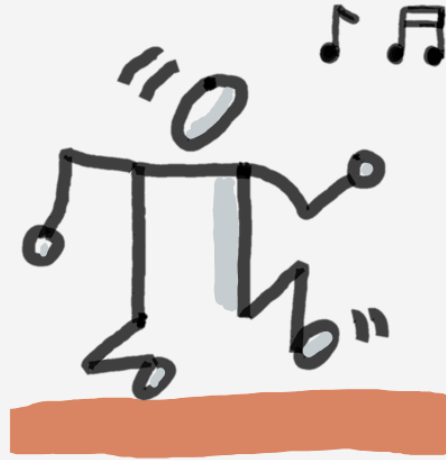


Leading towards agile

Insights from a coaching perspective & discussion

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1



Ask your employees
to dance with you,
don't make them dance for you

3



The agile magic
wand doesn't exist

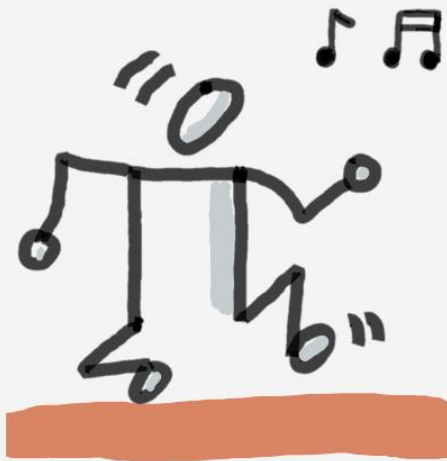
2



You reap what
you sow

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1



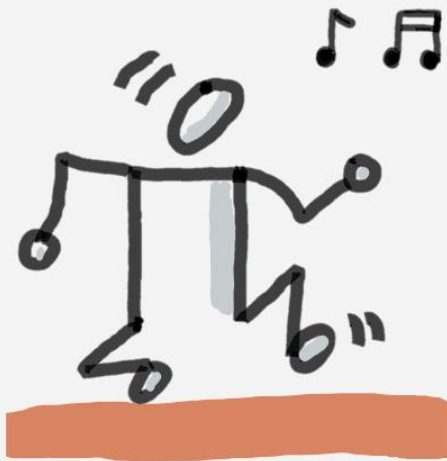
Ask your employees
to dance with you,
don't make them dance for you



Leadership Lessons from Dancing Guy by Derek Sivers

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Ask your employees
to dance with you,
don't make them dance for you

- For agile transformations, leadership support is not enough
- Starting with yourself and acting as a role model is crucial
- Role your sleeves up, learn the methods and start experimenting with them as soon as possible
- Make yourself vulnerable, make mistakes and admit them and don't give up when it gets hard
- Find a „coalition of the willing“, don't focus on obstacles and critics

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2

You reap what
you sow



Communication skills and feedback
culture are at the core

Never skip the retrospective

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...

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- Check your ego first – accept and appreciate feedback
- Everybody is a 10/10: meet your colleagues and employees with respect, appreciation and humbleness
- It will get worse, before it gets better and grass doesn't grow faster, if you pull it
- An agile transformation requires time, financial, and emotional resources – be willing to invest
- Going all in will pay off, especially for your personal development

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3

The agile magic wand doesn't exist



- Although self-organization might seem like magic, it's a learned craft
- Continuous practice, experimenting and learning from mistakes is key
- Systems thinking and a basic understanding of group dynamics are very helpful
- Agility and self-organization require a lot more negotiation and communication than command and control – be prepared for some friction
- Trying out new techniques and work hacks keeps it fun and engaging

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THANK YOU!



Let's connect