To

Drive

Sell

Tell

Wave #2
Agile

Pull

Inspire

Want To

Invite

Listen

Co-Create

© 2018 @MichaelSahota

Discuss in Pairs

What are my Behaviours that are Blocking my Success with Organization Change?

Wave #1	Wave #2
Resistance	**Agile**
Push	Pull
Convince	Inspire
Need To	Want To
Drive	Invite
Sell	Listen
Tell	Co-Create

agilitrix
High Performance Redefined
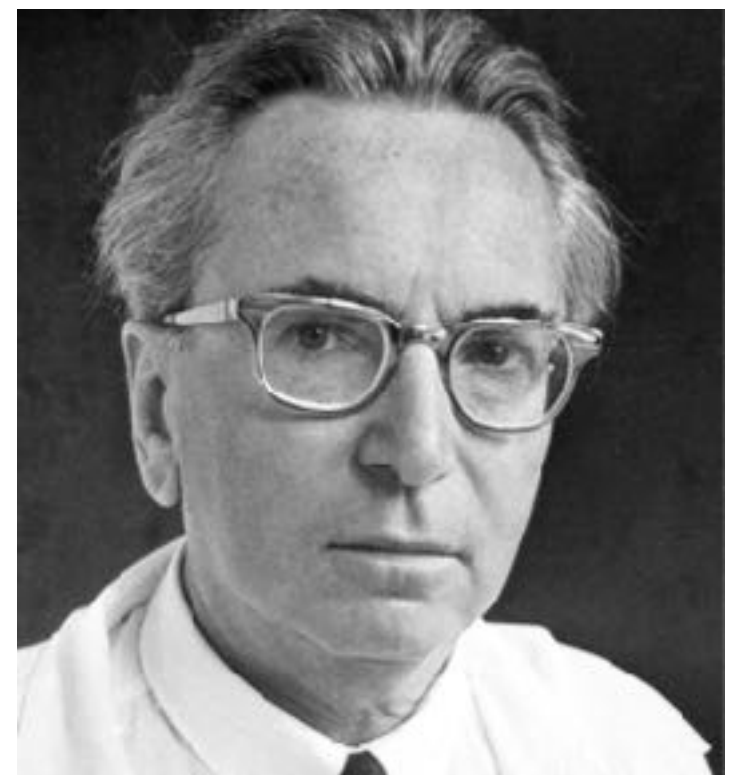
4A's Conscious Leadership

agilitrix
High Performance Redefined

"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."

- Viktor E. Frankl

"Stand in the Truth"

4A Conscious Leadership

Awareness

Acceptance

Aspiration

Ask for help

Use the 4A's to examine the behaviours you want to change

Awareness

Acceptance

Aspiration

Ask for help

Closing

agilitrix
High Performance Redefined

Agile is The Problem.

Agile is The Solution.

"NO PROBLEM CAN BE SOLVED FROM THE SAME LEVEL OF CONSCIOUSNESS THAT CREATED IT."

ALBERT EINSTEIN

© Lifehack Quotes

agilitrix

High Performance Redefined

Wave #2 of Agile
is a
Fundamental Shift

Agile Mindset & Success Starts with Us

It's Hard Work

And it Works

~~~ WAVE 2 ~~~
OF AGILE
=
"LIVING AGILE"

WAVE 2
"BEING"

WAVE 1
"IDEAS"

2001   2017