

MONDAY, APRIL 13, 2015


DC ORGANIZATIONAL AGILITY PRACTITIONERS

Sponsored By:





WELCOME TO THE DC ORGANIZATIONAL AGILITY PRACTITIONERS MEET-UP!

- FIRST MONDAY OF EACH MONTH FROM 6-8PM
 - WHY ORGANIZATIONAL AGILITY?
 - STYLE AND FORMAT
- 

ON DECK

- TOPIC BACKLOG
 - PENDING YOUR INPUT

MAY 4TH

- PULL FROM THE TOP OF THE BACKLOG

JUNE 1ST

- PULL FROM THE TOP OF THE BACKLOG



LOGISTICAL FEEDBACK

- WE WOULD LIKE FEEDBACK:
 - INFORMATION ACCURACY?
 - PARKING?
 - METRO?
 - DO YOU HAVE SUGGESTIONS FOR IMPROVEMENT?
- 

OPEN POSITIONS AND JOB-SEEKERS

OUR SPONSORS, BLACKSTONE TECHNOLOGY GROUP AND
PLIANT SOLUTIONS ARE LOOKING TO HIRE:

- **AGILE COACH**
- **SCRUMMASTER**
- **TEST LEAD AND TESTERS**
- **PROJECT MANAGER**
- **JAVA, IOS, AND DRUPAL DEVELOPERS** [FEDERAL - WASHINGTON DC]
- **SENIOR FRONT END ENGINEER** [DIGITAL - SAN FRANCISCO]
- **SENIOR PROJECT MANAGER** [TRELLIS - SAN FRANCISCO]
- **PROJECT MANAGER ASSOCIATE** [ENERGY - SAN FRANCISCO]

JOB SEEKERS PLEASE LEAVE YOUR RESUME OR BUSINESS CARD



INTEGRAL AGILE

INTRODUCTION TO A PILE OF MODELS

Brought to you by:

Darren Hoevel, Pliant Solutions

From the work of many, including:

Michael Spayd, Johannes Schartau, and others



DARREN HOEVEL MBA, SPC, CSP, ICP-ACC, ICP-ATF, CSM, CSPO

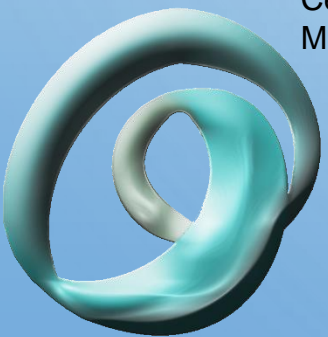


Credentials:

SAFe Program Consultant
Certified Scrum Professional
IC Agile Facilitator and Coach
Certified Scrum Master and Product Owner
MBA, George Fox University, OR

ENTREPRENEUR, COACH, PRODUCT EVANGELIST,
AGILE JUNKIE, ADVENTURER, ETC..

- A PRAGMATIC, NON-PRESCRIPTIVE KAIZEN ENABLER WITH A PASSION FOR LEVERAGING AGILE PRACTICES TO CONSISTENTLY DELIVER EXCEPTIONAL RESULTS CONTRIBUTING TO EVOLVING ORGANIZATIONS, GREAT PRODUCTS, AND “DELIGHTED CUSTOMERS”
- **INDUSTRY EXPERTISE:** TECHNOLOGY, EDUCATION, SOFTWARE, SEMICONDUCTOR, RETAIL, START-UP, HEALTHCARE (HIX), STATE & FEDERAL GOVERNMENT
- **AGILE COMMUNITY:** AGILEDC 2013-15 (AGILEDC.ORG) ORGANIZING BOARD MEMBER, AGILE 2013-14 PARTICIPANT, **AGILE 2015 SPEAKER**, AGILE MEETUP JUNKIE



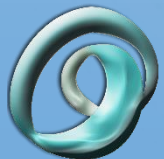
PLIANT
SOLUTIONS

ORGANIZATIONAL GROWTH JOURNEY LINE

Culture
Transformation
Vision

Today

Agile



ORGANIZATIONAL “REALITY” LINE

Pressure

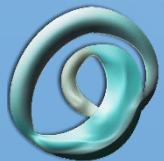


Politics
Culture
\$ / 2
Product
Titles
Vision
Strategy

Today

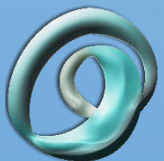
Agile \$ / t
Transformation
Growth

Customer Solutions
of Tomorrow



INTENT

- EXPLORE INTEGRAL AGILE
- EXPERIMENT WITH DIFFERENT MODELS AND THEORIES
- BROADEN YOUR KNOWLEDGE
- ACCELERATE YOU PERSONAL AND AGILE TRANSFORMATION



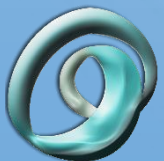
INTEGRAL DEFINED

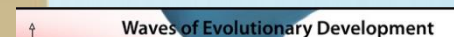
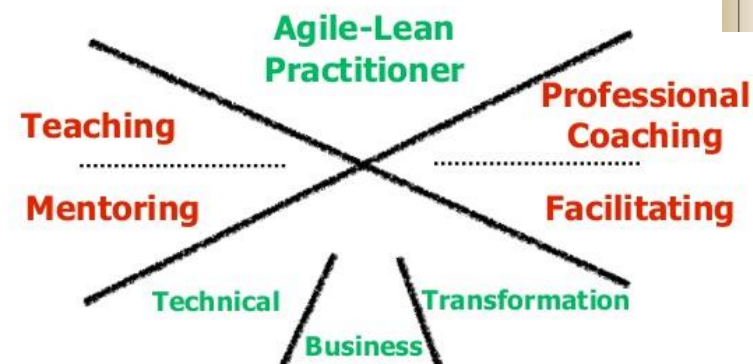
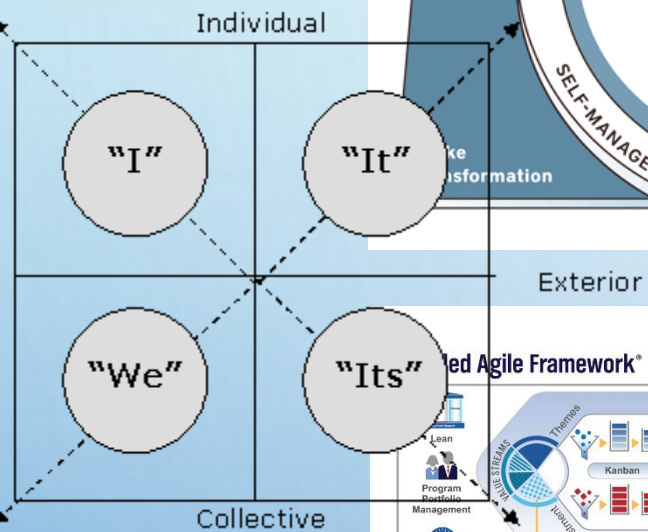
- AN INTEGRAL APPROACH INCORPORATES ALL OF THE ESSENTIAL PERSPECTIVES, SCHOOLS OF THOUGHT, AND METHODS INTO A UNIFIED, COMPREHENSIVE, INCLUSIVE, AND EMPIRICALLY ACCURATE FRAMEWORK.

-- BRETT THOMAS AQAL ELEMENTS APPLIED TO LEADERSHIP

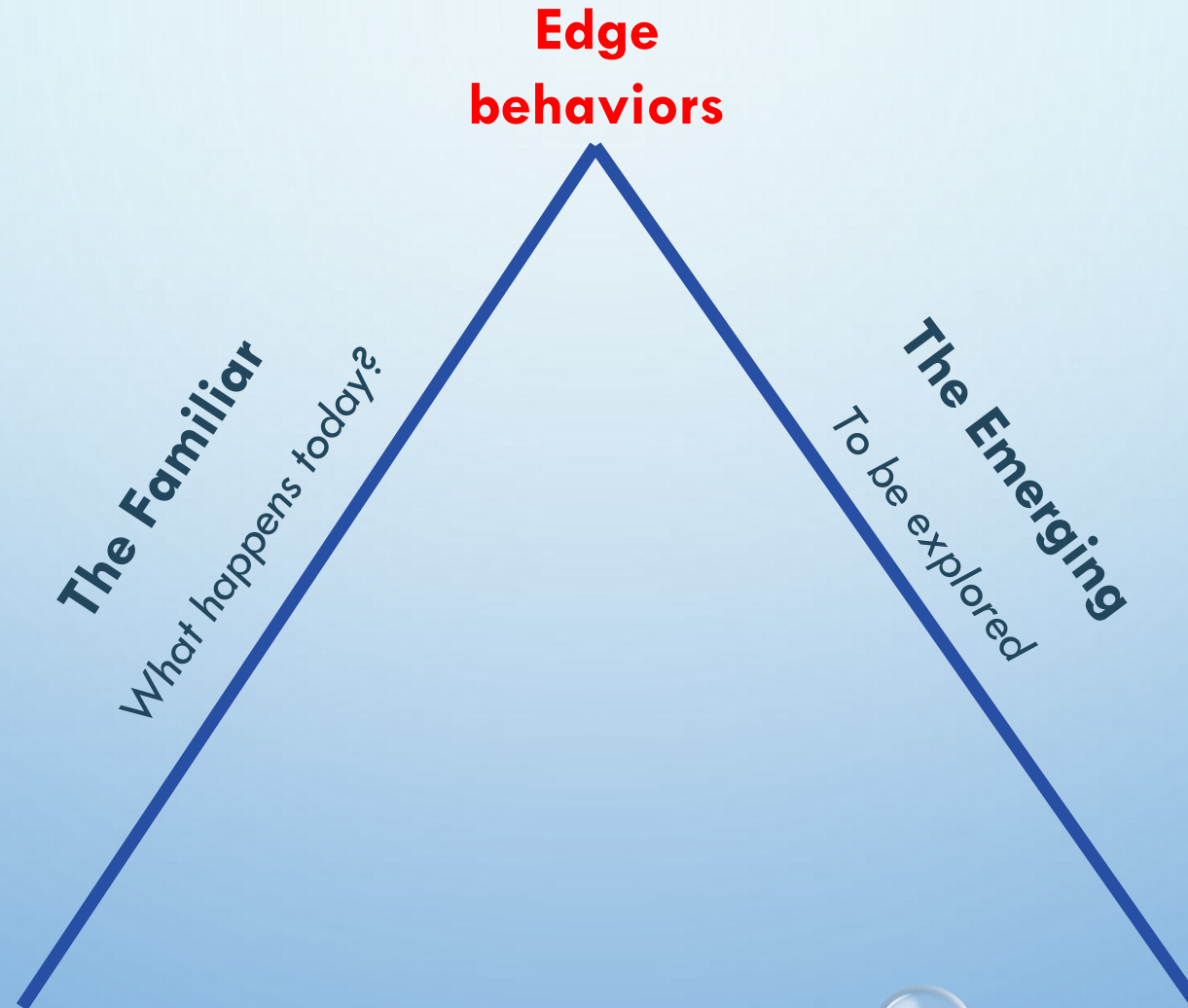
- INTEGRAL AGILE ALLOWS US TO ENHANCE OUR UNDERSTANDING OF REALITY. WE BECOME MUCH MORE EFFECTIVE AS COACHES WHEN OUR CHANGE INITIATIVES ARE LESS PARTIAL AND MORE INCLUSIVE. OUR TOOLBOX GROWS TO INCLUDE THINGS WE HAVE DISREGARDED OR DIDN'T KNOW HOW TO USE IN WHAT CONTEXT. WE CAN FORGE NEW CONNECTIONS AND HEARTFELT BONDS WITH OUR COLLEAGUES AS OUR UNDERSTANDING OF THEIR REALITY GROWS AND OUR ARROGANCE DIMINISHES

-- JOHANNES SCHARTAU

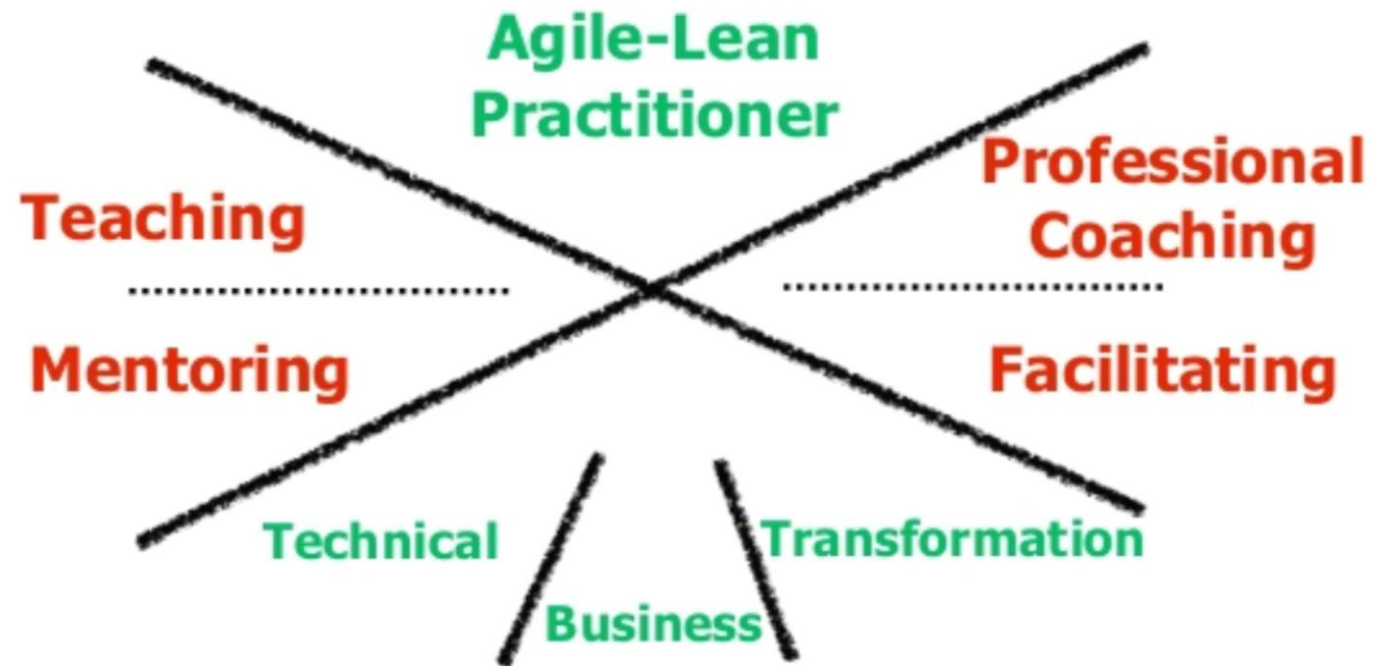




EDGE THEORY

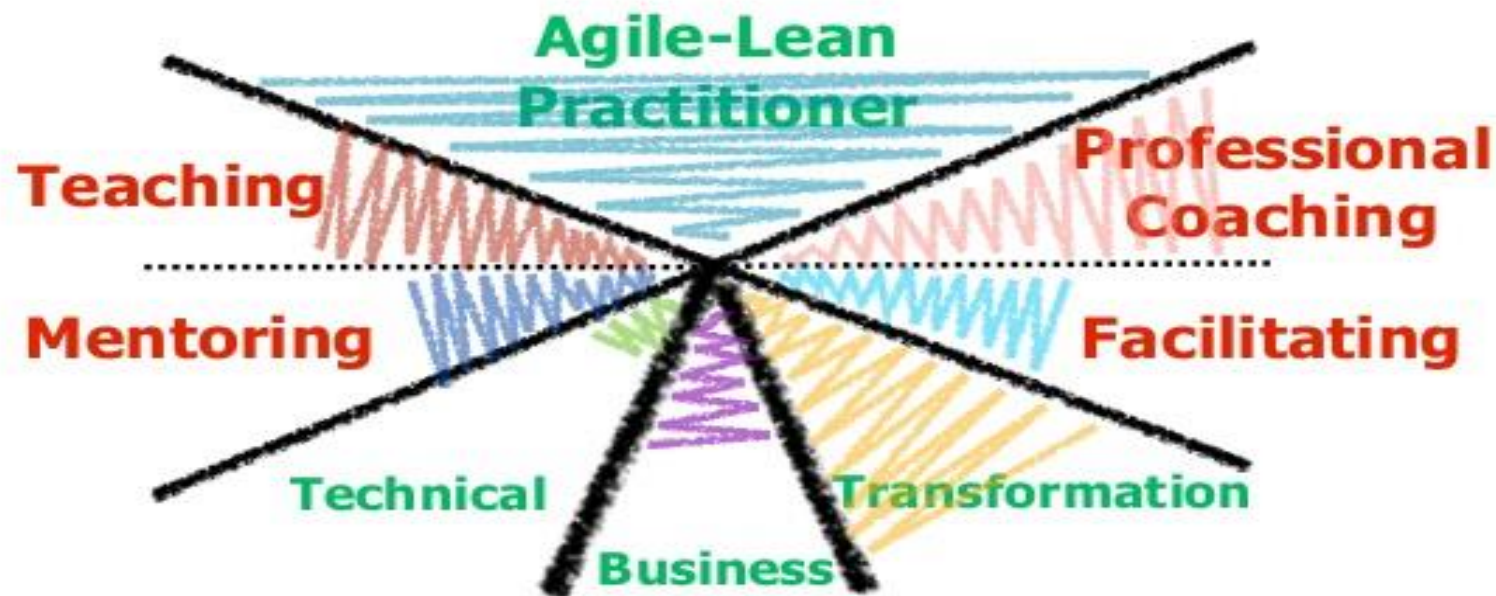


Agile Coaching Competency Framework

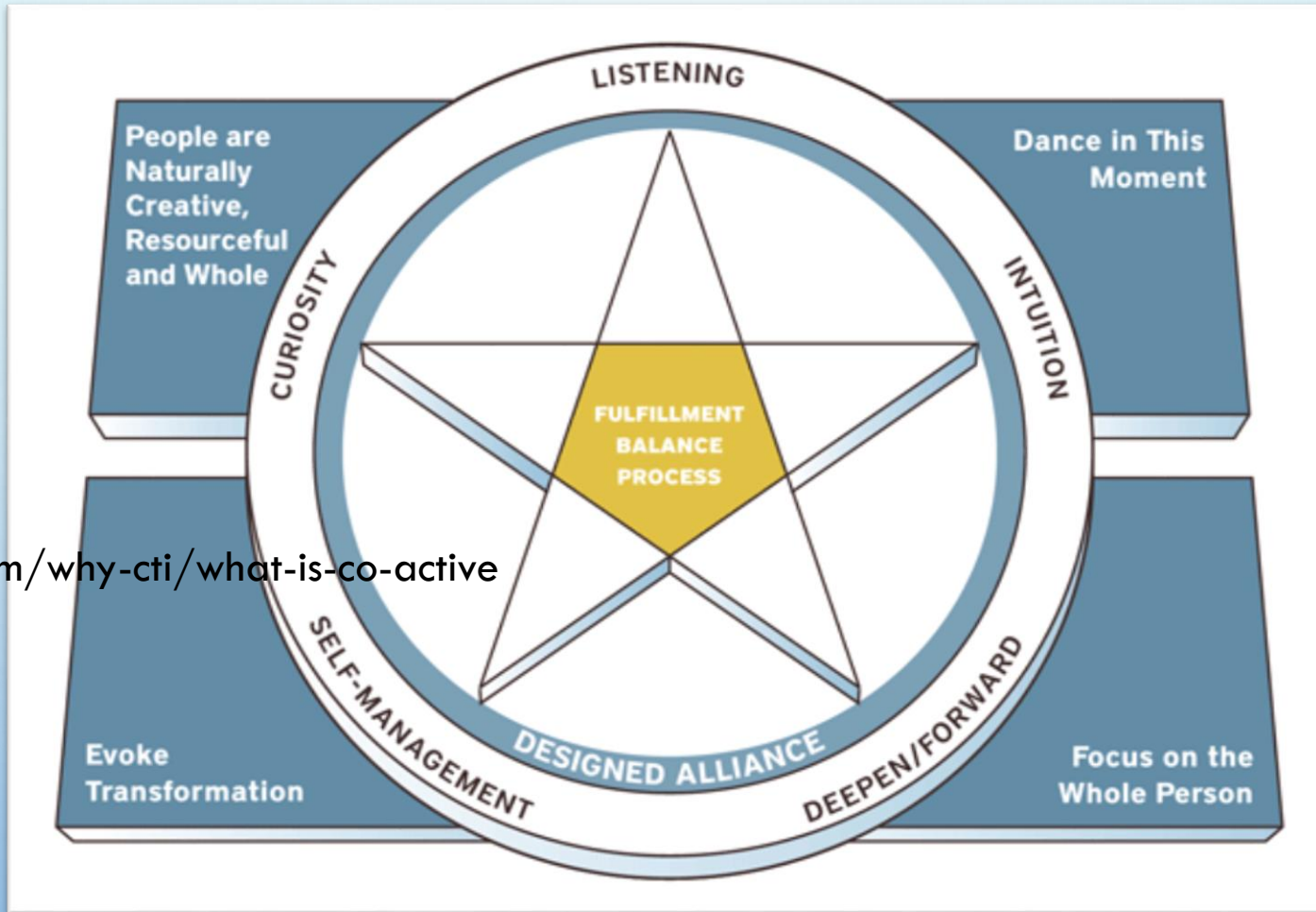


WHERE IS YOUR TRUE STANCE?

Lyssa's "truth in advertising" Profile



CO-ACTIVE COACHING MODEL



<http://www.thecoaches.com/why-cti/what-is-co-active>

"The Co-Active model allows coaches to consciously transform a client's fear of the unknown into a curiosity about what's possible."

CO-ACTIVE COACHING MODEL

The Co-Active Model balances self-awareness, a keen agility with relationships, and courageous action to create an environment where individuals can be deeply fulfilled, connected to others and successful in what matters most.

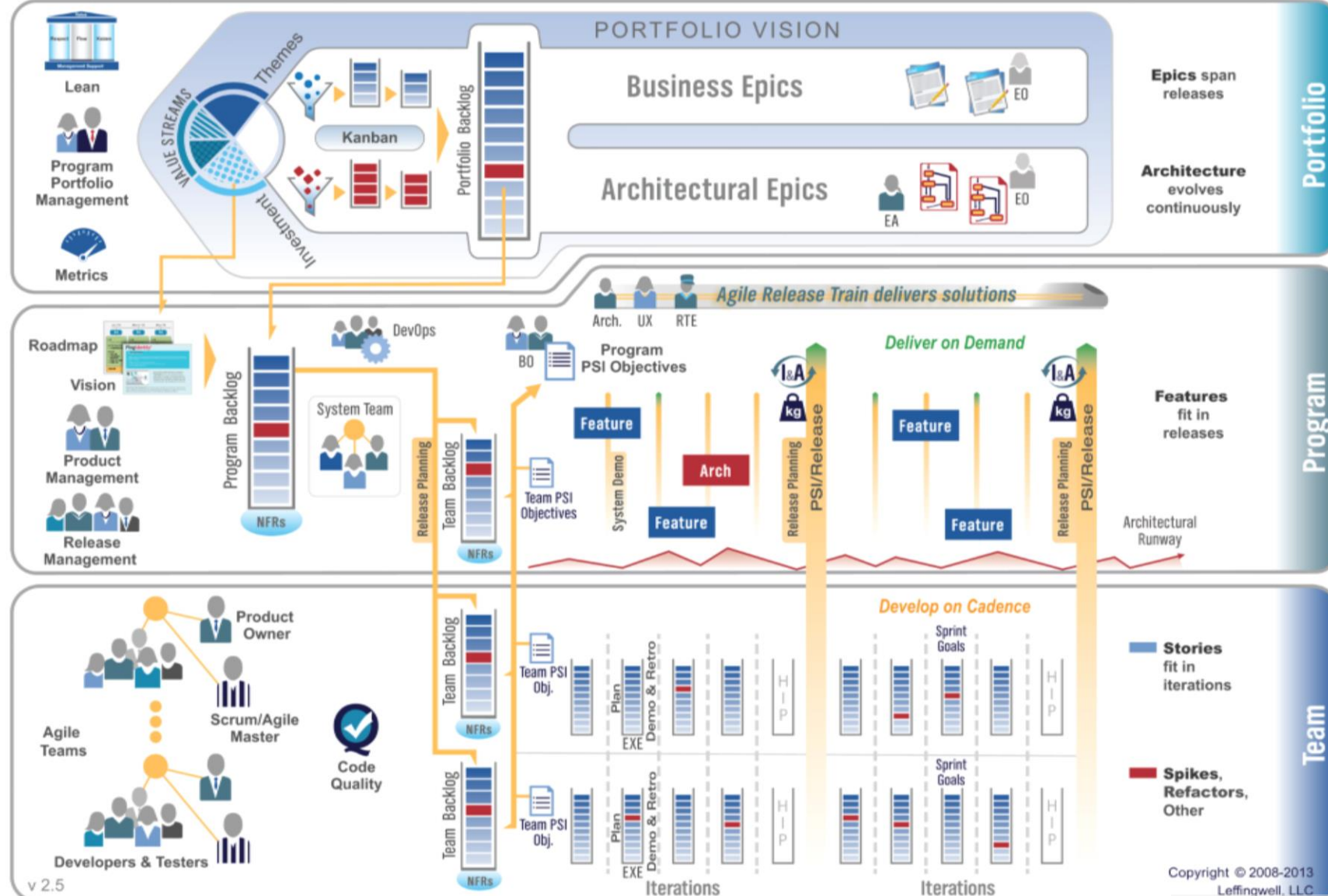
The “Co” in Co-Active suggests relationship, connection, intimacy and collaboration. Thus, the “Co” in us is curious, listens deeply, hears nuance, holds space for others, intuitions and nurtures.

The “Active” in Co-Active stands for power, direction, action and manifestation. So, the “Active” in us is courageous, has clarity and conviction, takes charge and achieves goals.

ORGANIZATIONAL AGILITY MODEL

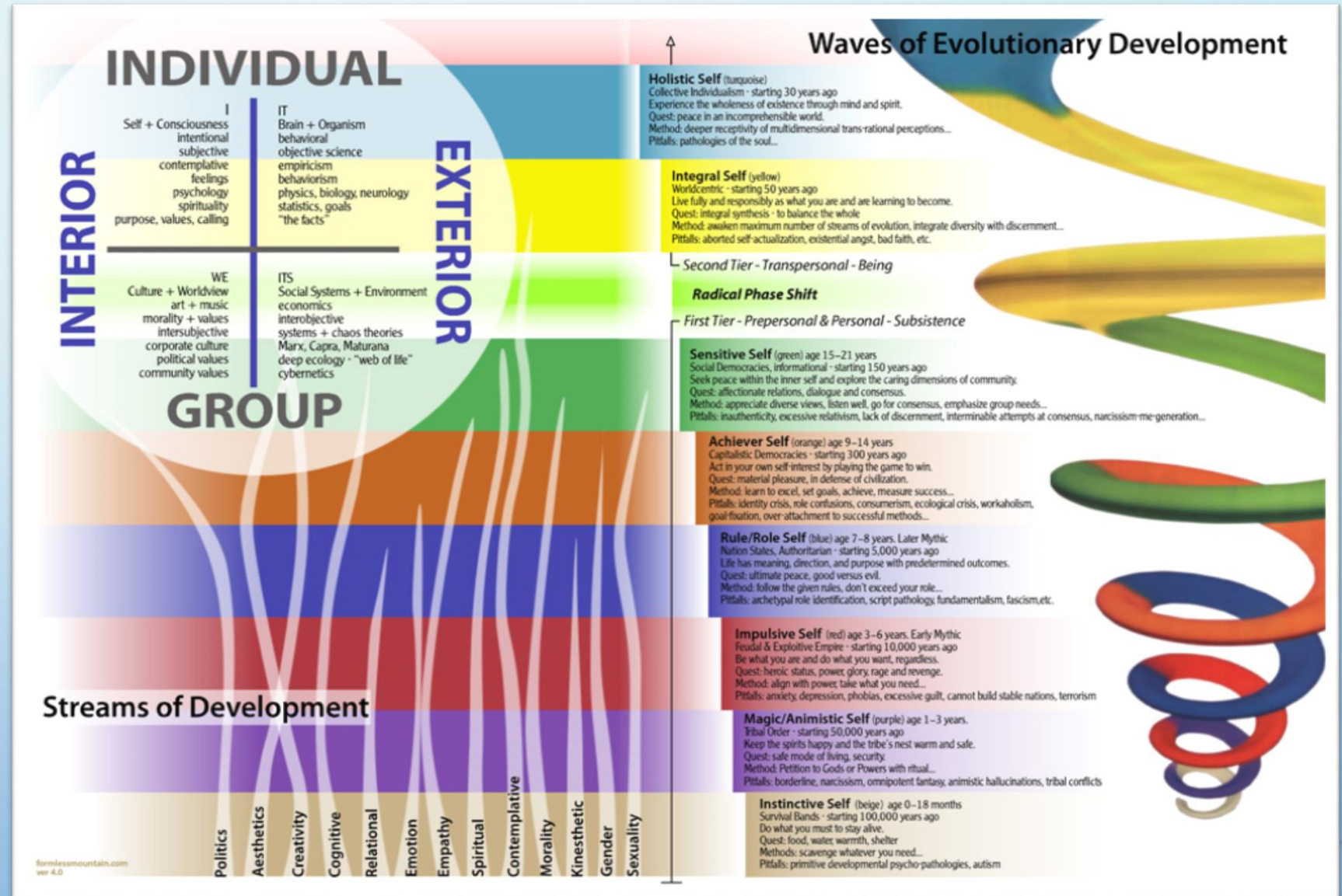


Scaled Agile Framework® Big Picture



SPIRAL DYNAMICS

BY: GRAVES, BECK



Spiral Dynamics

the eight-stage spiral of development

Second Tier "Being" valueMEMES

TURQUOISE Holistic MEME – starting 30 years ago
Basic theme: Experience the wholeness of existence through mind and spirit

- The world is a single, dynamic organism with its own collective mind
- Self is both distinct and a blended part of a larger, compassionate whole
- Everything connects to everything else in ecological alignments
- Energy and information permeate the Earth's total environment
- Holistic, intuitive thinking and cooperative actions are to be expected

YELLOW Integrative MEME – starting 50 years ago
Basic theme: Live fully and responsibly as what you are and learn to become

- Life is a kaleidoscope of natural hierarchies, systems, and forms
- The magnificence of existence is valued over material possessions
- Flexibility, spontaneity and functionality have the highest priority
- Differences can be integrated into interdependent, natural flows
- Understands that chaos and change are natural

"What I am proposing is that the psychology of the mature human being is an unfolding, emergent, oscillating, spiraling process, marked by progressive subordination of older, lower-order behavior systems to newer, higher-order systems

First Tier "Subsistence" valueMEMES

GREEN Communitarian/Egalitarian MEME – starting 150 years ago
Basic theme: Seek peace within the inner self and explore, with others, the caring dimensions of community

- The human spirit must be freed from greed, dogma, and divisiveness
- Feelings, sensitivity, and caring supersede cold rationality
- Spreads the Earth's resources and opportunities equally among all
- Reaches decisions through reconciliation and consensus processes
- Refreshes spirituality, brings harmony, and enriches human development

ORANGE Achievivist/Strategic MEME – starting 300 years ago
Basic theme: Act in your own self-interest by playing the game to win

- Change and advancement are inherent within the scheme of things
- Progresses by learning nature's secrets and seeking out best solutions
- Manipulates Earth's resources to create and spread the abundant good life
- Optimistic, risk-taking, and self-reliant people deserve success
- Societies prosper through strategy, technology, and competitiveness

BLUE Purposeful/Authoritarian MEME – starting 5,000 years ago
Basic theme: Life has meaning, direction, and purpose with predetermined outcomes

- One sacrifices self to the transcendent Cause, Truth, or righteous Pathway
- The Order enforces a code of conduct based on eternal, absolute principles
- Righteous living produces stability now and guarantees future reward
- Impulsivity is controlled through guilt; everybody has their proper place
- Laws, regulations, and discipline build character and moral fiber

RED Impulsive/Egocentric MEME – starting 10,000 years ago
Basic theme: Be what you are and do what you want, regardless

- The world is a jungle full of threats and predators
- Breaks free from any domination or constraint to please self as self desires
- Stands tall, expects attention, demands respect, and calls the shots
- Enjoys self to the fullest right now without guilt or remorse
- Conquers, out-foxes, and dominates other aggressive characters

PURPLE Magical/Animistic MEME – starting 50,000 years ago
Basic theme: Keep the spirits happy and the tribe's nest warm and safe

- Obeys the desires of the spirit being and mystical signs
- Shows allegiance to chief, elders, ancestors, and the clan
- Individual subsumed in group
- Preserves sacred objects, places, events, and memories
- Observes rites of passage, seasonal cycles, and tribal customs

BEIGE Instinctive/Survivalistic MEME – starting 100,000 years ago
Basic theme: Do what you must just to stay alive

- Uses instincts and habits just to survive
- Distinct self is barely awakened or sustained
- Food, water, warmth, sex, and safety have priority
- Forms into survival bands to perpetuate life
- Lives "off the land" much as other animals

Spiral Dynamics

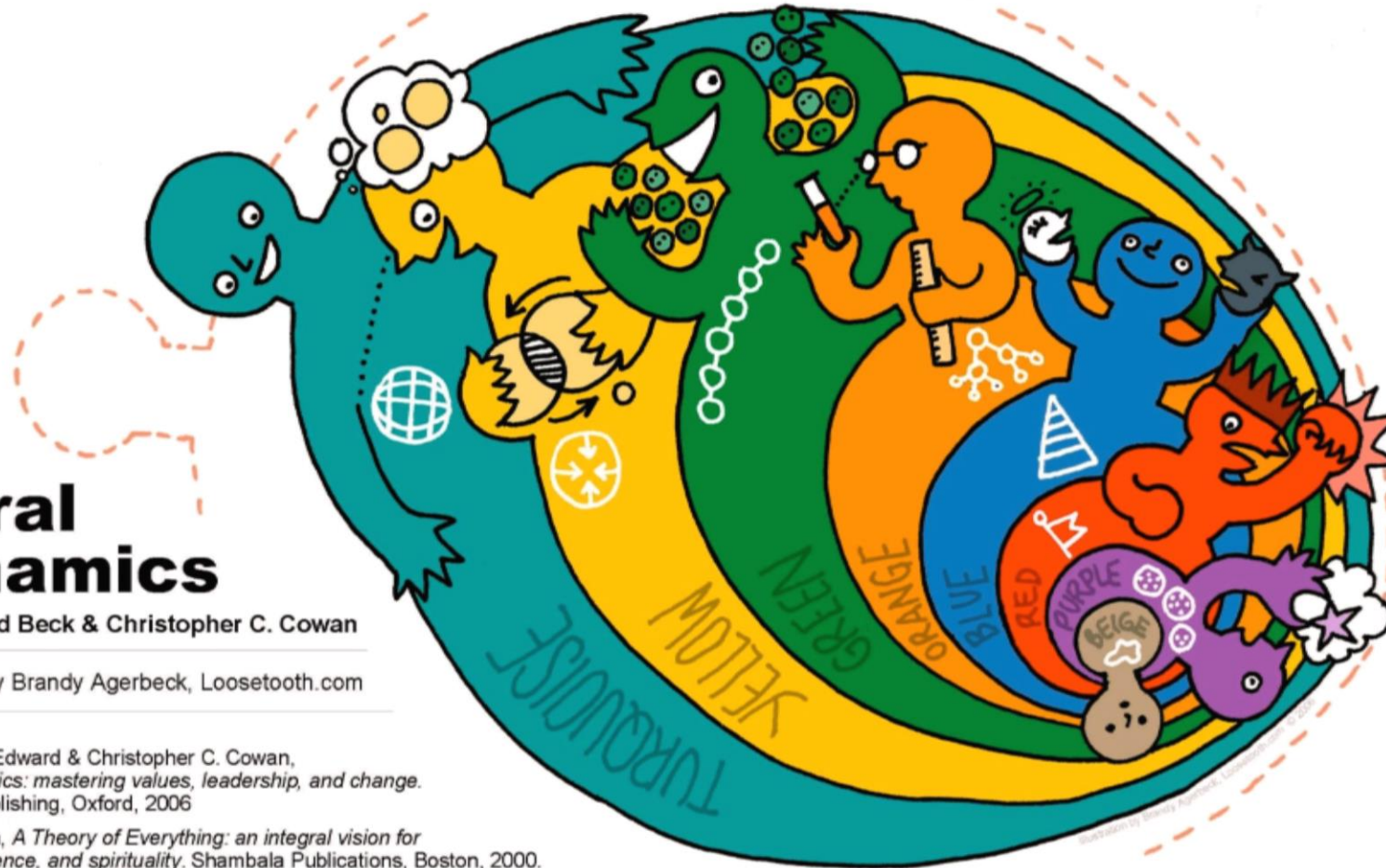
Don Edward Beck & Christopher C. Cowan

illustration by Brandy Agerbeck, Loosetooth.com

Sources

1 Beck, Don Edward & Christopher C. Cowan, *Spiral Dynamics: mastering values, leadership, and change*. Blackwell Publishing, Oxford, 2006

2 Wilber, Ken, *A Theory of Everything: an integral vision for business, science, and spirituality*. Shambala Publications, Boston, 2000.



tier ¹	# ¹	meme ¹	popular name ¹	structure ¹	motives ^{1,2}	characteristics ^{1,2}	% of pop. ²	% of power ²
2nd being	8	Turquoise	GlobalView	global	compassion, harmony	holistic, global	0.1	1
	7	Yellow	FlexFlow	interactive	adaptability, integration	systemic, conceptual, ecological, flexible	1	5
1st substance	6	Green	HumanBond	egalitarian	approval, equality, community	relativistic, personalistic, sensitive, pluralistic	10	15
	5	Orange	StriveDrive	delegative	autonomy, achievement	materialistic, strategic, ambitious, individualistic	30	50
	4	Blue	TruthForce	pyramidal	order, right & wrong	absolutistic, obedient, purposeful, authoritarian	40	30
	3	Red	PowerGods	empires	power, dominance	egocentric, exploitative, impulsive, rebellious	20	5
	2	Purple	KinSpirits	tribes	magic, safety	animistic, tribalistic, magical, mystical	10	1
	1	Beige	SurvivalSense	loose bands	survival	archaic, instinctive, basic, automatic	0.1	0

ness, science, and spirituality. Shambhala Publications, Boston, 2000.

#1	#1	meme ¹	popular name ¹	structure ¹	motives ^{1,2}	characteristics ^{1,2}	% of pop. ²	% p
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	5	Orange	StriveDrive	delegative	autonomy, achievement	materialistic, strategic, ambitious, individualistic	30	5
	4	Blue	TruthForce	pyramidal	order, right & wrong	absolutistic, obedient, purposeful, authoritarian	40	3
	3	Red	PowerGods	empires	power, dominance	egocentric, exploitative, impulsive, rebellious	20	5
	2	Purple	KinSpirits	tribes	magic, safety	animistic, tribalistic, magical, mystical	10	1
	1	Beige	SurvivalSense	loose bands	survival	archaic, instinctive, basic, automatic	0.1	0

CALL TO ACTION

- LIVE AND BREATHE... EXUDE THE PRINCIPLES
- PUT YOUR NEW KNOWLEDGE INTO PRACTICE
- EVERY DAY IS AN OPPORTUNITY TO...
 - ACTIVELY LISTEN
 - ASK POWERFUL QUESTIONS
 - SOLICIT IMPACTFUL FEEDBACK
- “UPLIFT” YOU AND YOUR ORGANIZATION

