

Uncovering the Agile Mindset

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LeSS in NYC - November 30, 2020

What's your role?

- Scrum Master/Agile Coach/Managing Coaches
- Agile Team Member
- Product Owner/Product Manager
- Team Manager
- Director, VP, C Suite
- Other



Why an Agile Mindset?

What is it?

How do I do it?

The way we think is at the heart of deep collaboration

It is our psychology, our way of making sense of the world

Requires personal growth and change



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Why is an Agile Mindset important?



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Complexity is increasing

- Globalization
- Technology
- Scale



The world used to be complicated



Understanding complexity



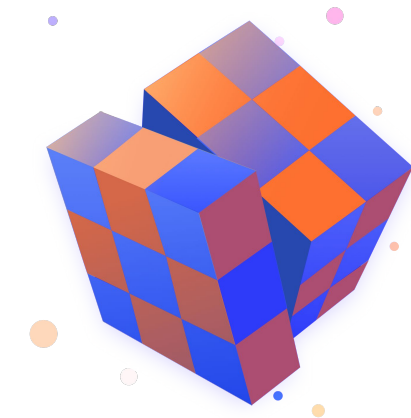
A challenge to ways of thinking and working

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- World is not preparing us for new realities



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Understanding complexity

- Many moving parts
- Highly interconnected
- Non-linear cause & effect
- Unpredictability, ambiguity, volatility



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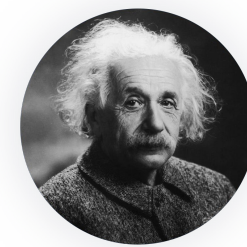
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A challenge to ways of thinking and working

- Technical vs adaptive challenges
- The way we think and act is lagging behind the reality of today's world
- Agile Mindset can handle increased complexity

“ We can't solve problems by using the same kind of thinking we used when we created them.”



Albert Einstein

Theoretical Physicist, Philosopher, Nobel Prize winner

What is an Agile Mindset?

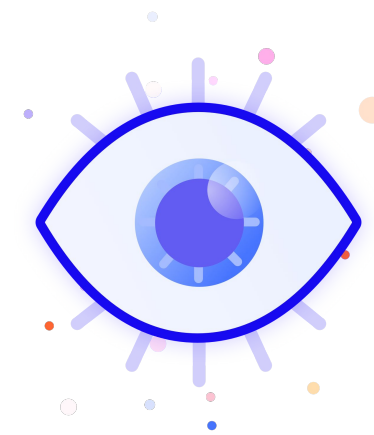


What is an Agile Mindset?



A deeply embedded view

1980: psychologists thought that your development ended in mid- 20's



Making sense of the world



Developmental stages

Developmental Psychology

Sense-making

Stages

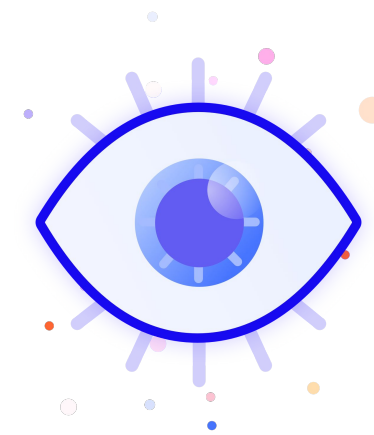
Metaphors

What is an Agile Mindset?



A deeply embedded view

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Making sense of the world

Constructivist view: We're constructing our own reality all the time



Developmental stages

Developmental
Psychology

Sense-making

Stages

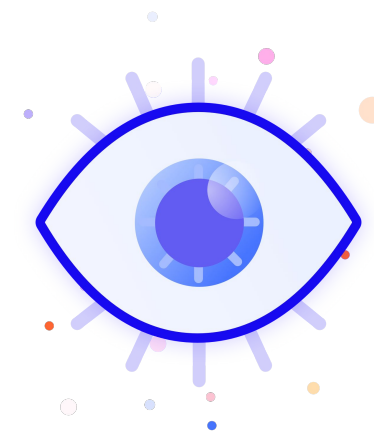
Metaphors

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Making sense of the world

We're constructing our own reality



Developmental stages

- Pre-conventional
- Conventional
- Post-conventional

Developmental
Psychology

Sense-making

Stages

Metaphors

Moving through Developmental Stages



Developmental
Psychology

Sense-making

Stages

Metaphors



Developmental
Psychology

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Metaphors

Post-Conventional Mindset ~ Agile Mindset



How do we develop an Agile Mindset?



Dialogue Partnering

- Collaborative enquiry into your meaning-making
- Uncover hidden commitments
- Unlock greater agility



**How do we develop
an Agile Mindset inside
organizations?**



What is an Agile Mindset?



Social networks

- Mindset doesn't develop in isolation
- Mindset is influenced by culture
- Culture is the sum of mindset



Motivational Orientation



Unlock Autonomy

Social networks

Motivational Orientation

Unlock Autonomy

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Motivational Orientation

- Control versus autonomy
- Choosing to act or not
- Most organizations prioritize control



Unlock Autonomy

Social networks

Motivational Orientation

Unlock Autonomy

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Unlock Autonomy

- Action Learning Groups
- Agile Mentoring Workshops
- Encourage healthy dialogue

Social networks

Dialogue Partnering

Unlock Autonomy

Develop a “deliberately developmental environment”



Developing a Deliberately Developmental Environment



Multiple people needed to understand

- Bring people with different perspectives together
- Solve a real business problem
- Focus on the “how”



Emotional engagement = essential



Relevant to daily role



Get out of the comfort zone

Complex Problem

Salient

Meaningful

Disequilibrating

Developing a Deliberately Developmental Environment



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Learn in the flow of work



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People need to care



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Relevant to daily role

Learn in the flow of work



Get out of the comfort zone

But not for too long...

Complex Problem

Salient

Meaningful

Disequilibrating

Once you establish an Agile Mindset and a Deliberately Developmental Environment, you begin to act in a way that's congruent with today's world





Thank you