

Agile + DevOps **EAST**

A TECHWELL EVENT

AW6

Agile Leadership

Wednesday, November 7th, 2018 1:30 PM

Transformational Leadership for Business Agility

Presented by:

Sanjiv Augustine

LitheSpeed LLC

Brought to you by:



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Sanjiv Augustine

Sanjiv Augustine is the founder, president, and CEO of LitheSpeed LLC and an entrepreneur, industry-leading agile and lean expert, author, speaker, management consultant, and trainer. With nearly thirty years in the industry, Sanjiv has served as a trusted adviser to executives and management at leading firms, including Capital One, The Capital Group, CNBC, Comcast, Freddie Mac, Fannie Mae, General Dynamics, HCA Healthcare, The Motley Fool, National Geographic, Nationwide Insurance, Royal Bank of Canada, Samsung, and Walmart. Sanjiv is the author of the books *Managing Agile Projects* and *Scaling Agile: A Lean JumpStart*, as well as several publications, including "Transitioning to Agile Project Management" and "The Lean-Agile PMO: Using Lean Thinking to Accelerate Agile Project Delivery." He is a dynamic, sought-after keynote speaker who presents regularly at agile and PMI user groups and conferences worldwide.

TRANSFORMATIONAL LEADERSHIP FOR BUSINESS AGILITY



1. Lead with Focus
2. Change the System
3. Steer from the Edges

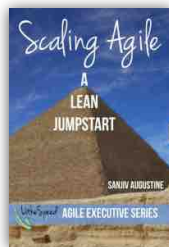
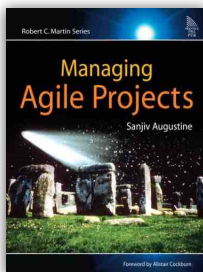


Sanjiv Augustine and Bob Payne

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About Me – Sanjiv Augustine



- Founder of **LitheSpeed, LLC** and the **Agile Leadership Academy**
- Experience: 28 years industry, 18 years of Agile, 15 years of Lean
- Author of *Managing Agile Projects* and *Scaling Agile: A Lean Jumpstart*.
- Specialties: Business Agility, Agile, Lean, Innovation, Leadership
- Practitioner, entrepreneur, consultant, trainer, author, speaker and community organizer

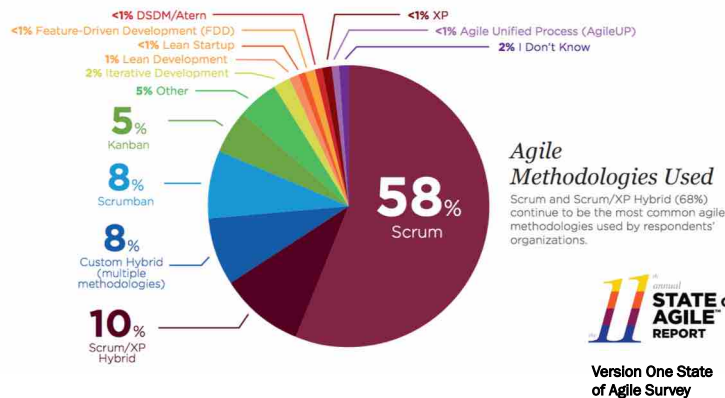
About Me – Bob Payne

- Change Agent
- Experience: 25 years industry, 18+ years of Agile/Lean
- Specialties: Agile, Lean, Innovation
- Practitioner, consultant, trainer, author, speaker and community organizer
- Host AgileToolkit Podcast
- @AgileToolkit Twitter and Podcast
- Chair, AgileDC



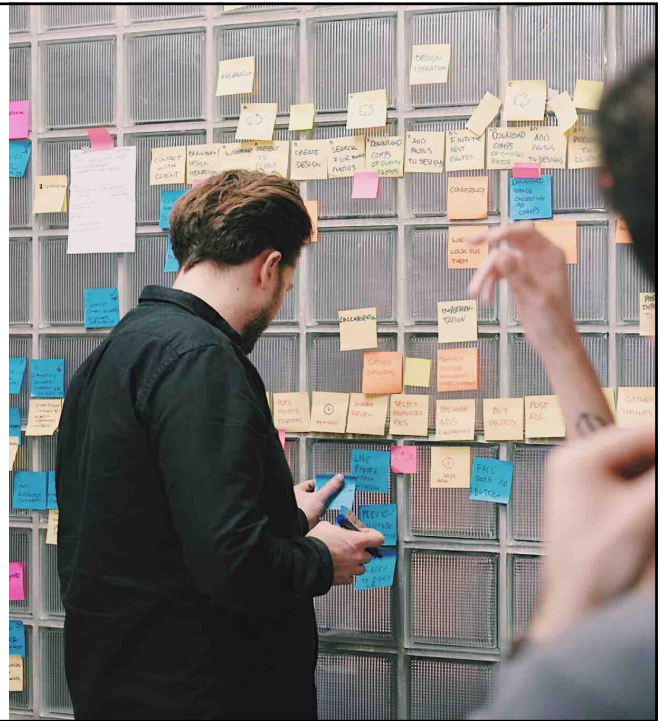
Poll – Level of Agile Knowledge?

- **“Agile”** describes a set of methodologies, aligned with lean principles for focusing on value and eliminating waste.
- **Scrum** is currently the most popular of the team-based agile methods.
- **SAFe, DAD, LeSS, Scrum@Scale** and **Nexus** are newer scaling methods.

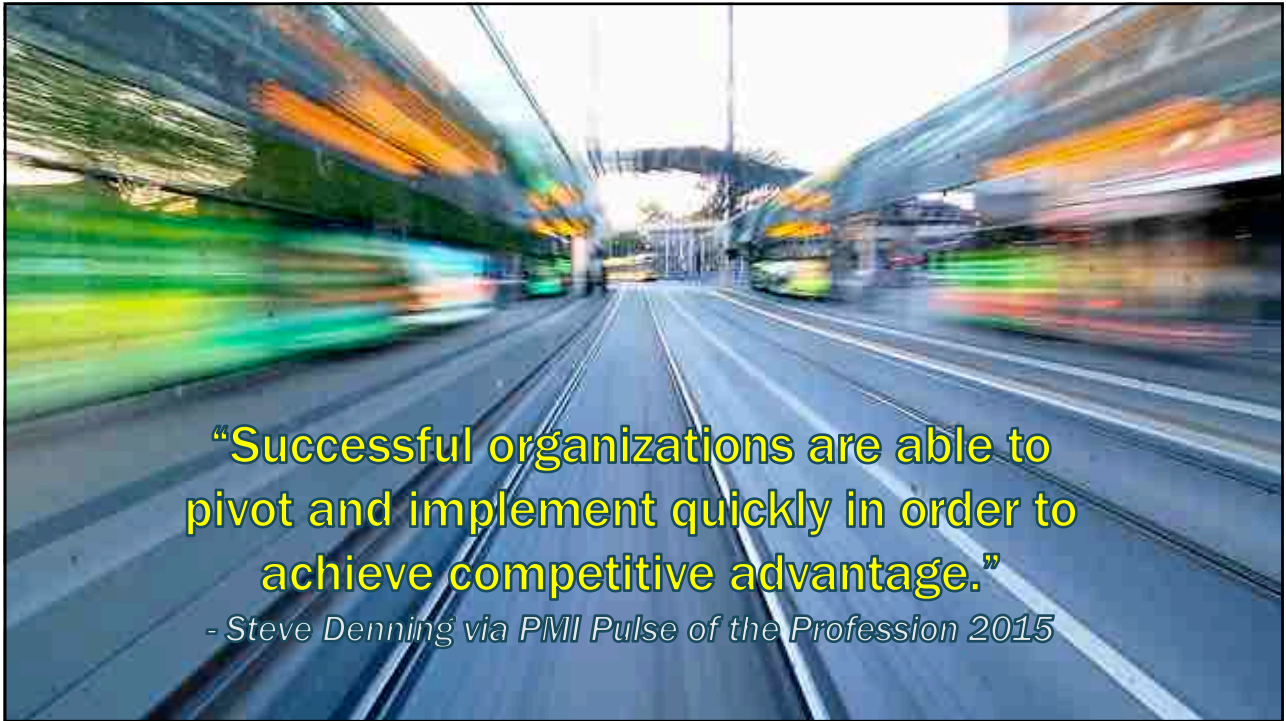


AGENDA

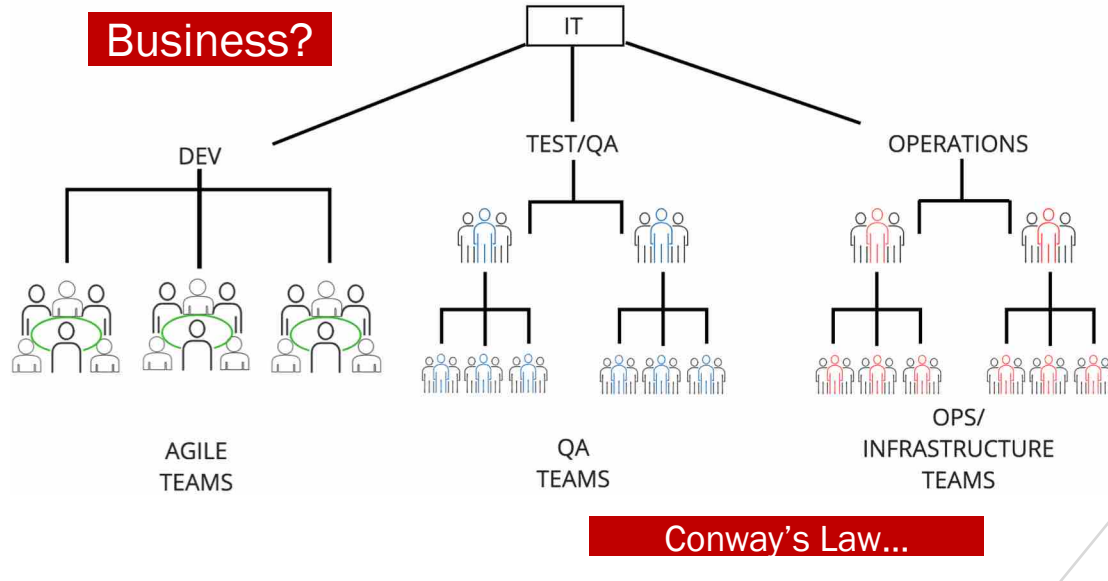
- What is Business Agility?
- Barriers to Business Agility
- Transformational Leadership for Business Agility
 - Lead with Focus
 - Change the System
 - Steer from the Edges
- Q&A



WHAT IS BUSINESS AGILITY?

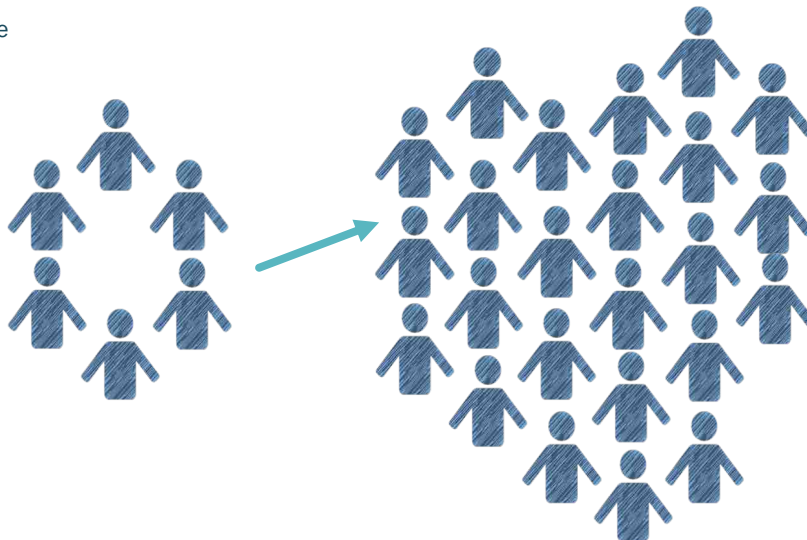


Agile Teams... Waterfall Silos



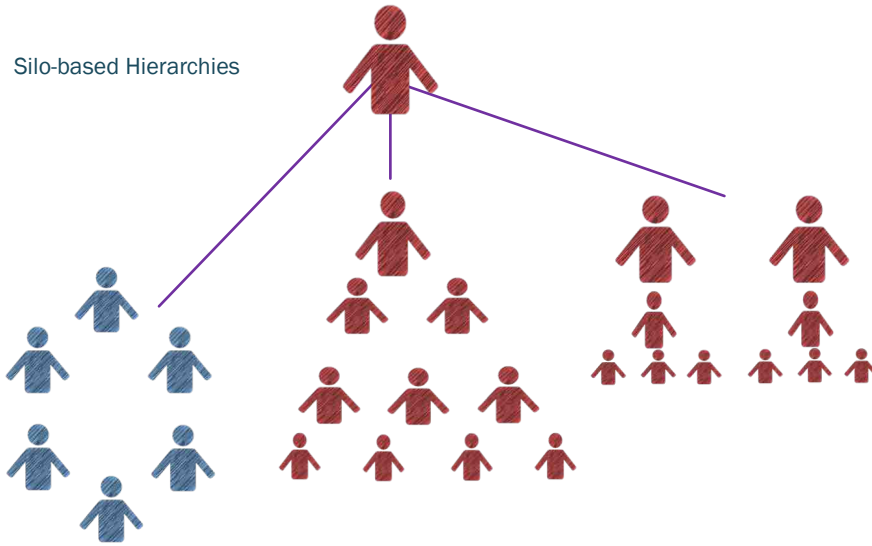
Organizational Misalignment with Agile Methods

► Team Size



Organizational Misalignment with Agile Methods

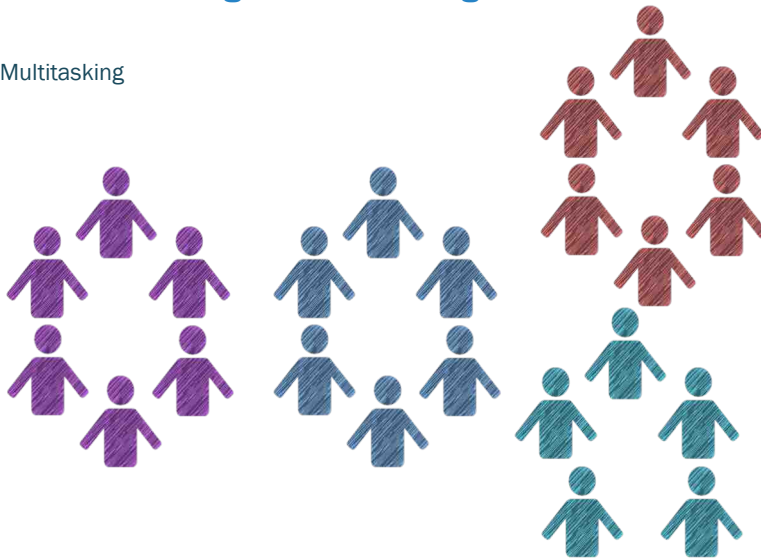
► Silo-based Hierarchies



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Organizational Misalignment with Agile Methods

► Project Multitasking

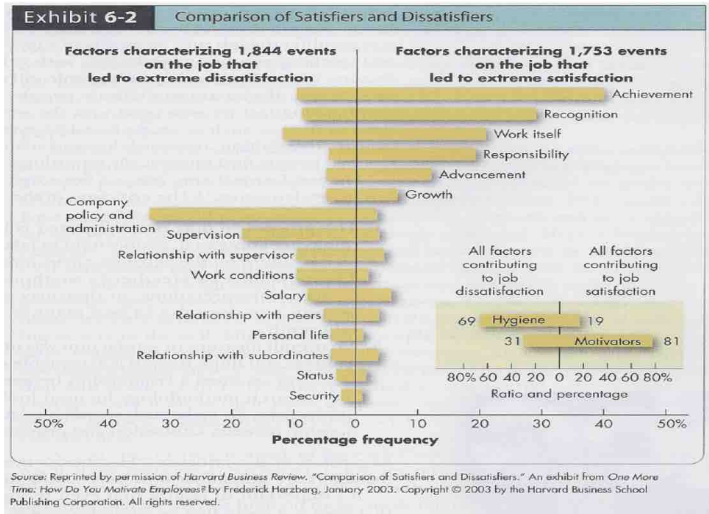


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Improving Engagement – What Matters Most?

Fredrick Herzberg’s Two Factor Theory: Eliminating dissatisfying factors and providing satisfying ones **must both be done in concert.**

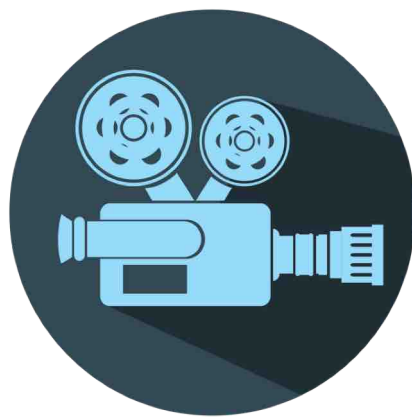
Provide purpose while relentlessly **simplifying bureaucracy.**



TRANSFORMATIONAL LEADERSHIP FOR BUSINESS AGILITY

- Lead with Focus
- Change the System
- Steer from the Edges

1. LEAD WITH FOCUS



HBR'S GOLEMAN ON 3 TYPES OF FOCUS

Lead with Focus

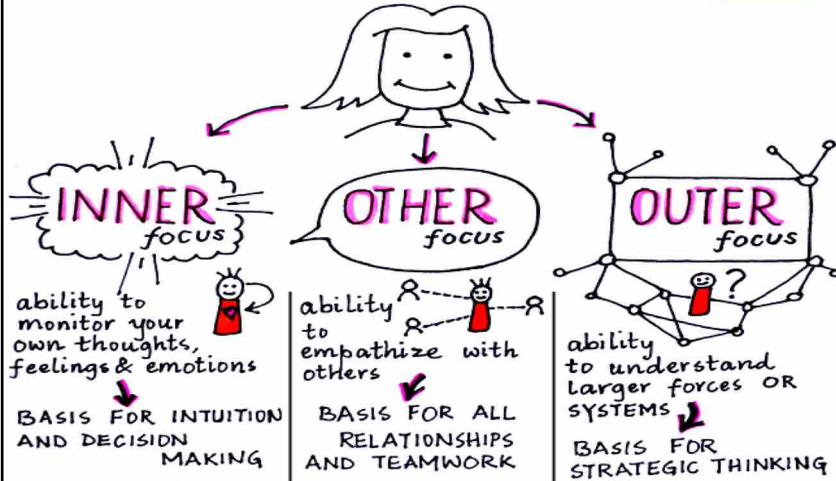
Tanmay Vora

@tnvora

QAspire.com

LEADERS NEED THREE KINDS OF *focus*

Daniel Goleman, HBR



HOW TO IMPROVE?

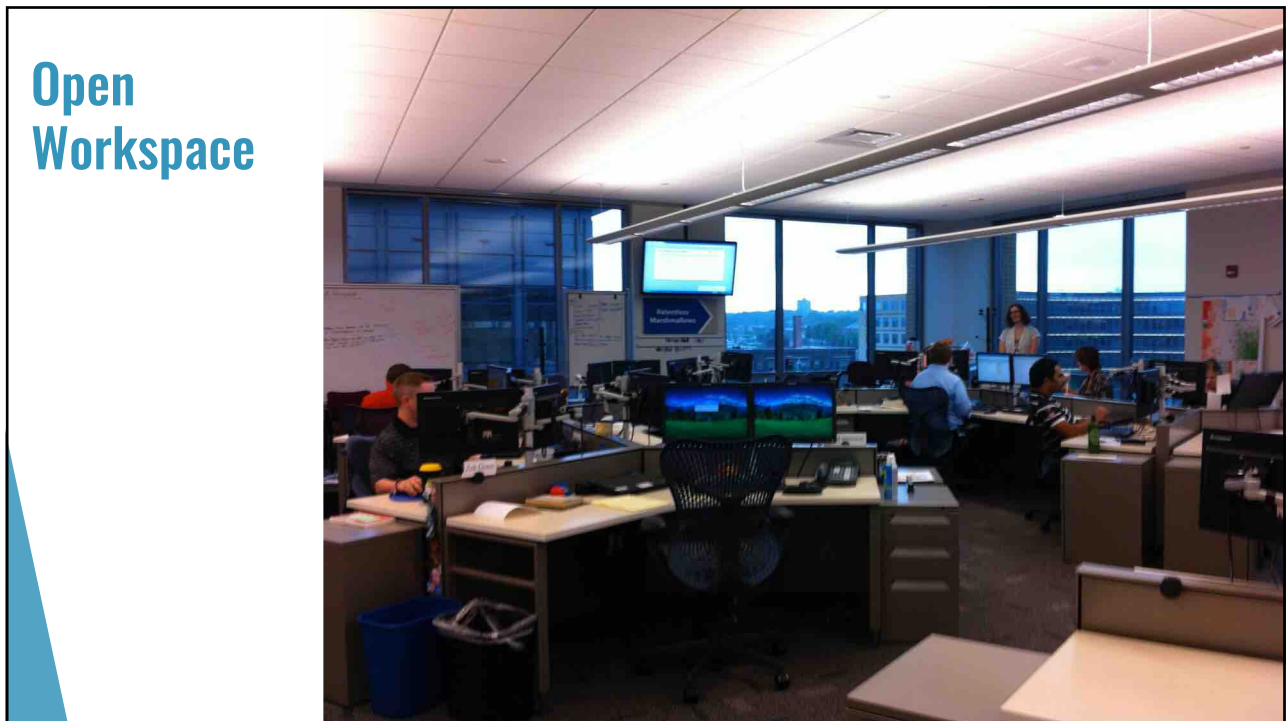
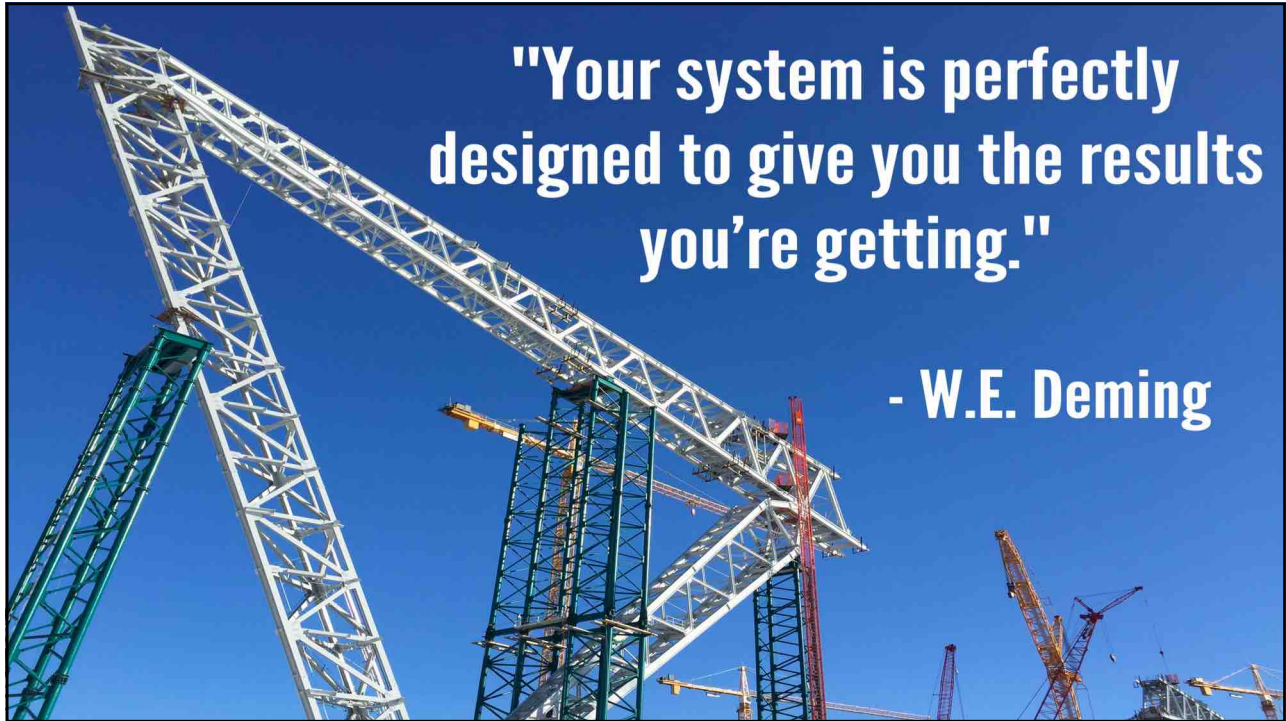


@tnvora

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2. CHANGE THE SYSTEM

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Commons for collaboration



Caves for privacy

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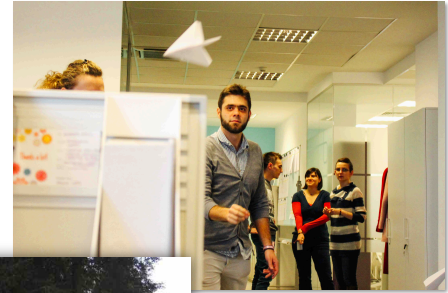
Flexible Work Hours...with...



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Slack Time

- At Atlassian and Google, people spend **20% of their work** time on projects that interest them
- Gmail, Google News, Orkut, and AdSense originated from these independent endeavors
- **Half of new product launches** originate from the 20% time



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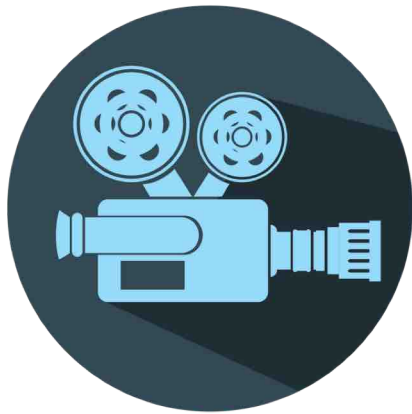
Open Vacation



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3. STEER FROM THE EDGES

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SELF MANAGEMENT AT MORNINGSTAR

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The CLOU: Mission-as-Boss

NAME: Arlen

MENTOR: Bob

PERSONAL MISSION: Make LitheSpeed the leading boutique lean and agile consultancy in the world, with a focus on advancing our thought leadership in emerging areas and creating innovative training solutions.

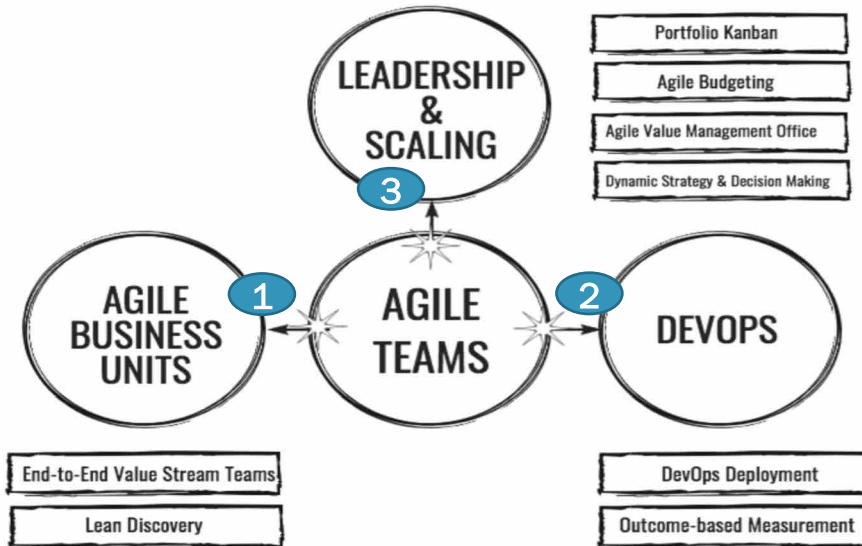
MAJOR OUTCOMES:

- Work with Training Practice to drive training innovation and growth through CAL 1, CAL 2, ALA, A-CSM and A-CSPO classes
- Lead major impact proposals efforts
- Better leverage LS platform in Agile Community for speaking, publishing and recruiting

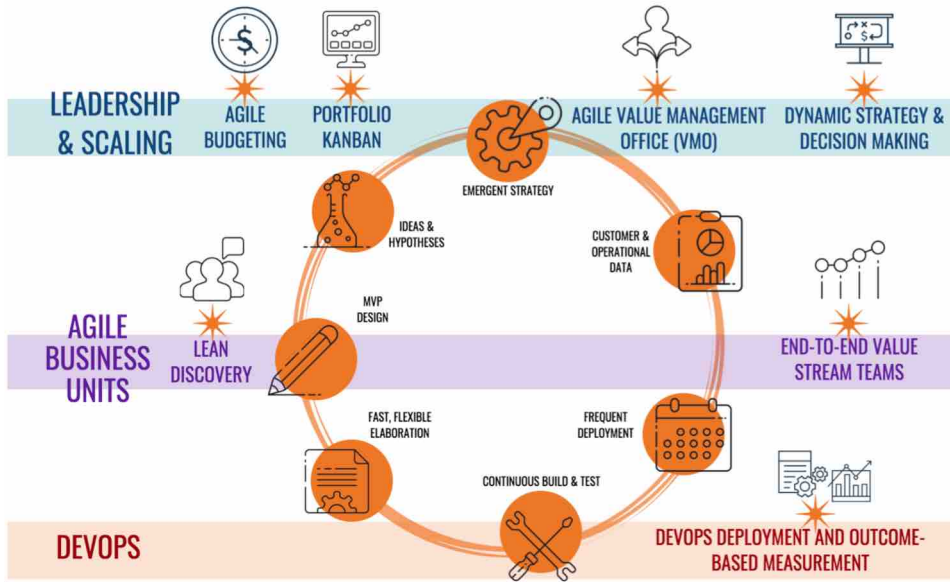
2018 ACTIVITIES

ACTIVITY & SCOPE	COMMITMENT: % OF TIME	ADVISEMENT <ul style="list-style-type: none"> • Decision Authority • Advise ment from Founders • Advise ment From _____ • Direction and advise ment from _____ 	COLLEAGUES	NOTES
FINANCIAL CONTRIBUTION				
Deliver training courses	40%	Decision Authority	Sanjiv Augustine, Joe Quaglio, Stephanie Williams	
Deliver consulting engagements	10%	Decision Authority	Sanjiv Augustine, Bob Payne	
Design packaged training solutions for clients	20%	Advise ment from	Raj Indugula, Sanjiv	

Three Essential Shifts – Left, Right and Up



Business Agility – The Essential “Sparks”



Contact Us for Further Information

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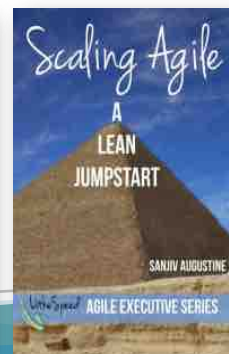
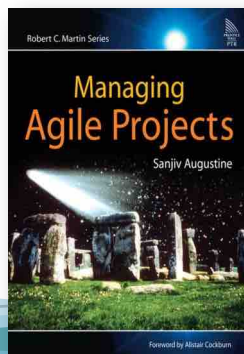
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On the Web:

<http://www.lithespeed.com>

<http://agileleadershipacademy.com>

MEET US AT THE LITHESPEED BOOTH!



Enabling **Business Agility** is What We Do



- ▶ **Transformational Leadership Development**
- ▶ Scaling Approaches
- ▶ Organization Structures for Agile
- ▶ Process Redesign
- ▶ Business Agility
- ▶ Portfolio Management
- ▶ Training Programs
- ▶ DevOps
- ▶ Team Coaching
- ▶ Change Management



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The Bottom Line – Transformational Leadership

- How individuals and teams work is a second-order effect, and of somewhat lesser importance.
- How individuals and teams come together to deliver value in organizations is a **first-order effect**.
- Individual teams' value is hemmed by the **coordination and integration of their work** across tens and sometimes hundreds of people.
- **Only transformational leadership** can solve these inefficiencies.

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