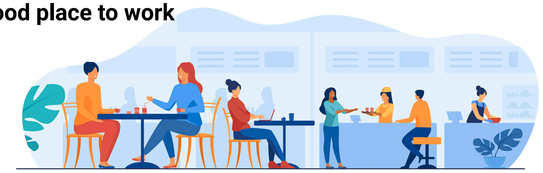
Agile Leadership in a Nutshell

Why

A good place to work



Succeed in a Changing World

Efficiency ⟷ **Resilience** ⟷ **Adaptability**

- Efficiency ← Operational Excellence
- Resilience ← Innovation — Discover. Disrupt. Deliver.
- Adaptability ← Augmented Learning

How - Lead the adaptive Organization

From Identity to Strategy

Evolving Strategy ⟷ Strategy Refinement ⟷ Strategy Implementation

Grow People and Culture

Grow — Growing People and Culture ⟷ Lead ⟷ Hack

Shape Structures and Manage

Shape — Enabling Structures ⟷ Manage ⟷ Innovate

What - About Leadership

The Needs
Capabilities needed | Knowledge work

→ →

Ways to act
Inspire | Grow | Empower | Hack the Organization

My Path
Goals & Growth | Activities | Inspect & Adapt

Become an Agile Leader

Be Authentic
Know your motivations

Understand the Challenge
Leadership Traits | Responsibilities | Characteristics

Trust People
Theory X and Y | Types of Organizations | Conditions for trust

Understand where you are
Situational awareness | Sphere of Influence | OODA | Metrics

Keep the Purpose alive
Start with Why

Act as a Leader

Actively use Feedback
Deming cycle | Retrospectives

What is your Impact
Culture pyramid | intervention points | Growth Mindset

Meaningful Conversations
Targeted, respectful

Become a Catalyst
Leadership Agility | Superheroes and postheroic leadership

Create a Safe Space
Understand the impact of threats | The SCARF model

Work with your Team

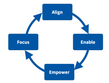
Coach your Team

Grow people and the team
Act as a Coach

Manage your Team

Create enabling structures
Design interactions | Grow the Team | Structure Teams

Lead your Team



Focus-Align-Enable-Empower
Deming cycle | Retrospectives

Create enabling structures

Design the Organization

Organize for Human Beings
Trust | Autonomy | Accountability | Lean Agile Operation Models

Structure for Adaption and Resilience

Organize the Flow
Flow over Silos | Measure for Learning

Develop your Strategy

Fit for Purpose
Find your Identity | Understand the Situation | Develop your Goals

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