

DC Organizational Agility Practitioners

Monday, May 4, 2015

Sponsored By:



Welcome to the DC Organizational Agility Practitioners Meet-up!

- First Monday of each month from 6-8:30pm
- Help us groom our Topic backlog
- LinkedIn Discussion Group
- We would like feedback:
 - Information Accuracy?
 - Parking?
 - Metro?
- Suggestions for improvement?



Open Positions and Job-Seekers

Our sponsors, Blackstone Technology Group and Pliant Solutions are looking to hire:

- **Agile Coach**
- **ScrumMaster**
- **Agile PM**
- **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



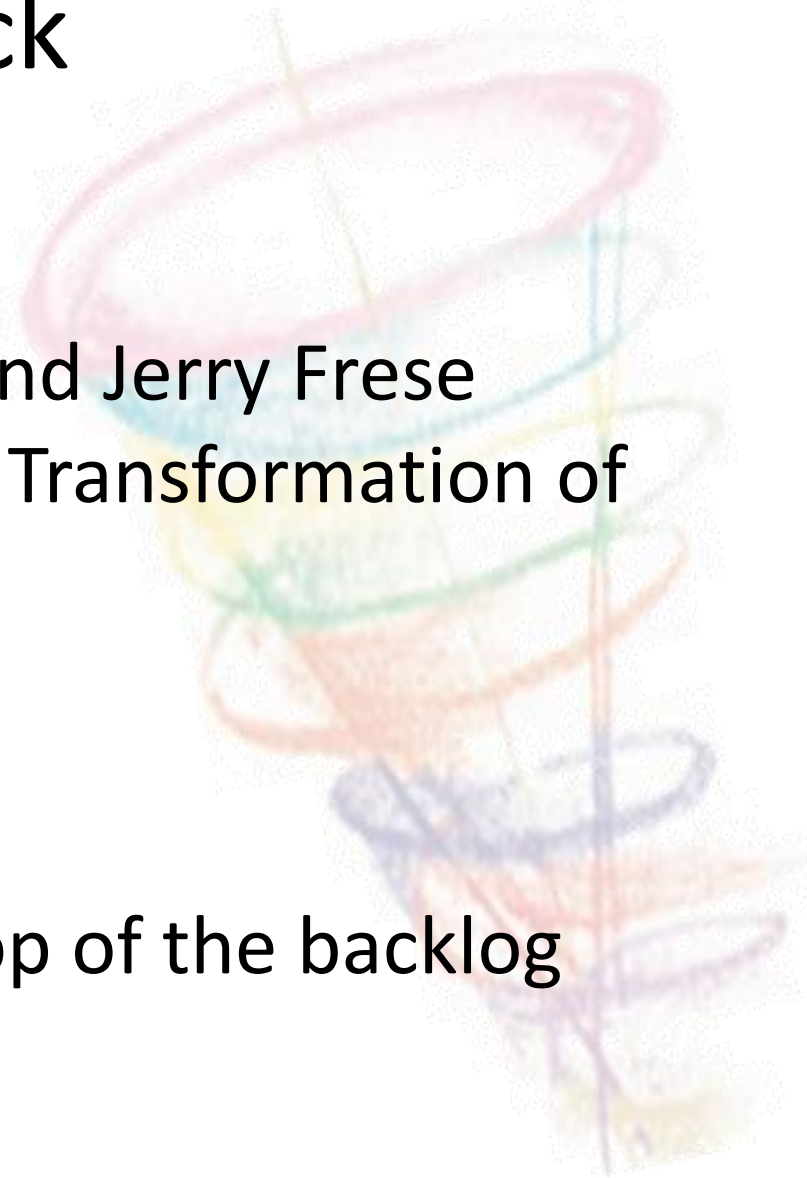
On Deck

June 1st

- June 1st – Joshua Seckel and Jerry Frese presenting Organizational Transformation of Federal Agencies

July 13th

- July 13th – Pull from the top of the backlog



Introducing Our Presenter

HELLO

my name is

John Hughes

About the Speaker

My Stance

I have been a student of agile for six years. I have learned the practices but am passionate about the mindset!

Stance for Agile Mindset

Internal and client trainer. Have spoken at Agile2014, AgileDC 2013 and 2014 and will be speaking at Agile2015

Executive and Team mentor in agile-related practices as well as solutions delivery

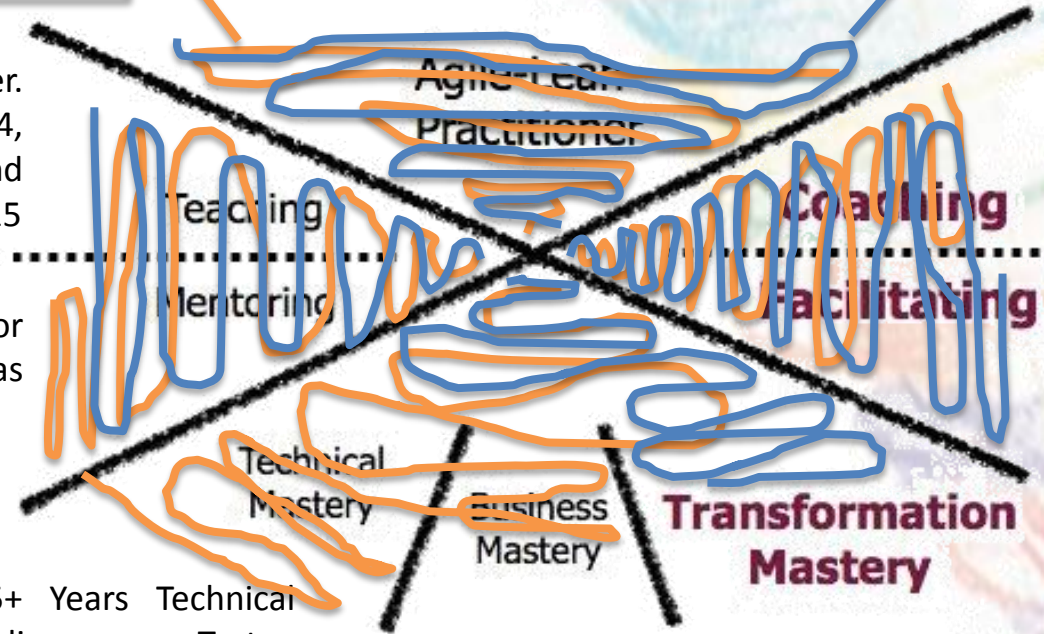
15+ Years Technical Delivery: Tester, Developer, Architect, DBA, Pm/PgM

17+ Years with INS/DHS Federal Solution Delivery

Last 2 years began embracing concepts of org change, systems thinking and behavioral theory

4 Years of coaching agile teams and organizations. Hold ICP-ACC, ICP-ATF, PMI-ACP, CSM, PMP

Enjoy facilitating sessions that lead to value and change... seeking outcomes, not checking the boxes



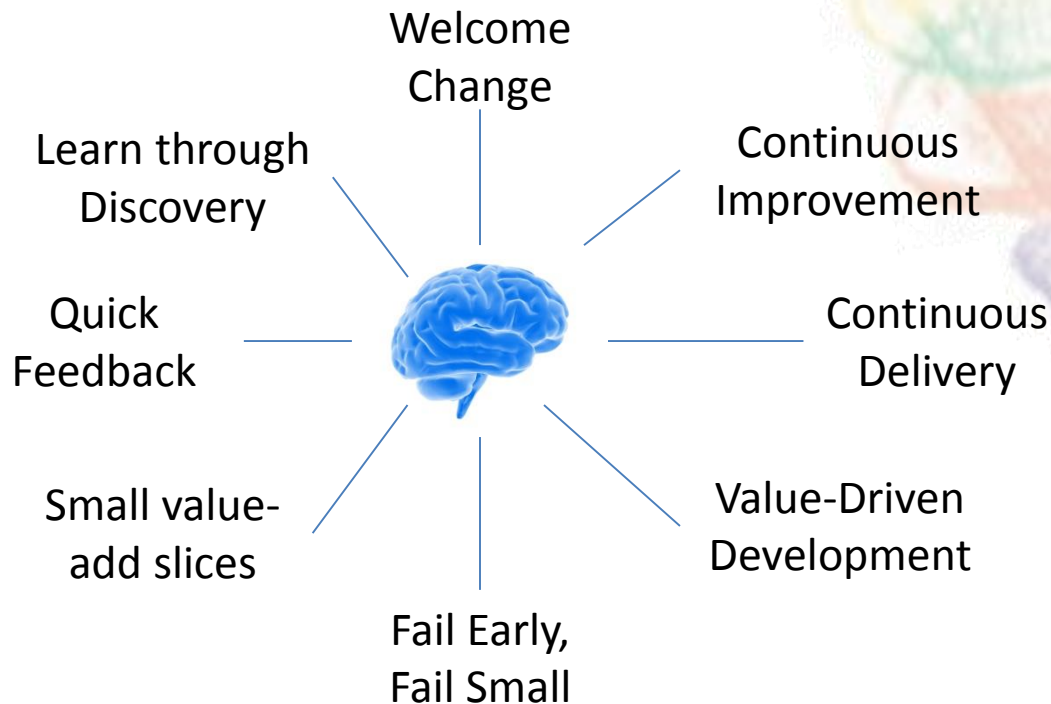
Two Main Goals to Cover

- Fixed vs Growth Mindset
- Values and Principles – Being Agile not Doing Agile



Agile is a Mindset

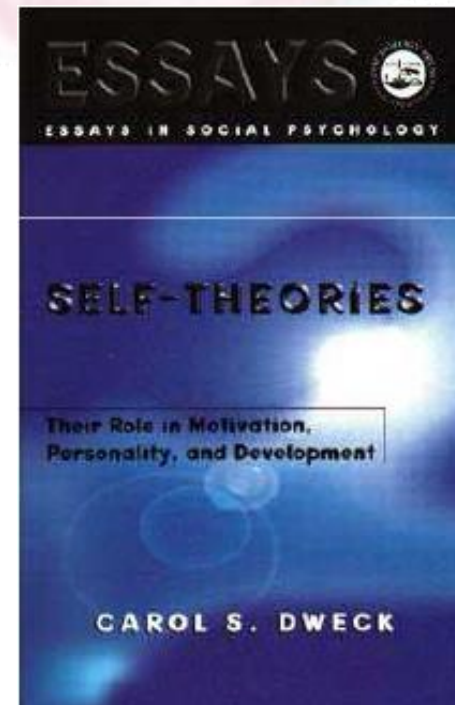
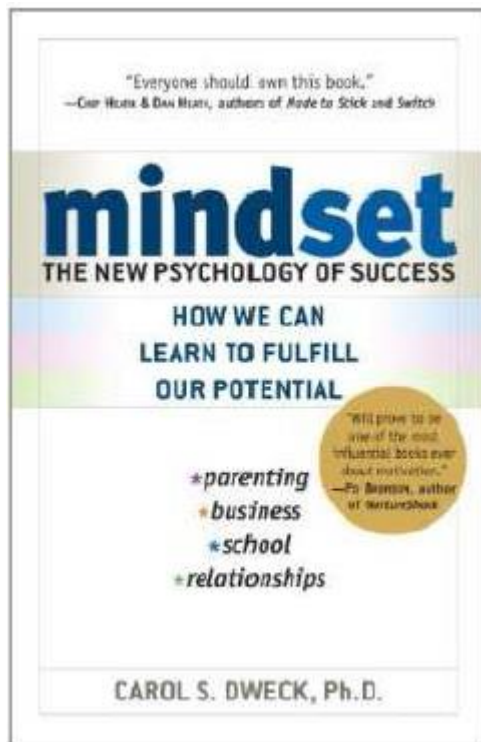
A mindset is the established set of attitudes held by someone, i.e.



Good Resources

Linda Rising – The Agile Mindset www.lindarising.org

Mindset – Carol Dweck



Self-Theories– Carol Dweck

Two mindsets: Fixed & Growth

- Carol Dweck concludes there are two mindsets
 - Fixed
 - Growth
- Mindset:
 - Determines how you set your goals
 - Your reaction to failure
 - Belief about effort and strategies
 - Attitudes toward others' successes



Fixed Vs. Growth Mindset

Two Mindsets

Fixed

Ability – static, like height

Goal – to look good

Challenge – avoid it

Failure - defines your identity

Effort - for those with no talent

Reaction to challenge - helplessness

Growth

Ability – can grow, like muscle

Goal - to learn

Challenge – embrace it

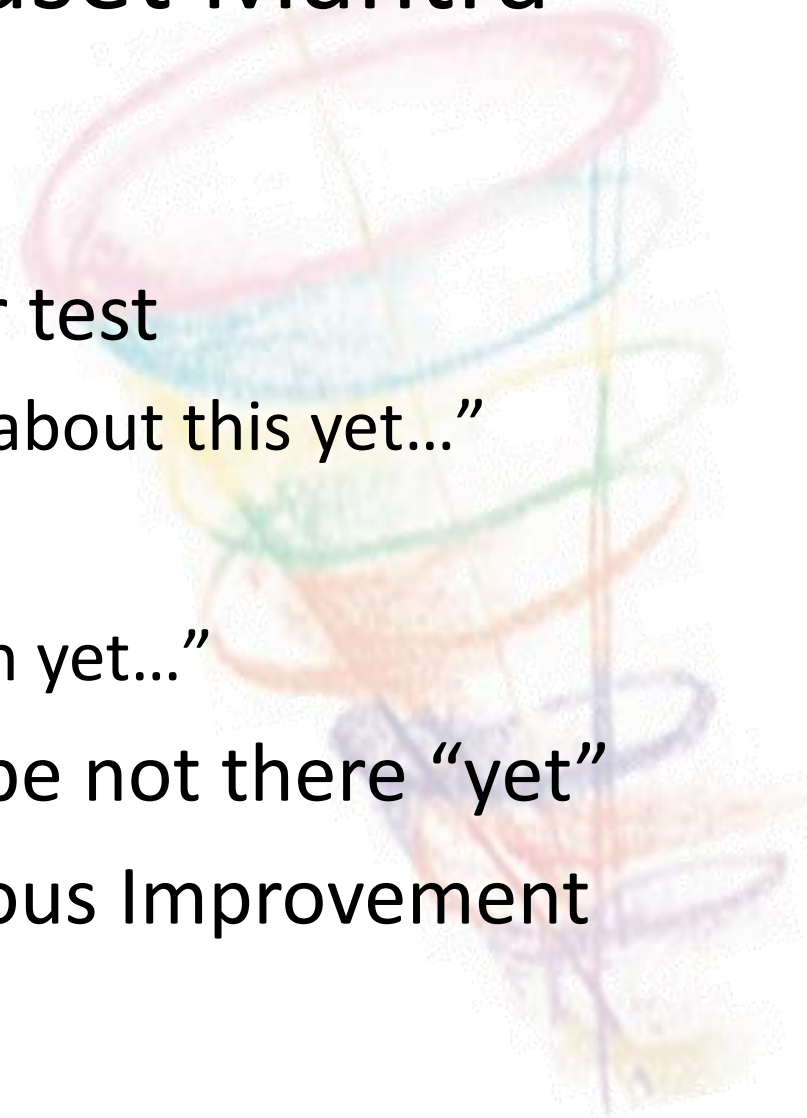
Failure – provides information

Effort - path to mastery

Reaction to challenge – resilience

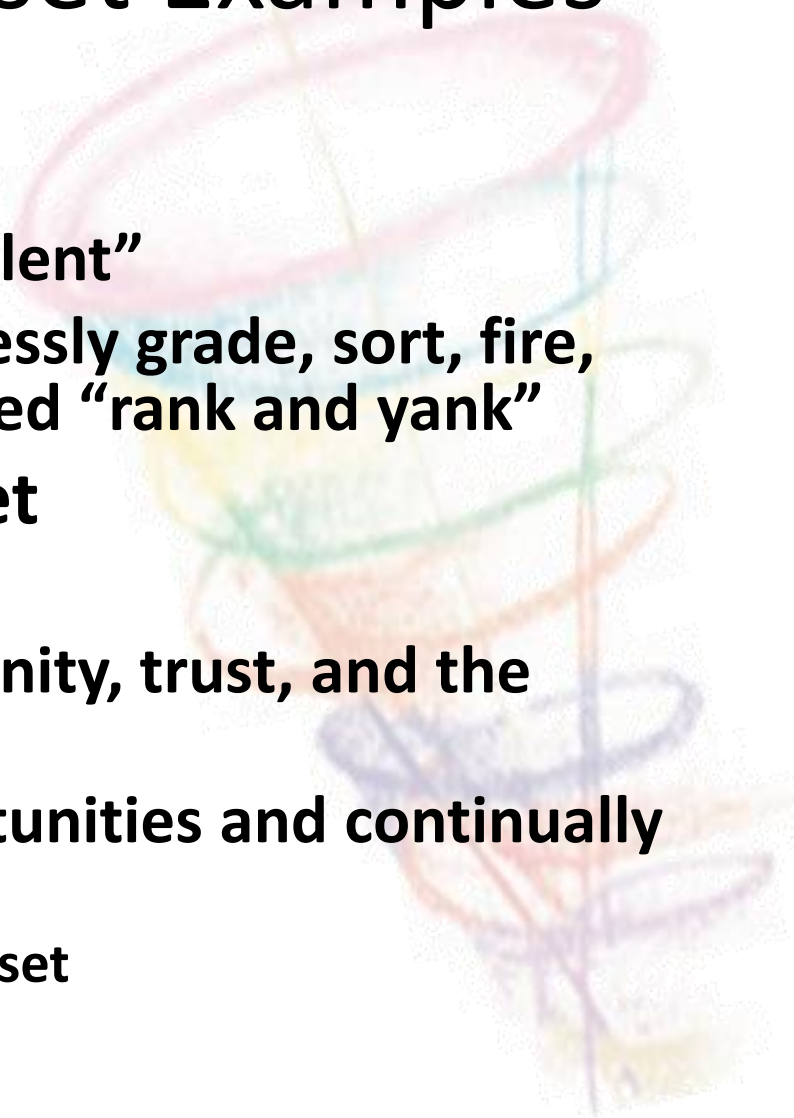
The Growth Mindset Mantra

- Not “Yet”
- In failing an assignment or test
 - “I haven’t learned enough about this yet...”
- In missing a shot
 - “I haven’t practiced enough yet...”
- You are capable, just maybe not there “yet”
- Truly believing in Continuous Improvement relies on the “yet” mantra



Organization Mindset Examples

- **Enron's fixed mindset**
 - Identify and hire “the best talent”
 - Then continuously and ruthlessly grade, sort, fire, and promote – a process called “rank and yank”
- **Southwest's Growth Mindset**
 - Hire for attitude
 - Establish a culture of community, trust, and the “Southwest spirit”
 - They provide learning opportunities and continually grow people
 - Southwest has an “agile” mindset



Walk the Line

- Exercise
 - Walk the Line
 - Fixed vs Growth Mindset
 - Walk the line, look at the statements by each mindset
 - Feel what it is like to believe each statement

Fixed Mindset

Growth Mindset



An Agile Mindset

Agile Mindset = Growth Mindset

“An ‘agile mindset,’ is an attitude that equates failure and problems with opportunities for learning, a belief that we can all improve over time, that our abilities are not fixed but evolve with effort.” -- Linda Rising

Agility is realized in different levels



- Each level reinforces the other and shares the same values and principles
- The traits and behaviors will be different at each level

Agile Values

A Value is an established ideal that the members of a given society regard as desirable

| Agile (empirical/adaptive process control model) | Traditional (defined/deterministic process control model) | |
|--|---|------------------------------------|
| People and Interactions | over | Processes and Tools |
| Working Software | over | Comprehensive Documentation |
| Customer Collaboration | over | Contract Negotiation |
| Responding to Change | over | Following a Plan |

While there is value in the items on the right: we value the items on the left more.
(but Agile is not just about delivering software, it applies to all types of projects)

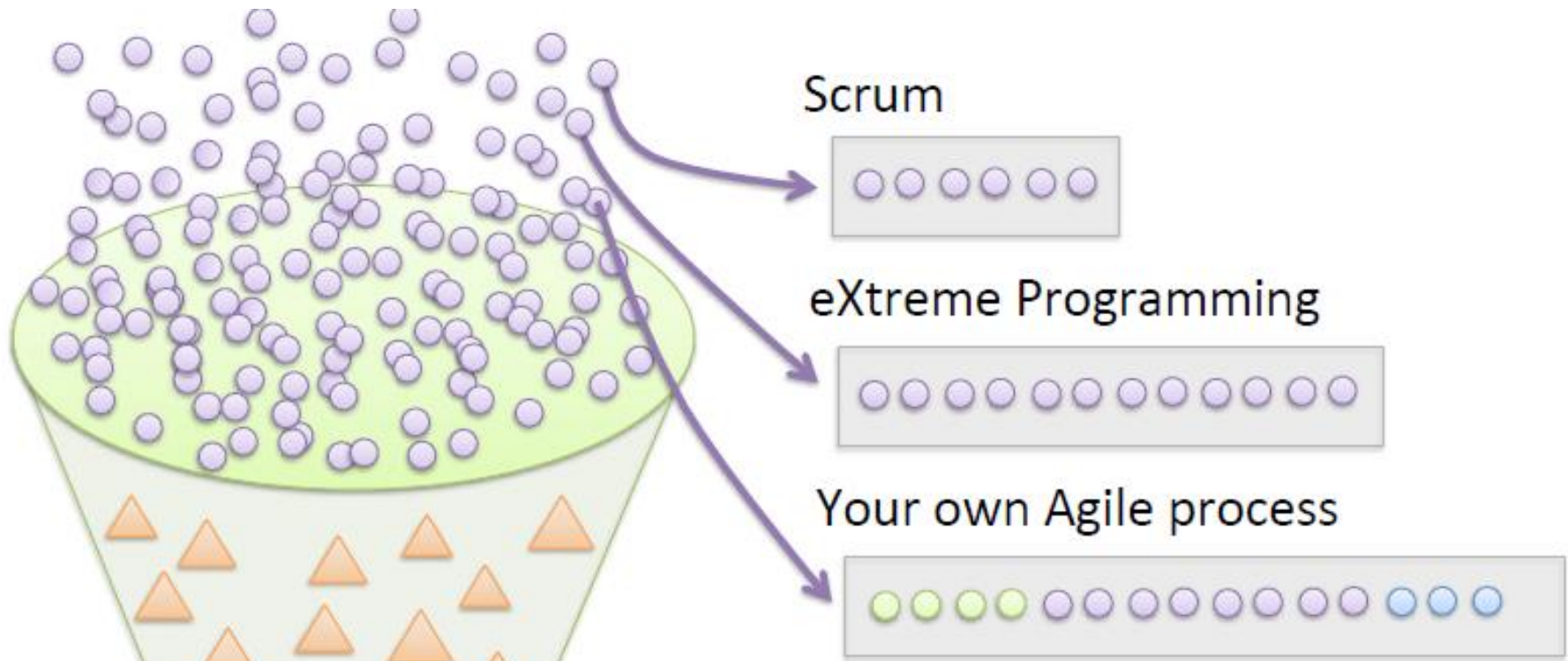
www.agilemanifesto.org

Agile Principles

Agile Principles - abridged

1. Early and Continuous Delivery of valuable software
2. Harness change for the customer's competitive advantage
3. Deliver working software frequently
4. Business and development must work together
5. Empower, motivate, trust and support teams
6. Face-to-face conversations
7. Working software is the primary measure
8. Sustainable constant pace
9. Continuous attention to technical excellence
10. Simplicity – maximize work not done
11. Self-organizing teams
12. Inspect and adapt regularly





Scrum



eXtreme Programming



Your own Agile process



Agile is a mindset

[that in the software world is]



Established through 4 values



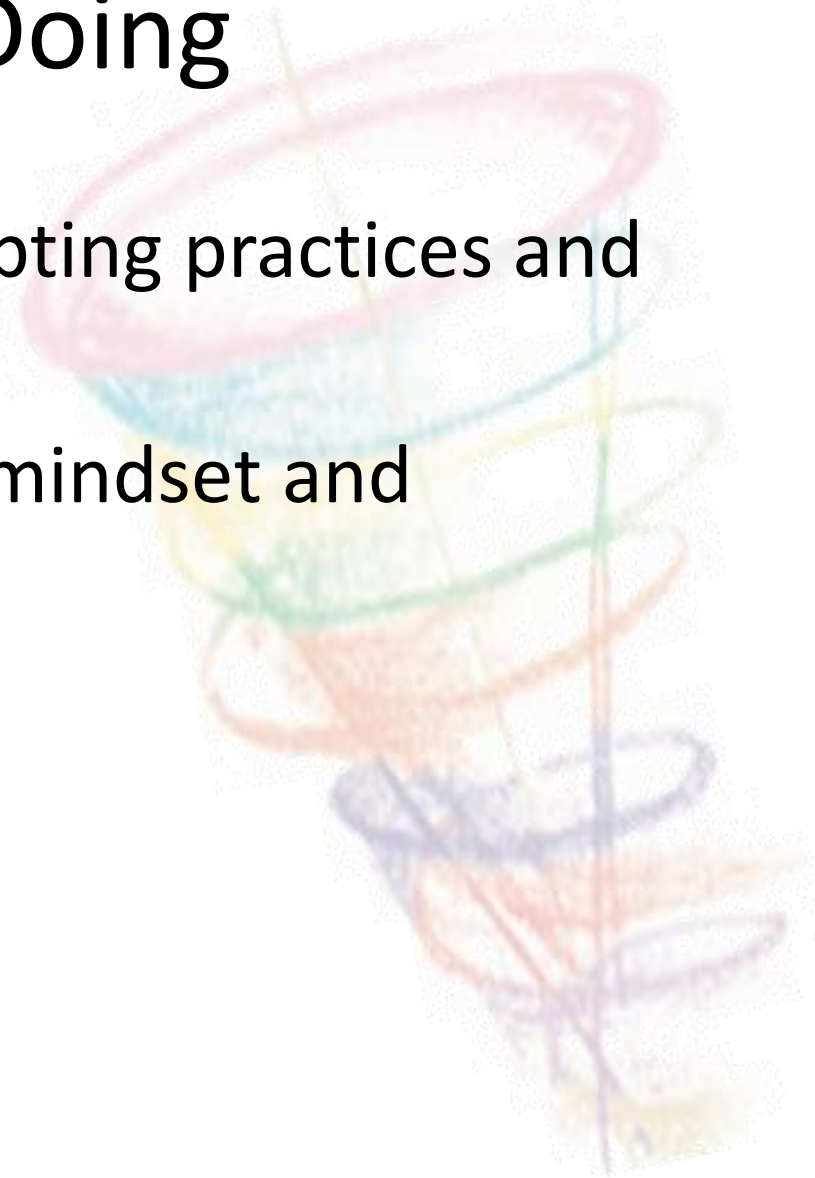
Grounded by 12 principles, &



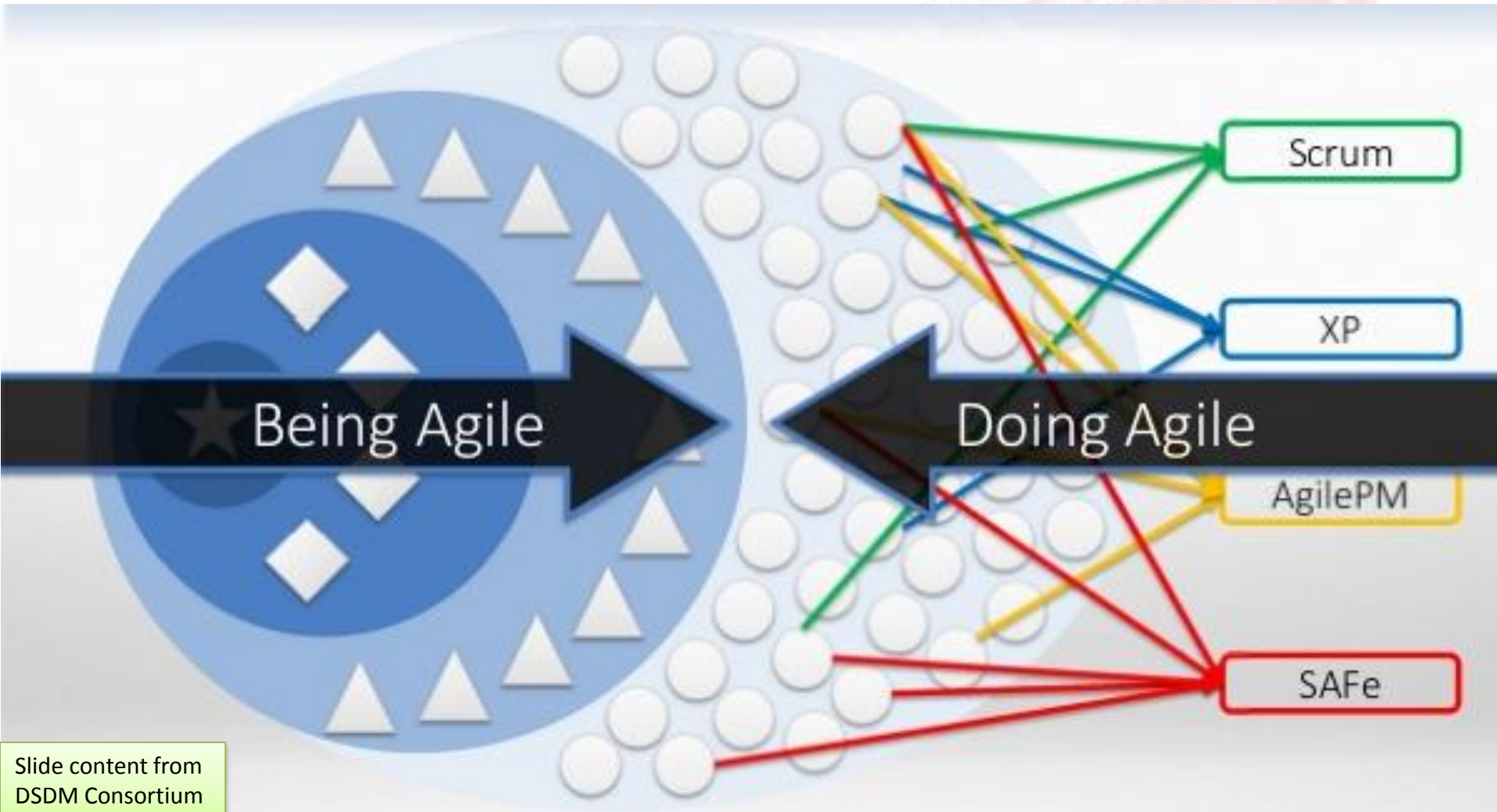
Manifested through many many different practices

Being vs. Doing

- *Doing agile* relates to adopting practices and techniques
- *Being agile* relates to the mindset and behaviors we use



Being vs. Doing



Scrum

XP

AgilePM

SAFe

Being Agile

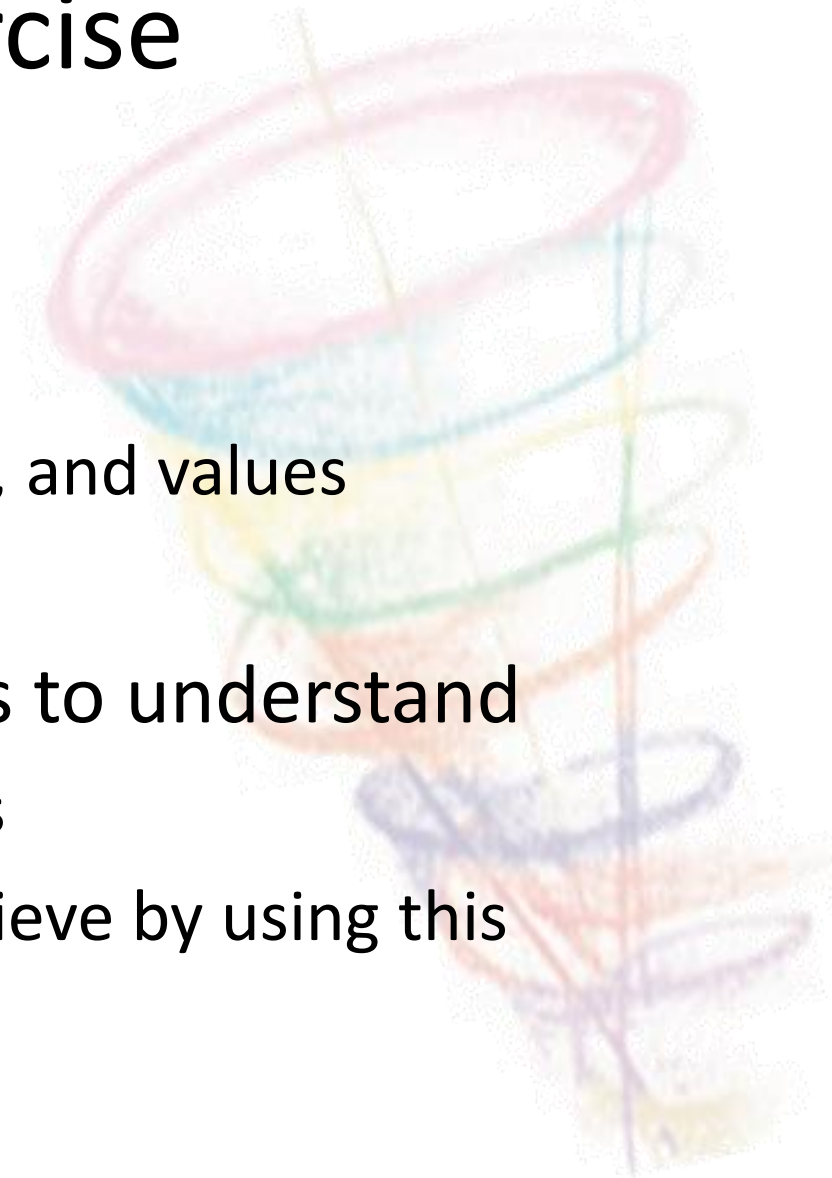
Doing Agile

Slide content from DSDM Consortium

- ★ Agile Mindset
- ◇ 4 Agile Values
- △ 12 Agile Principles
- Agile Practices

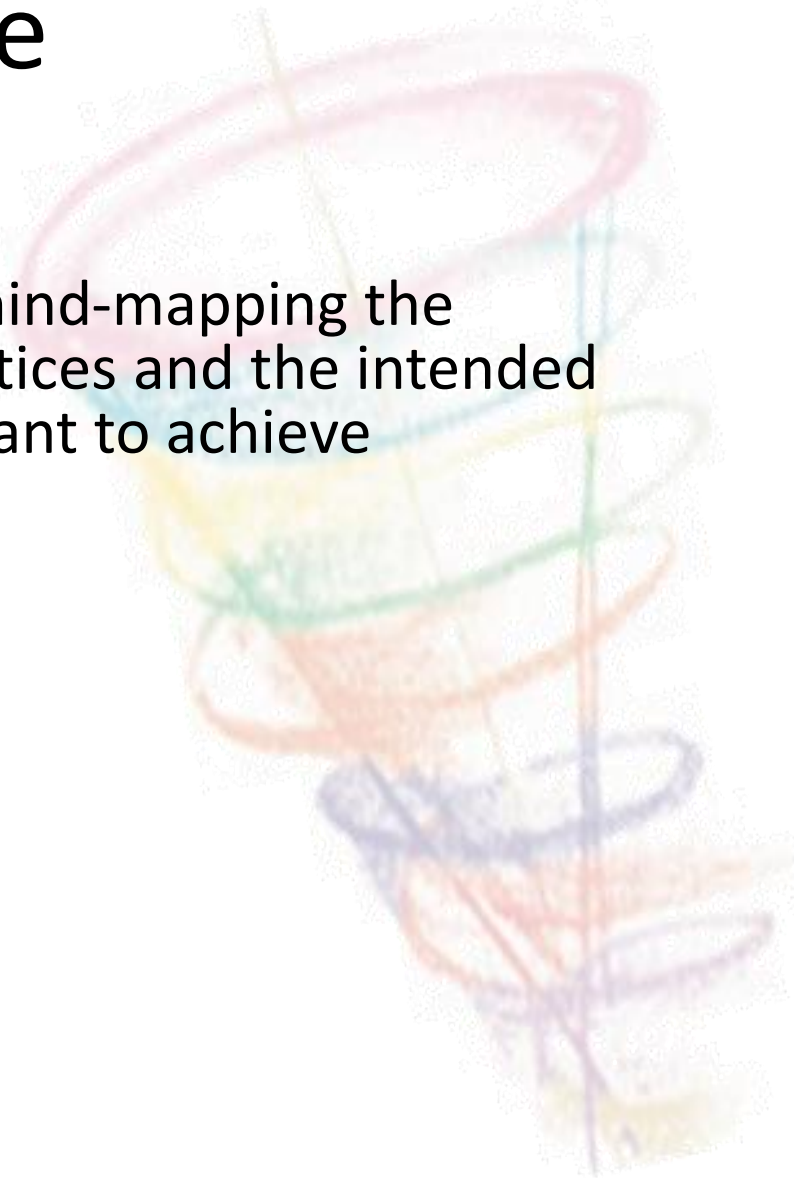
Pre-Exercise

- Let's do one together
 - Mindmap a practice
 - Map outcomes, principles, and values
- Purpose of this exercise is to understand
 - why we do these practices
 - What are we trying to achieve by using this practice



Exercise

- Get into groups around a practice
- Brainstorm to illustrate through mind-mapping the outcomes expected by these practices and the intended values and principles they are meant to achieve
 - Daily Stand Up
 - Retrospective
 - Planning
 - Kanban
 - Story Mapping
 - DevOps
 - SAFe
 - ATDD, TDD, Pair Programming, etc.
 - Or pick your own



Close Out

- Q&A
- Backlog Grooming
- A big thanks to you all

