

Leading Agile Change

Stop trying to manage change. Start leading it.

The ability to change continuously is mandatory for any company to thrive today. Established change models aren't sufficient, and traditional approaches aren't Agile enough to keep up with increasing uncertainty and disruption. Today's companies need a simpler, faster, more impactful way to achieve sustained change.

Sense. Orient. Act. Learn

Leaders in Agile organizations are champions of change - aligning their companies and people to a shared purpose and goals and designing environments in which improvement and success occur all the time. Agile leaders:



Sense

Quickly recognize signals in the organization that point to problems or opportunities for improvement



Orient

Orient team objectives toward company goals, focusing on improvements with the most impact



Act

Design environments where the desired results are possible, and then take action to achieve them



Learn

Identify opportunities for continued learning and engage with stakeholders across the organization



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A Radical New Mindset

Agile transformations, like other major change initiatives, introduce radical shifts in mindsets, norms and entrenched relationships in and between individuals. But Agile techniques are designed to make progress in conditions of high uncertainty. With practices such as dynamic backlogs, multi-level planning and frequent feedback, change leaders can use real-time data to pivot and adapt plans as needed and self-organizing teams improve continuously.

Lean Transformation

Massive, top-down change initiatives are slow and costly. When conditions change, they remain focused on the wrong targets, draining your organization of money and energy. By focusing improvements on constraints and controlling the pace of change, impact can be maximized and cost reduced. With a clear, simple scaling approach, organizational learning can be efficient.

The New Manager

As the organization changes, so too must its managers. The catalysts of transformation, Agile managers adopt a new set of values and must develop new skills. Whether resolving conflicts, navigating through complex project environments, or attempting to break with old cultural norms, these leaders bring the right skills to any situation they face - all the while steering everyone around them towards success. From team level leaders to executives, successful change requires learning and action at all levels of the organization.

