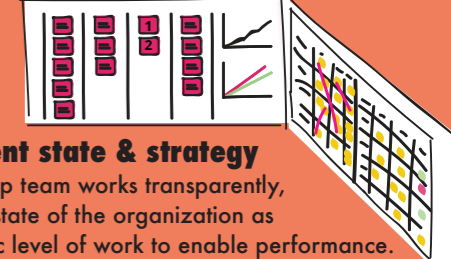


Agile Transformational Leadership in a Nutshell



Agile for Managers

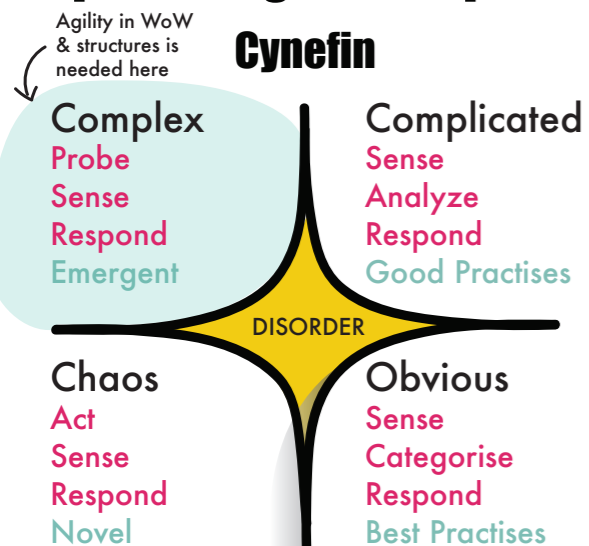
Team up as leaders instead of working in silos
Also managers create more value faster when working in pairs and teams. Create cross-functional leadership teams and always work in pairs to support your employees.



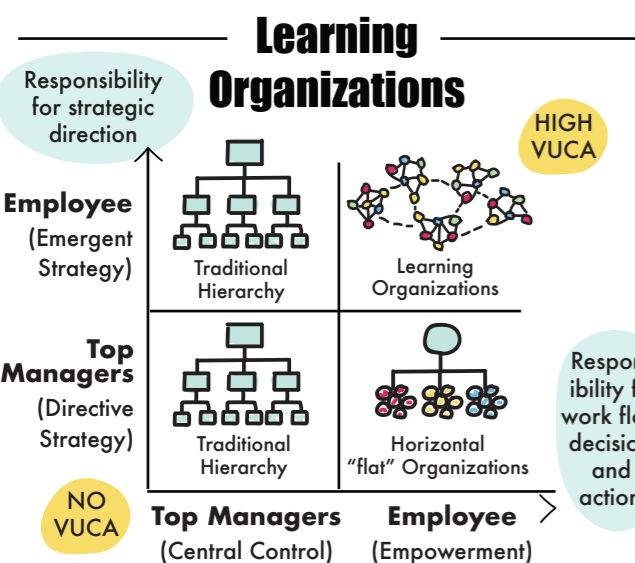
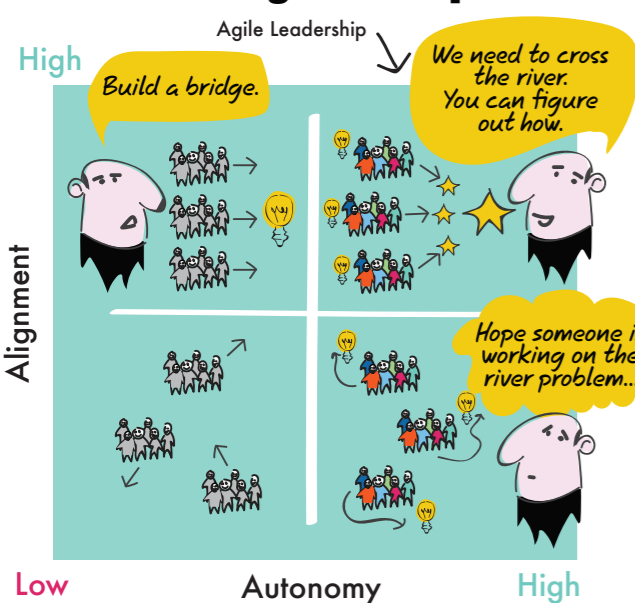
Visualize current state & strategy
The Agile leadership team works transparently, and visualizes the state of the organization as well as the strategic level of work to enable performance.

Version 2.1

Rapid Change & Complexity



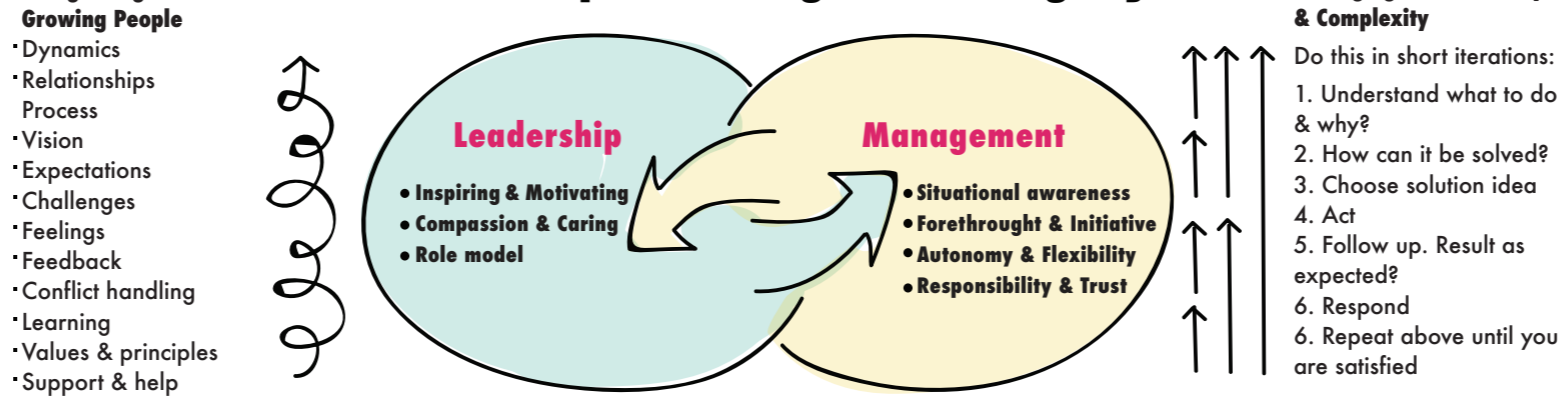
Leading with Purpose



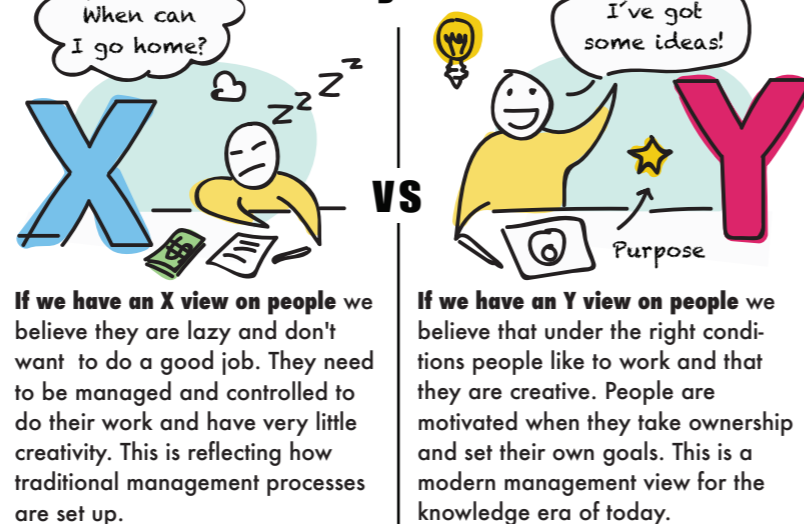
The Leadership Shift



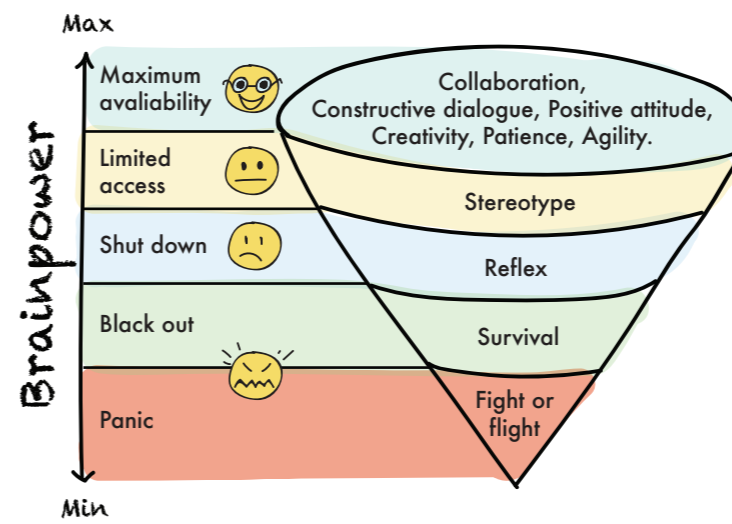
Leadership and Management for Agility



Theory X and Y



The Stress Cone



Try this to Shift

Optimize for flow instead of keeping everyone busy

This may seem counterintuitive but it leads to a higher pace in the organization with quicker deliveries and a more sustainable pace for employees.

Grow networks to grow people

Networks of people can be used as a support system within the organization to grow competencies, make people safe, efficiently make decisions & spread learnings.

Enable performance instead of managing performance

Give the mandate to make decisions to those closest to the situation, to enable quick and well informed decisions. This increases control and flow in the organization.

Enable people to reach for the stars instead of being resources

Let job descriptions be boxes to stand on, not living in. Enable people to use their full competence and grow as humans. Stop using the word "resources" about people.

Define your complex challenges and conduct experiments

Invite experts with practical experience of the Agile principles and design experiments based on hypothesis. Use what works, not best practice.

Enable pull systems instead of push

Focus on finishing quicker and let people who do the work decide when to start.

Find minimal viable bureaucracy

Ask your employees what hurts most and remove it. By removing bureaucracy & process waste continuously you give people mandate and make them feel trusted.

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