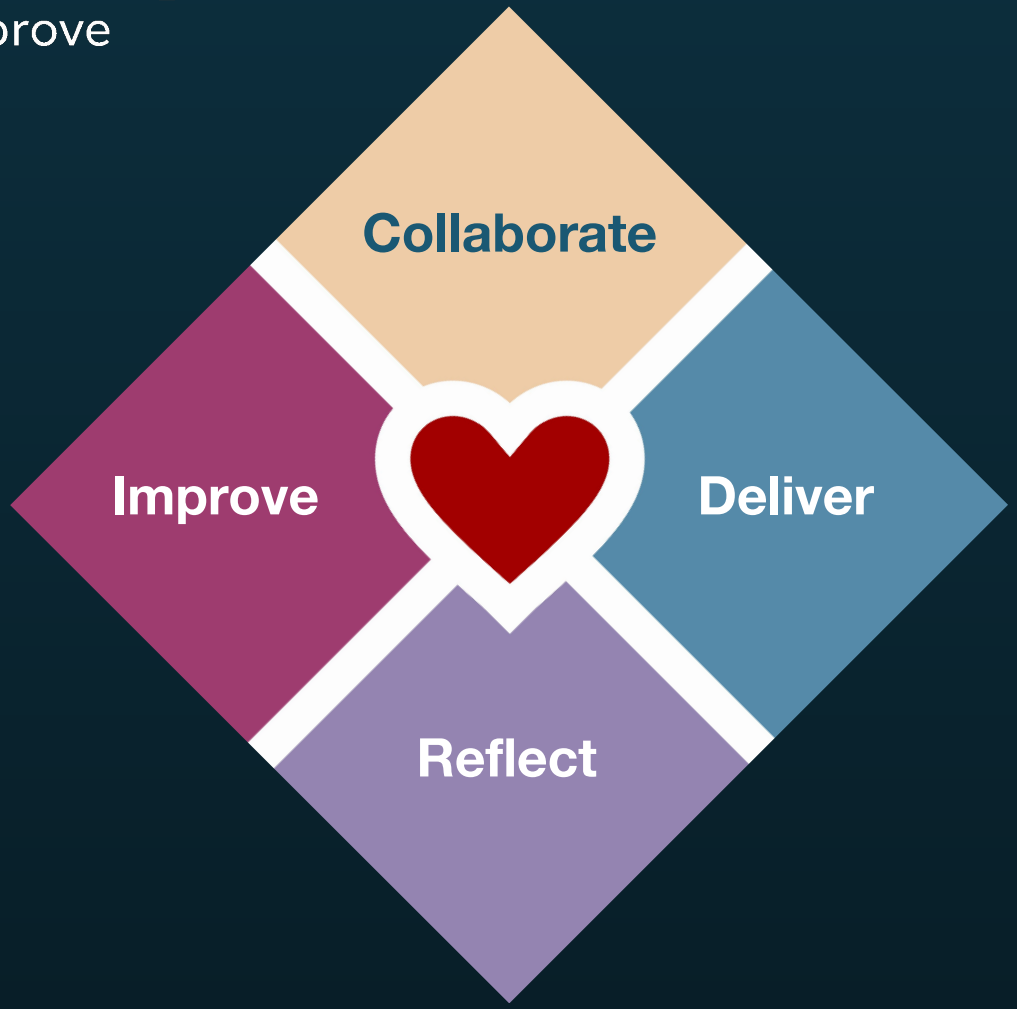
Heart of Agile

Collaborate • Deliver • Reflect • Improve

Alistair Cockburn

Agile Manifesto co-author
Heart of Agile Founder



What is Agile?

Ability to move & change direction,

quickly and with ease

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Why do we care?

The world is VUCA:

Volatile
Uncertain
Complex
Ambiguous

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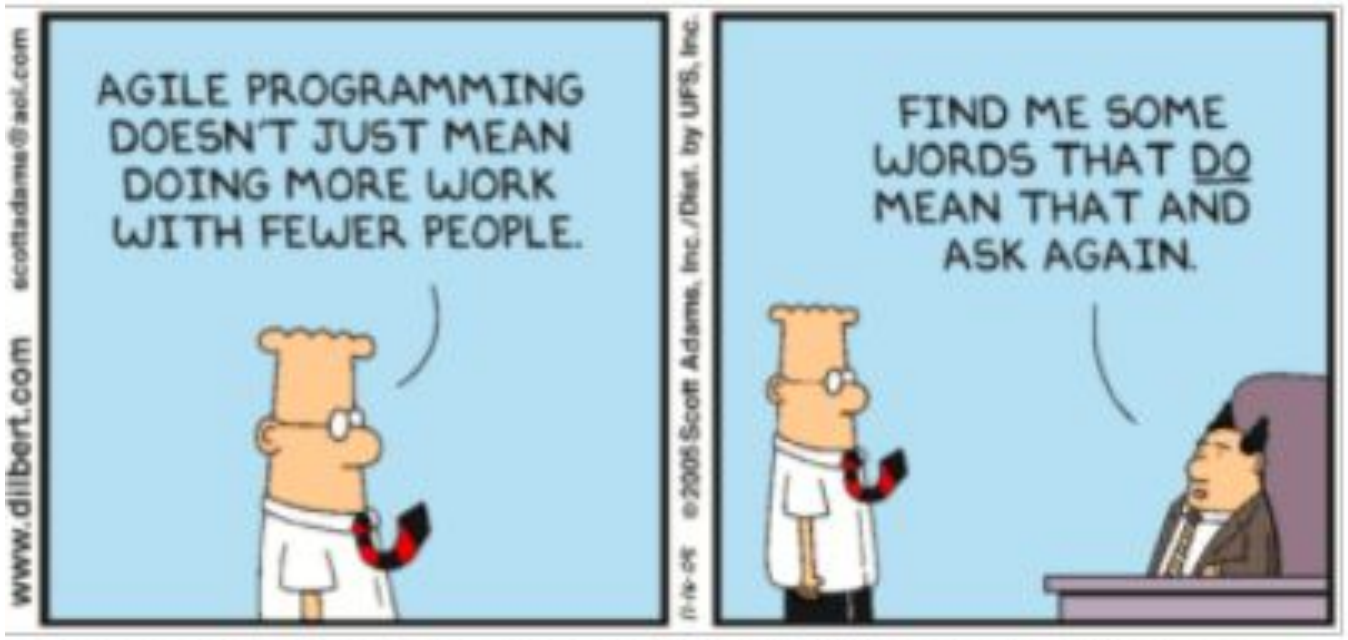
Agile does not mean
"twice the work in half the time"!



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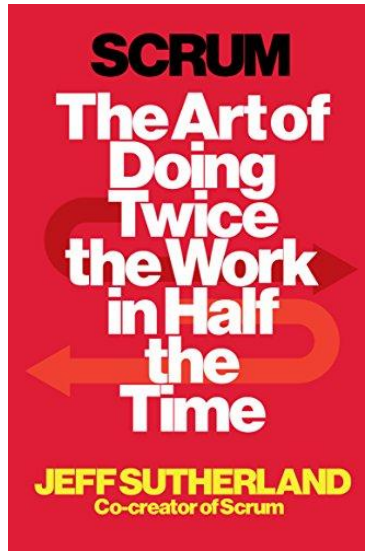

Agile means more *value* from the same work
… we've learned how.

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What problem do we need to solve?

Agile frameworks are Complicated
& don't apply widely

We need a
– simpler –
– more general –
– more powerful –
entry

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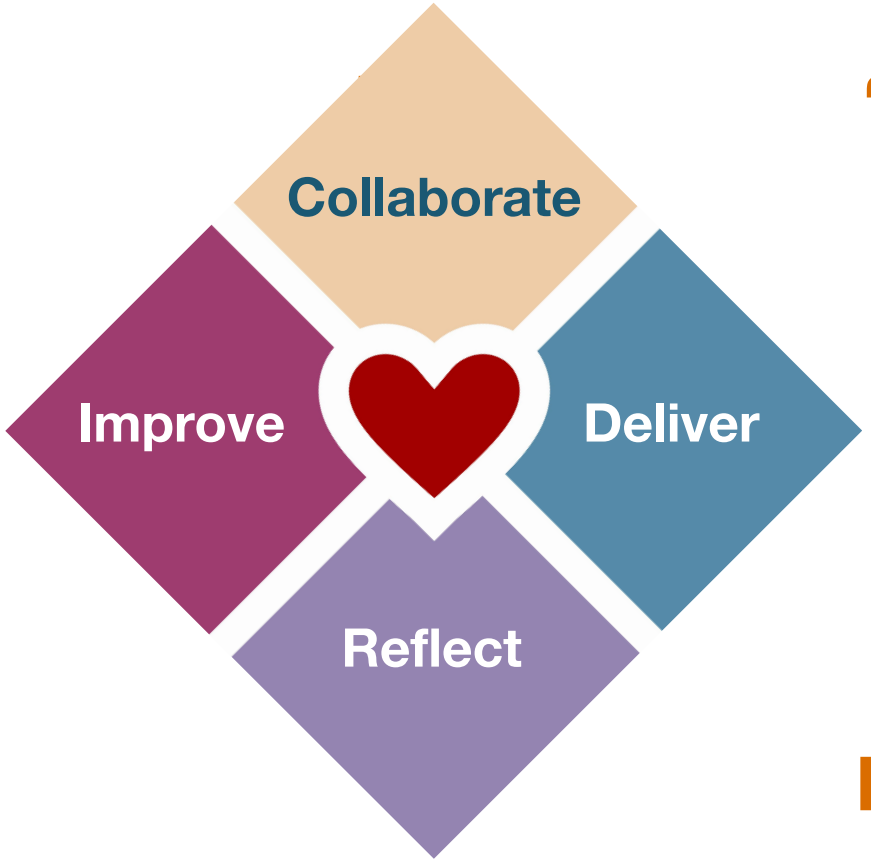
We only need 4 words:



"Heart" of Agile

Brilliance in the basics

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is not a process or framework

"The Heart of Agile is a *compass*, to decide in which direction to advance the conversations."

— Sole Pinter
Director of Global Operations
Founder, Heart of Agile Europe

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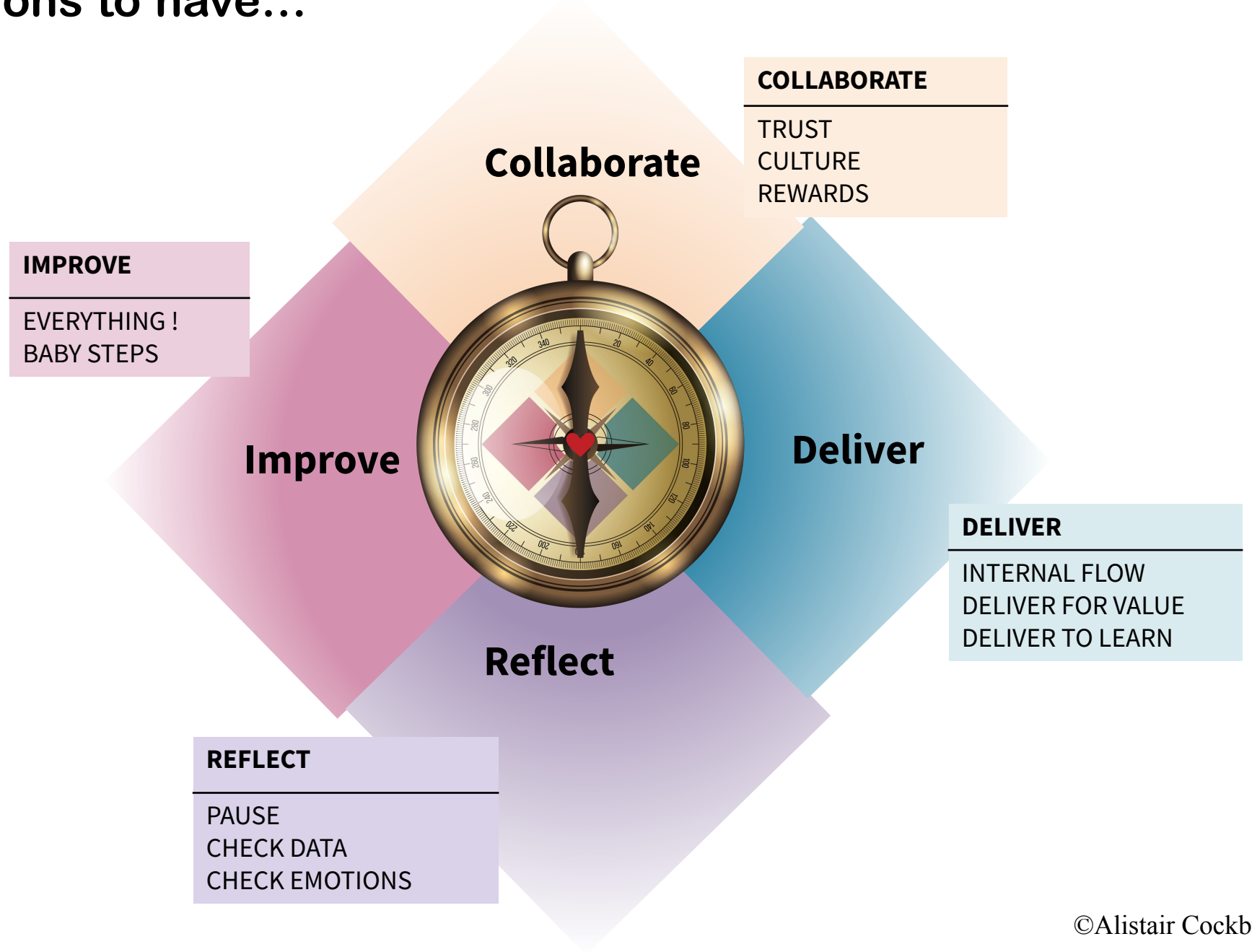
Conversations to have…



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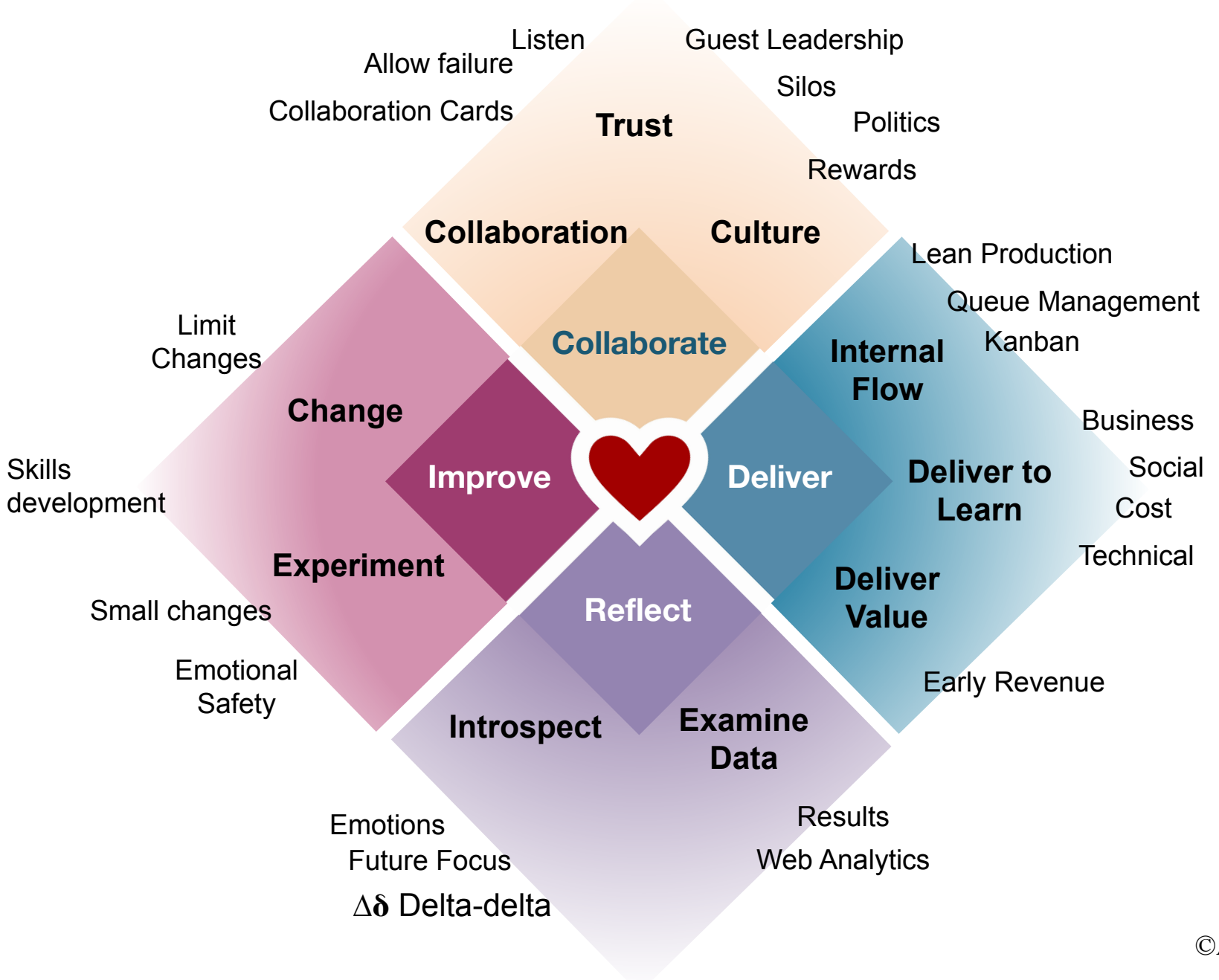
The Heart expands into Details



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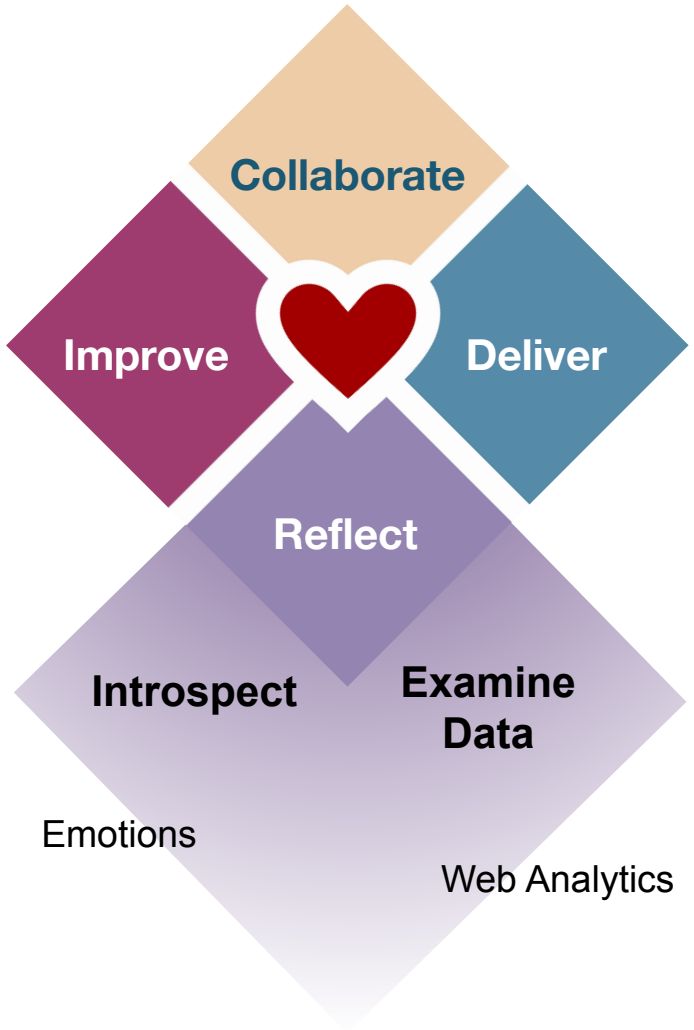
Reflect : Stop, think, gain insights. Decide what you want.



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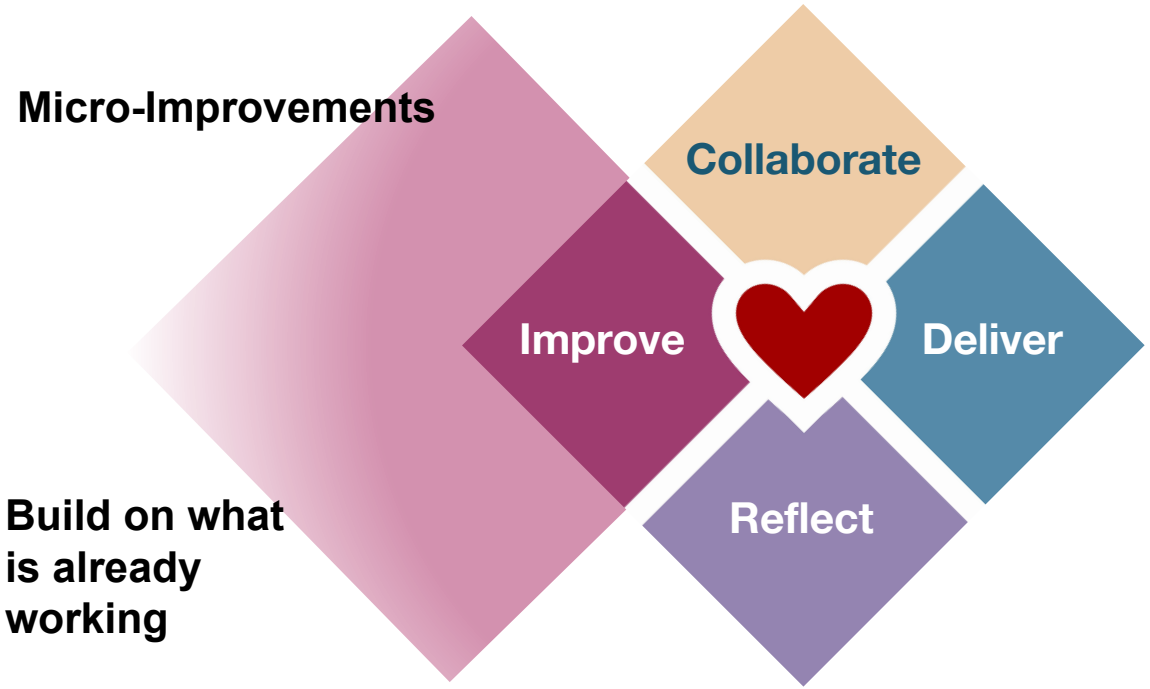
Reflect & Improve.



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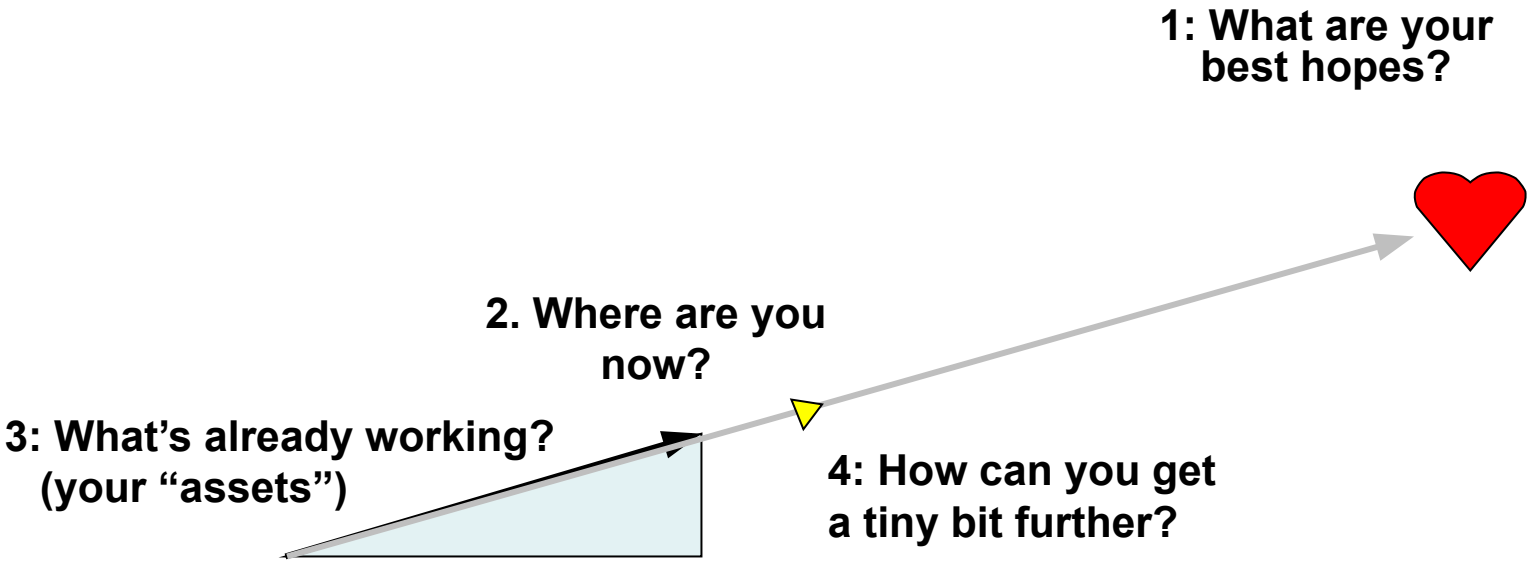
The magic technique : many small improvements



The "Delta-delta" technique

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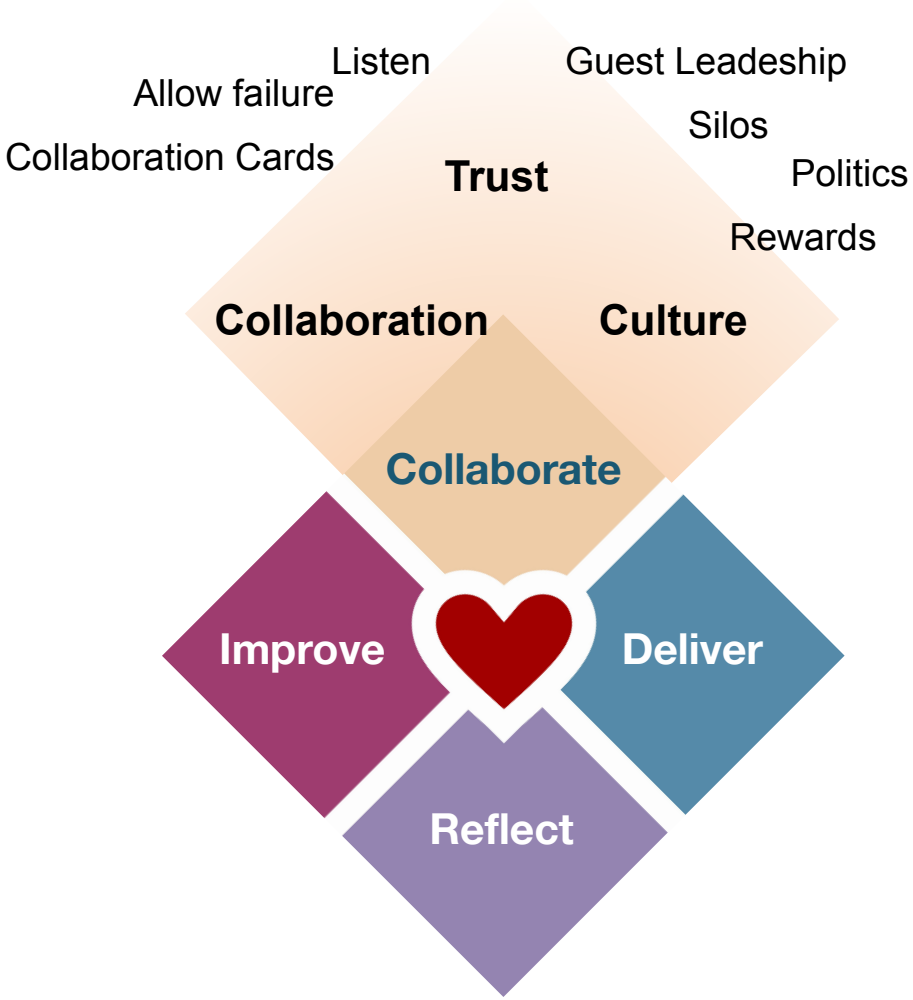
Improving collaboration is Attitude



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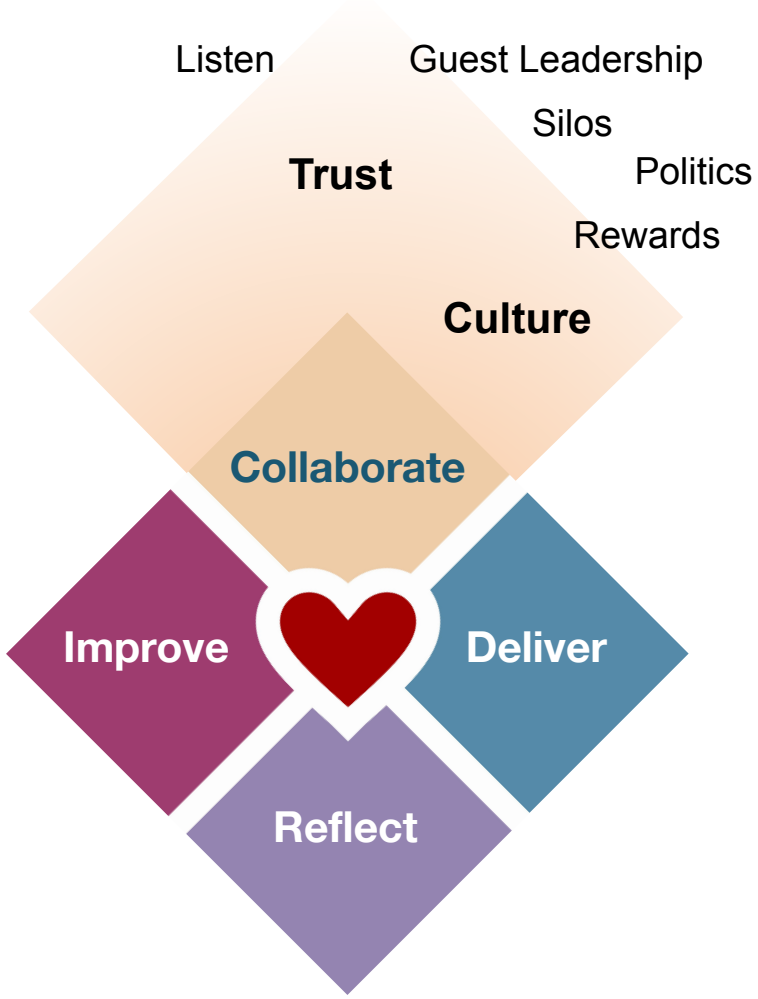
Trust and Ownership: Building a "pull" culture



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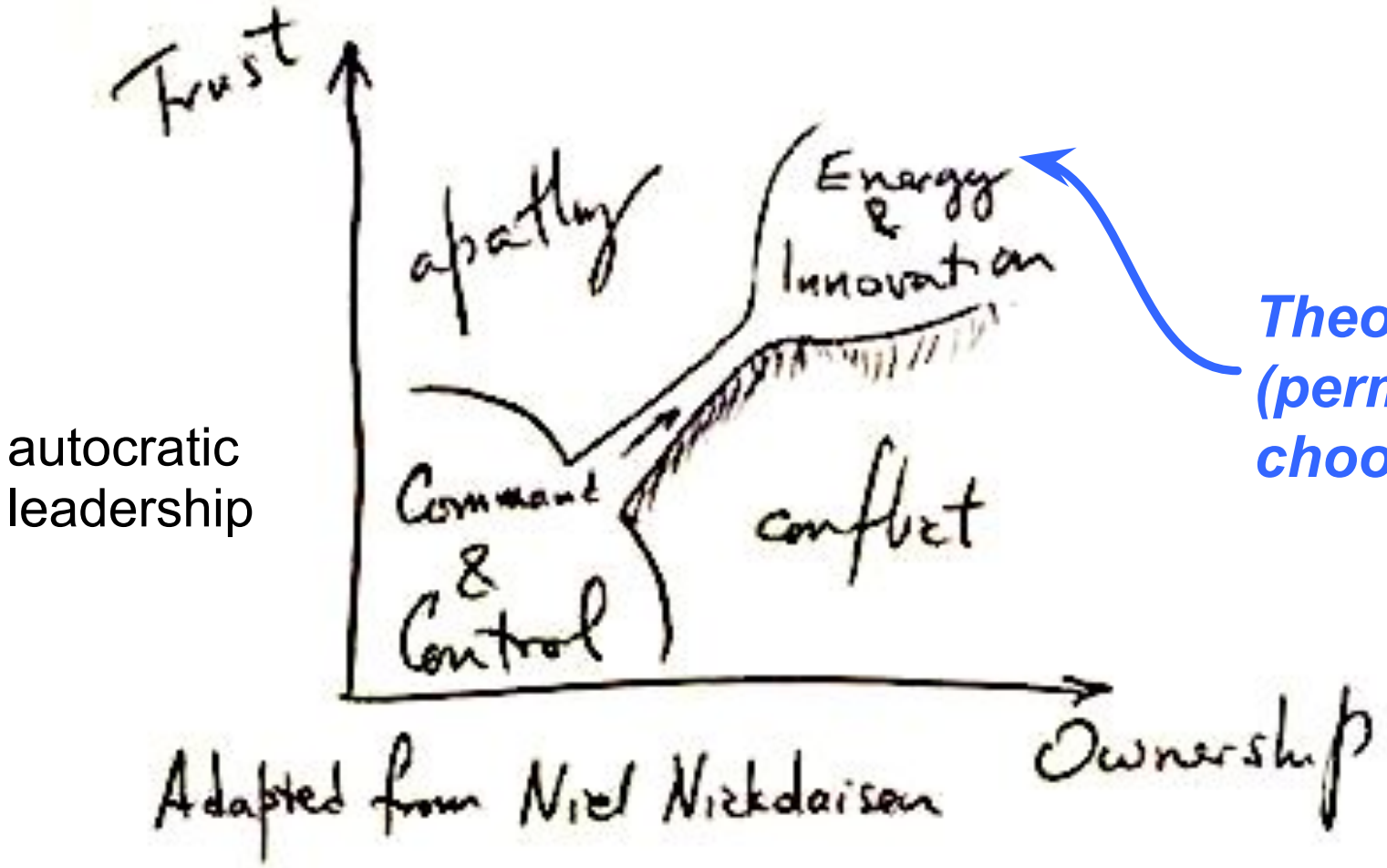
Increase trust & ownership. Everywhere.



autocratic leadership

Theory Y (permitting, choosing)

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Theory X a force model;
Theory Y a choose model

Force / Push / Controlling model

Workers are lazy

Management tells

Physical work
improves under stress

Choose / Pull / Permitting model

Workers are motivated

Management shares direction,
Workers share insights.

Mental work gets
worse under stress

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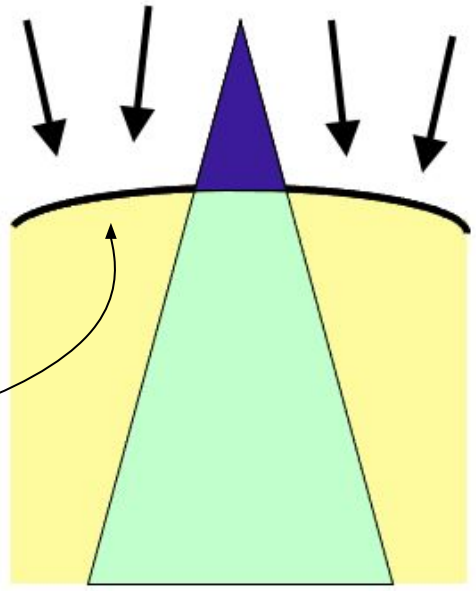
Managers:
Theory X above, Theory Y below

stockholders
Wall Street



The push-to-pull umbrella

autocratic leadership

Theory X (force, control, dominate)

Theory Y (choose, permission, freedom)

guest leadership

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“Collaboration Cards” codify moments of collaboration

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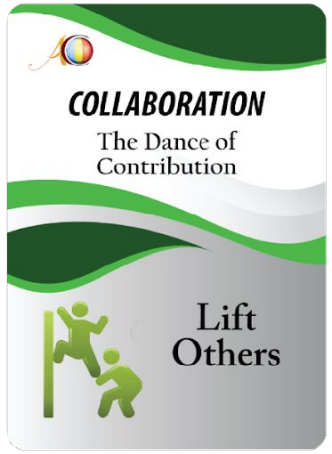
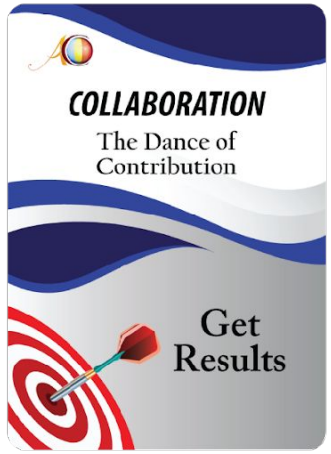
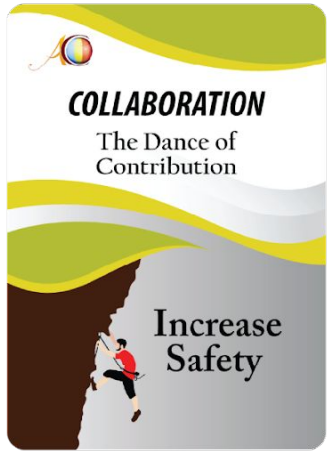
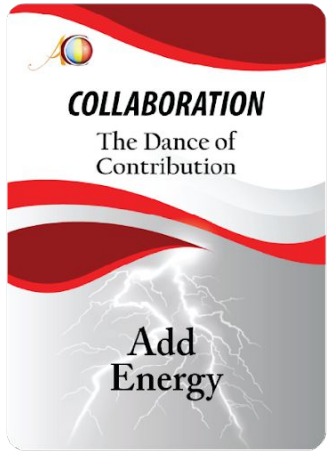
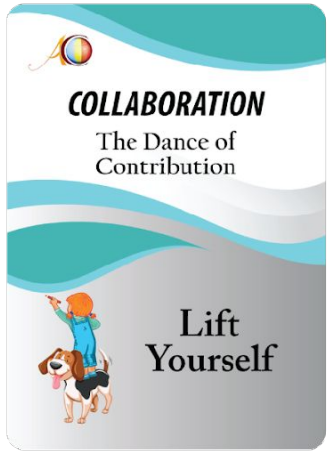
Collaboration at the Shu level

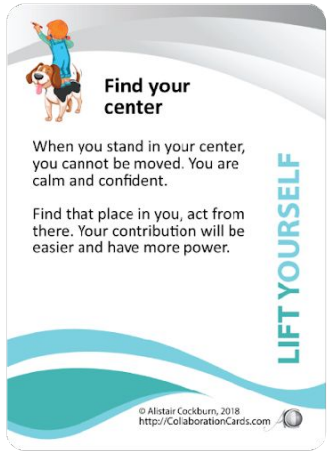












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Prioritize *Attitudes* over Structure

Success comes from improved attitudes
more than new structures

(the difficulty is that executives can *buy* new structures but can't buy improved attitudes)

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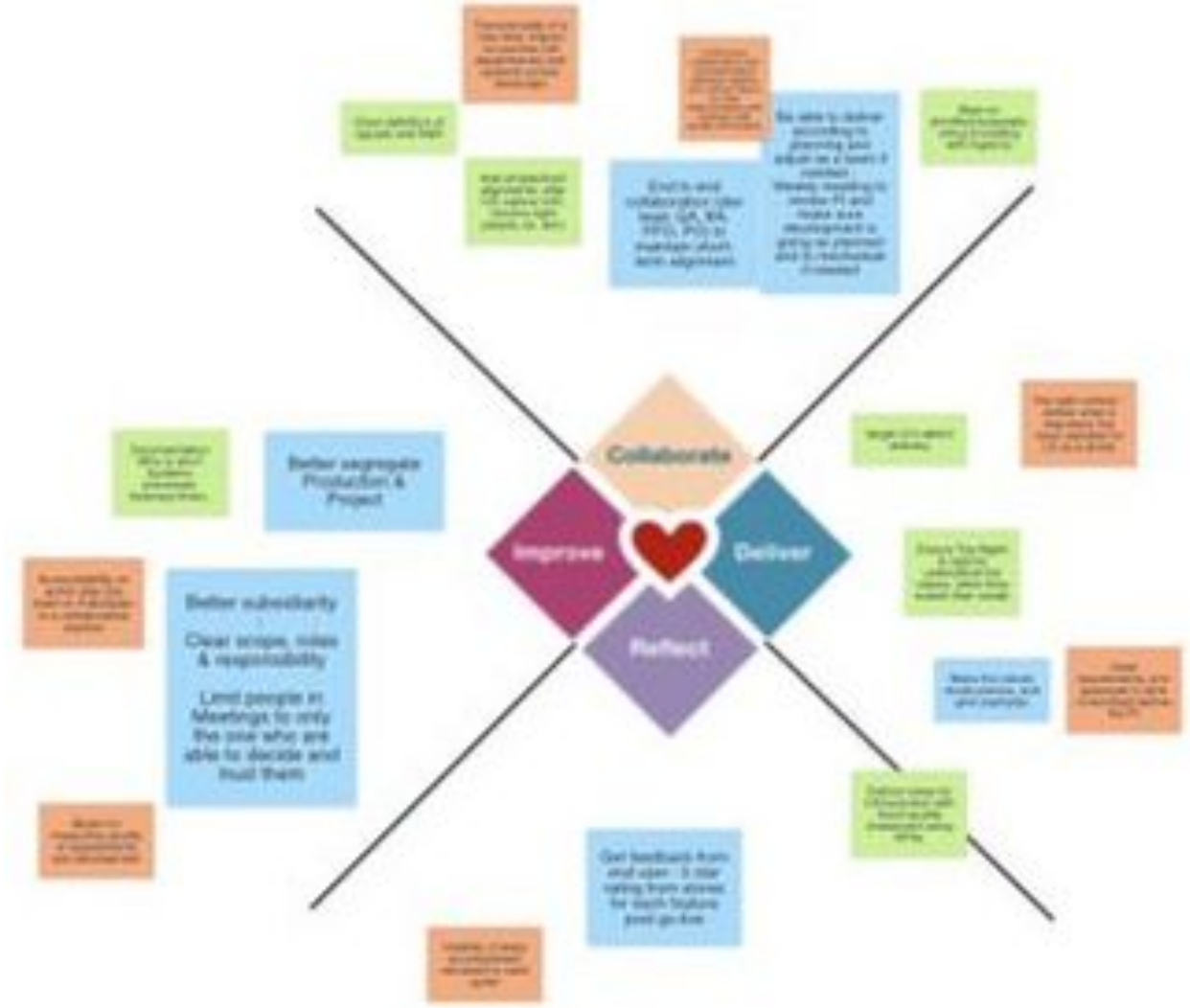
Get started: Reflect collaboratively



Heart of Agile
+
Micro-improvements

David Koss
Djorde Babic
Géry Derbier

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Communities of dialog :

http://HeartOfAgile.com/communities

Boulder

Brussels

Buenos Aires

Panamá

Dublin

Melbourne

Chile

Paris

Scotland

Perú

Serbia

Tampa

Argentina

España

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Heart of Agile academy

http://HeartOfAgile.academy

Blitz planning

Host leadership

Collaboration cards

Clear language

Personal agility

Carpaccio slicing

Leading an agile life

Team Kanban

Heart of Agile Practices

Validated learning

Solutions Focus

Running a reflection workshop

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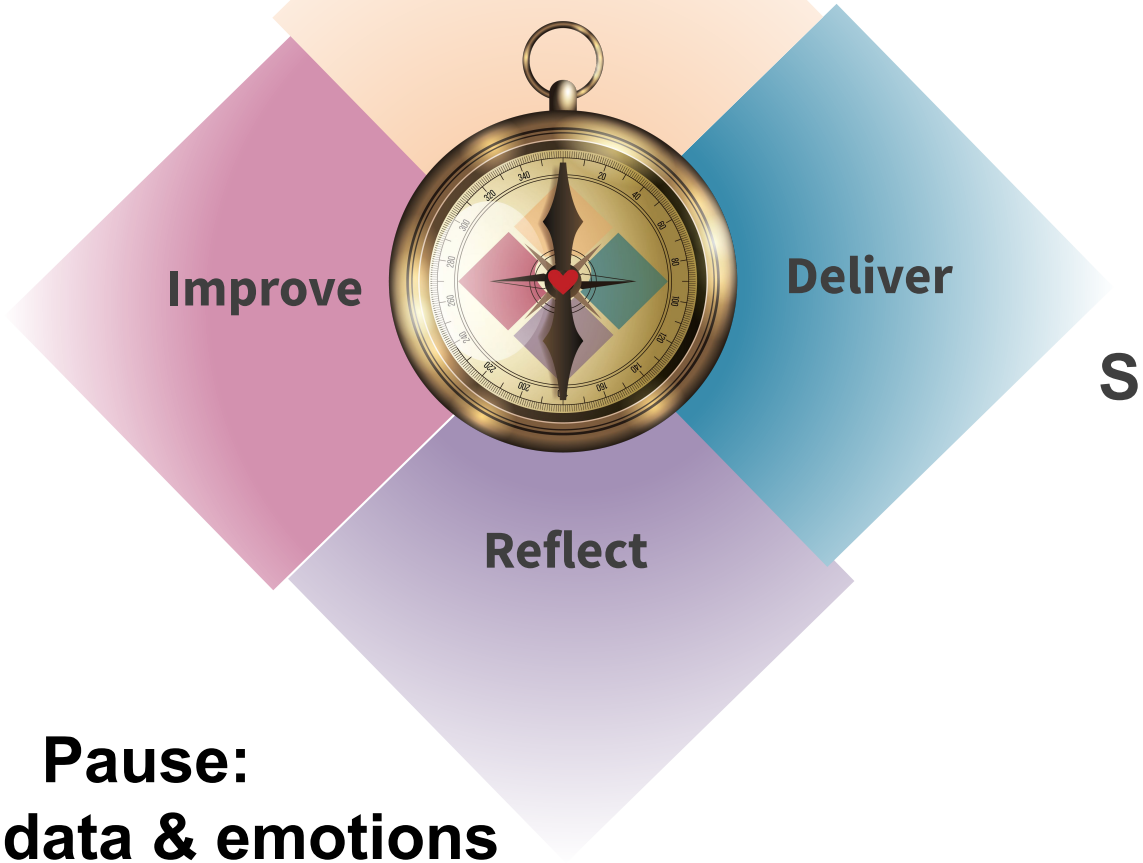
Start small, keep it simple

Increase the quality of listening



Small changes

Small & soon

Pause:
Check data & emotions

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