



THINK BEYOND METHODS

CREATE VIRAL CHANGE

LEAN KANBAN NORTH AMERICA 2018

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A THRIVING AGILE INDUSTRY

**A Big European Win
For Agile: Spotify's
Wall Street Debut
Succeeds**

- Forbes

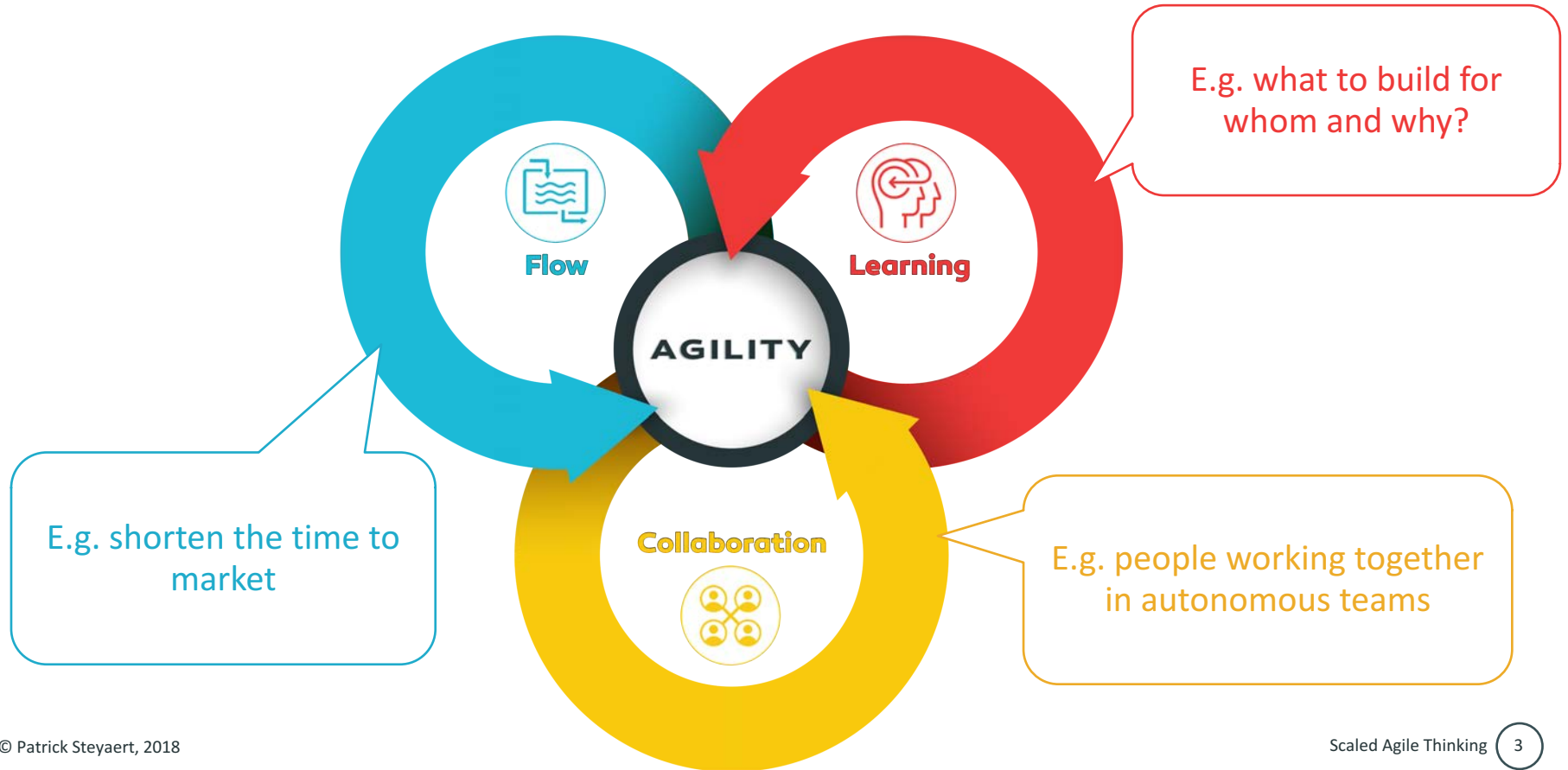
Why agility pays
- McKinsey Quarterly

94%
**Organizations
practicing agile**

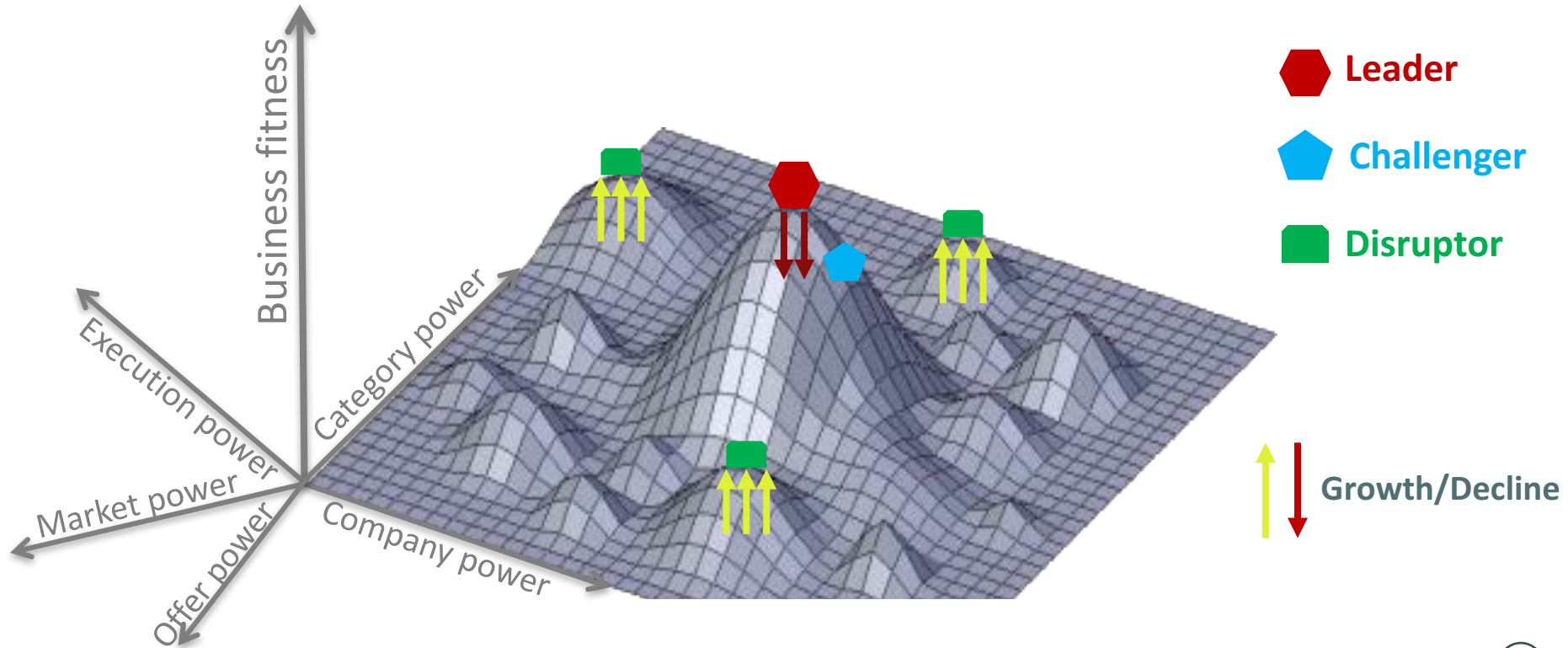
98%
**Success of
Agile projects**

- *State of Agile™ survey, VersionOne*

LEGITIMATE NEED(S) FOR AGILITY

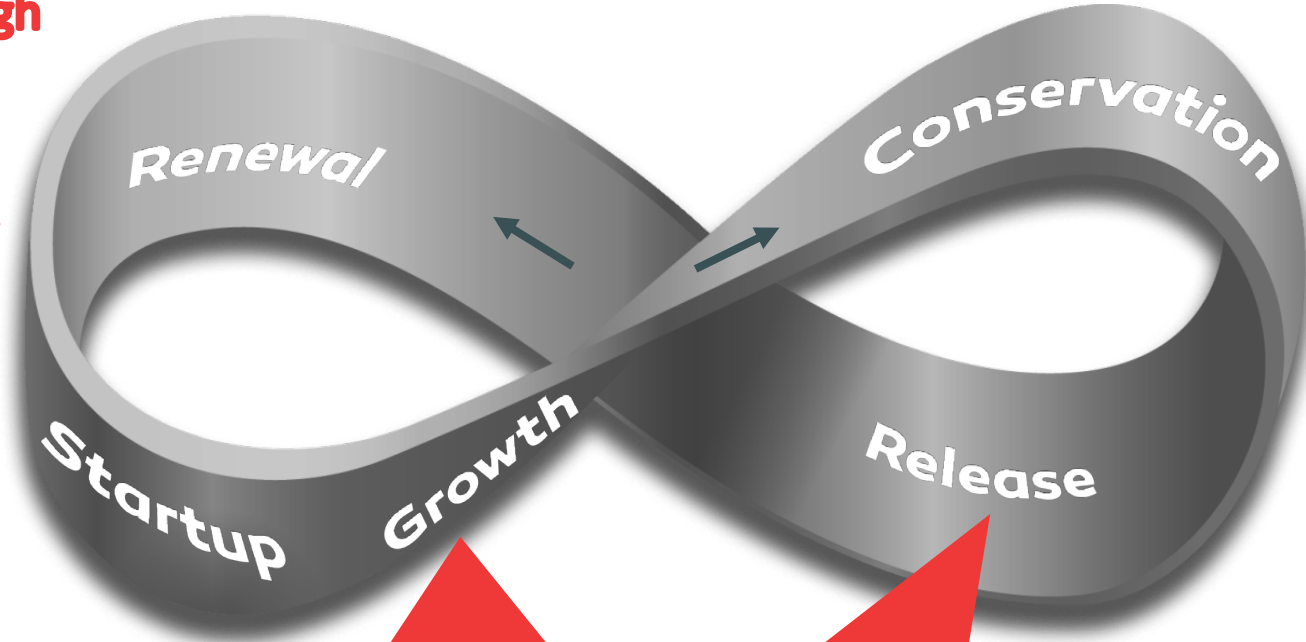


SURVIVAL IN A DANCING BUSINESS LANDSCAPE



DEALING WITH VOLATILITY

**Breakthrough
idea**

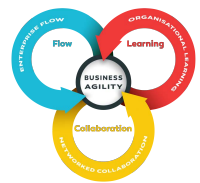


Disruption



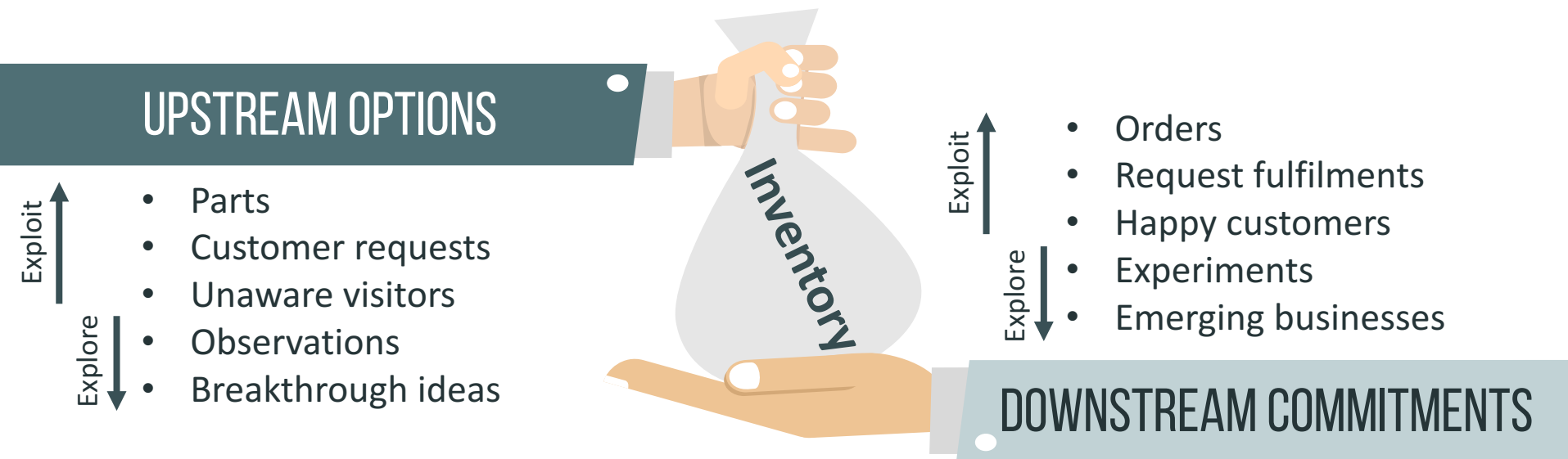
The main concern is not just start-up, growth and conservation (front loop) ...

... but also disruption and continuous renewal (back loop)!



ENTERPRISE FLOW

EXPLOITATION AND EXPLORATION

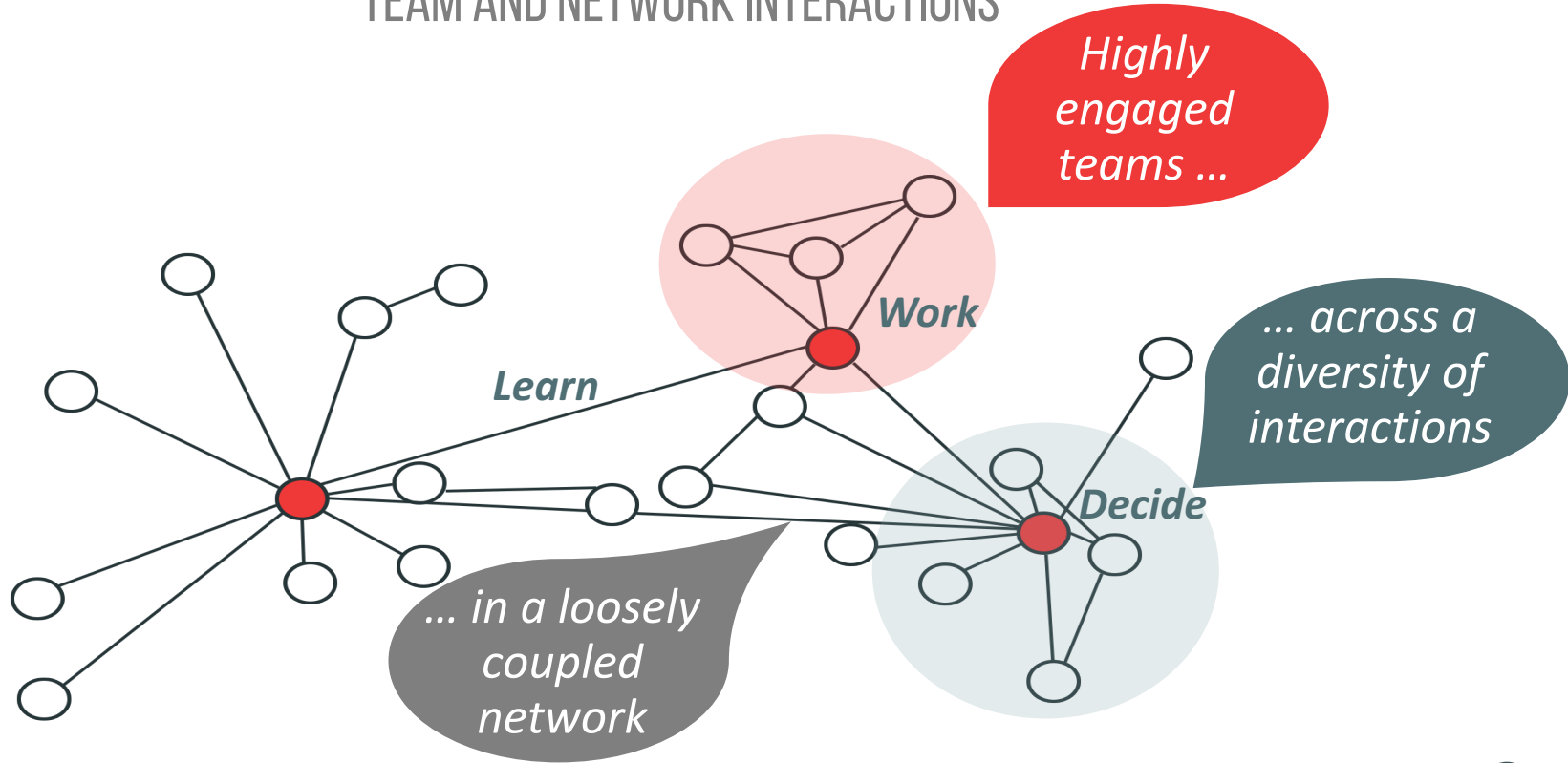


from suspected to satisfied need



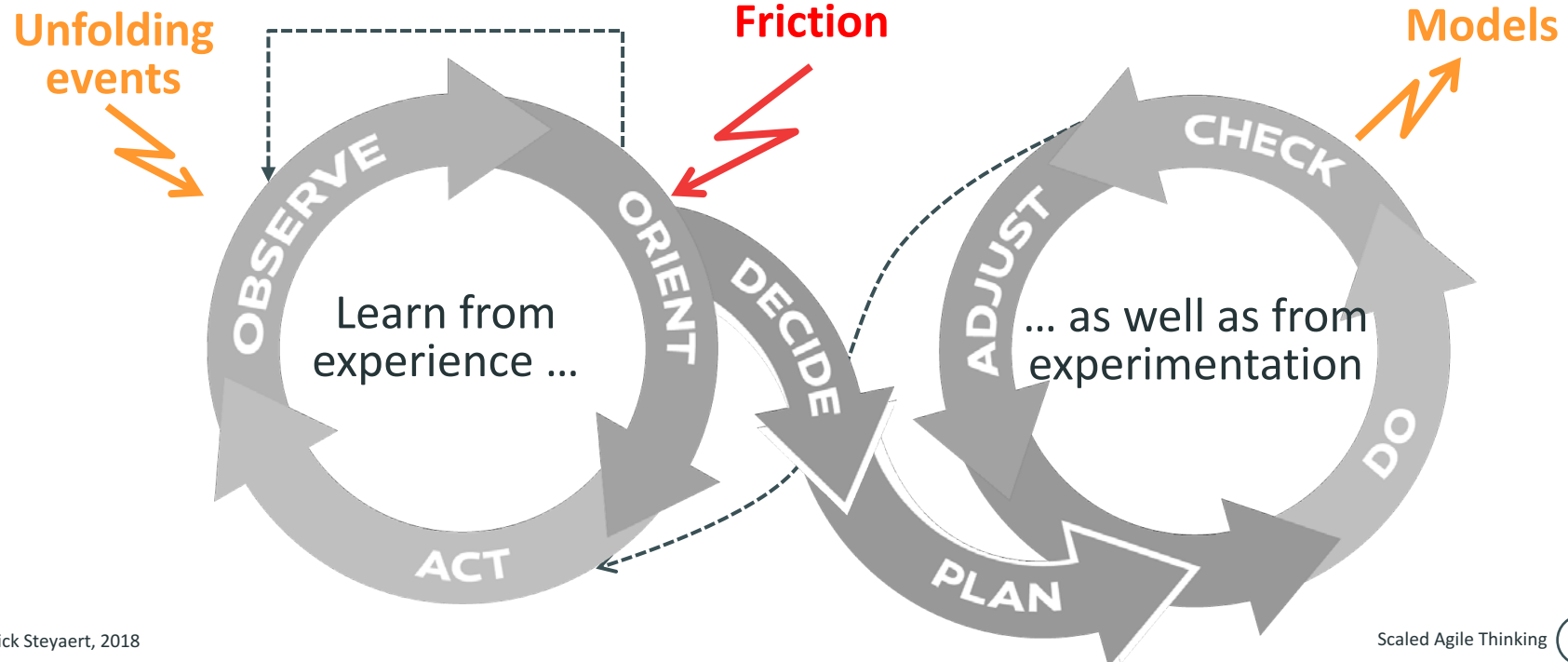
NETWORKED COLLABORATION

TEAM AND NETWORK INTERACTIONS

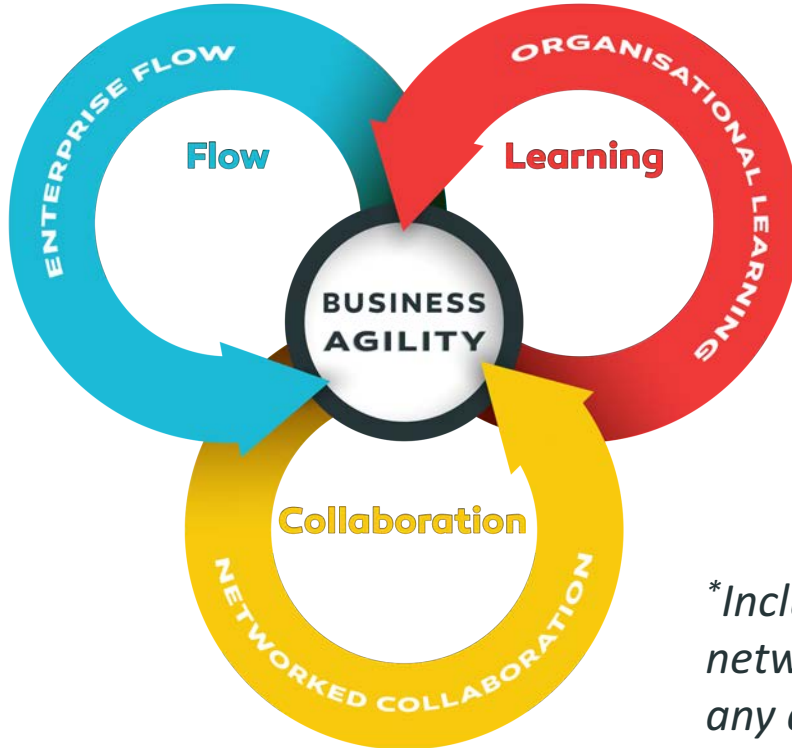


ORGANIZATIONAL LEARNING

EXPERIENCE AND EXPERIMENTATION



BUSINESS AGILITY

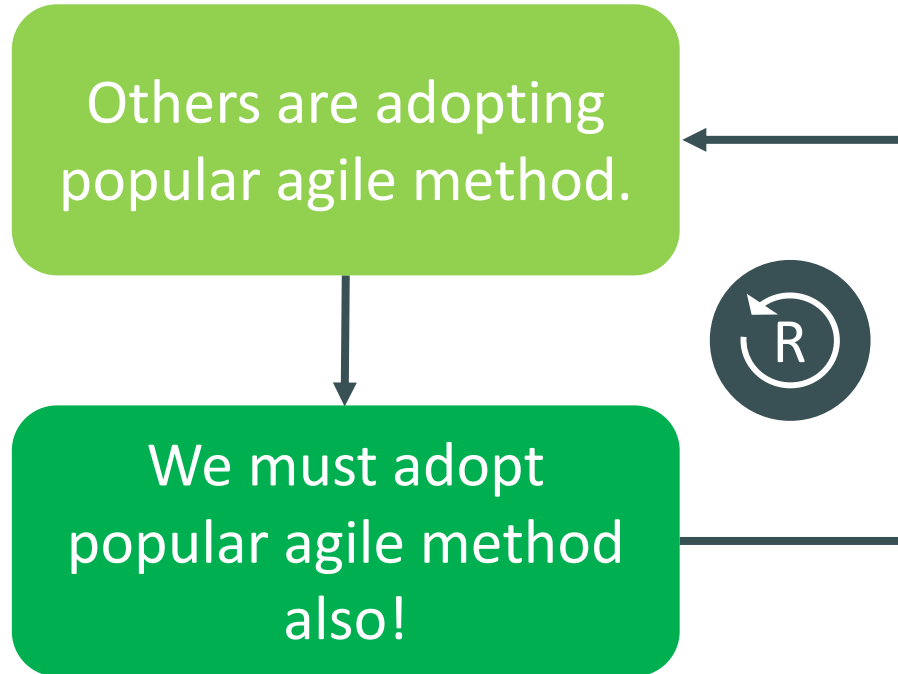


Flow, collaboration and learning, at all levels, and across all functions, and organizational units, for different types of organization* to thrive in a volatile business landscape.

**Including complex systems development, service network, start-up/scale-up, volume operations or any aggregation thereof*


(LESS LEGITIMATE) BANDWAGON EFFECT

A SELF-REINFORCING LOOP THAT FUELS THE AGILE INDUSTRY



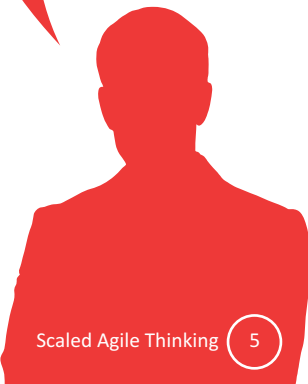
A SELF-SEALING LOGIC

THE MAJOR CAUSE OF PROBLEMS ARE SOLUTIONS



But is it
really such a
success?

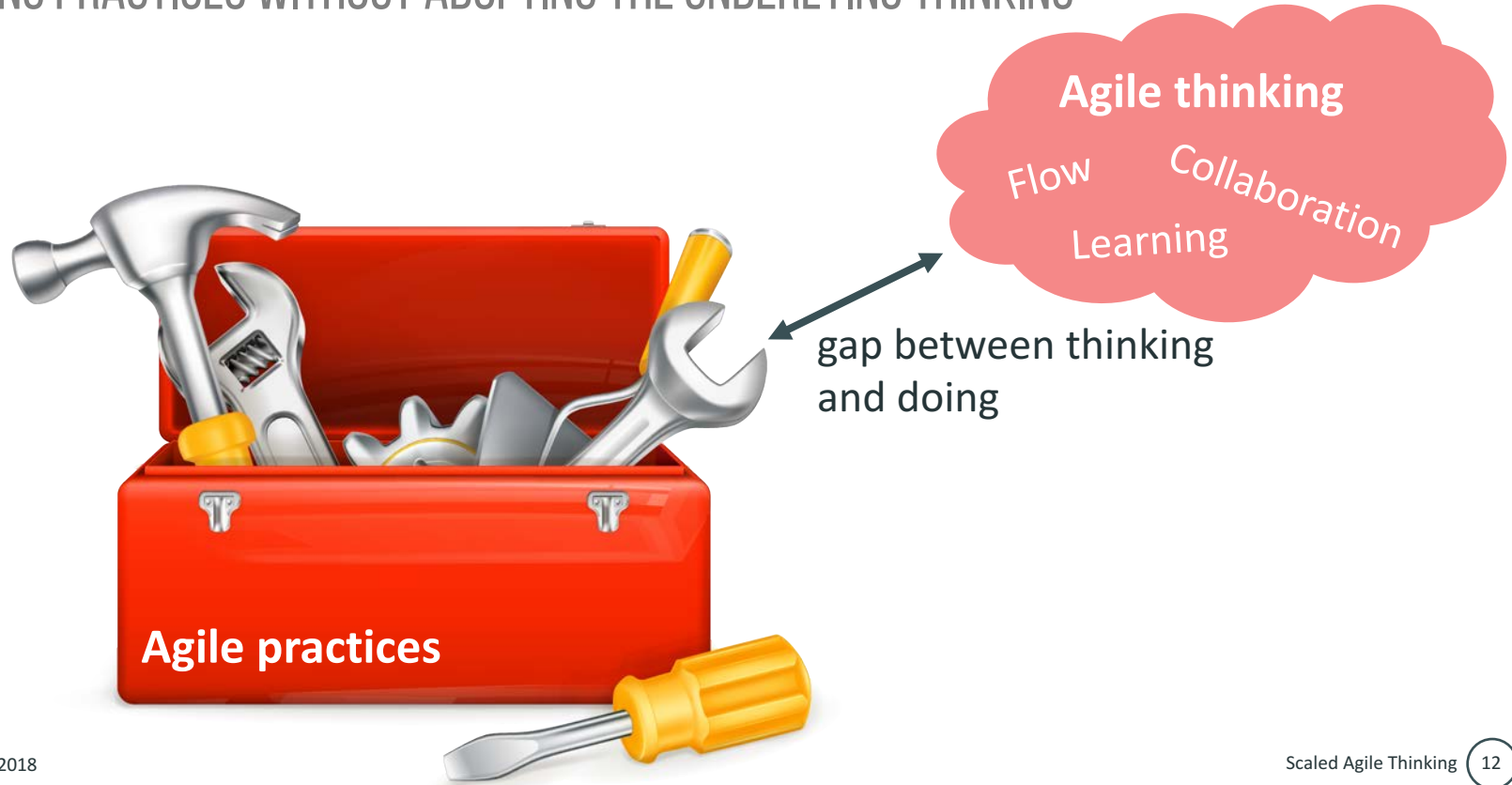
- ▶ Benefits of agile are clear and unquestioned
- ▶ The biggest obstacle is to “implement” agile
- ▶ We can declare success to the degree that we have overcome that obstacle



Are the benefits
clear and
unquestionable?

SHALLOW AGILE

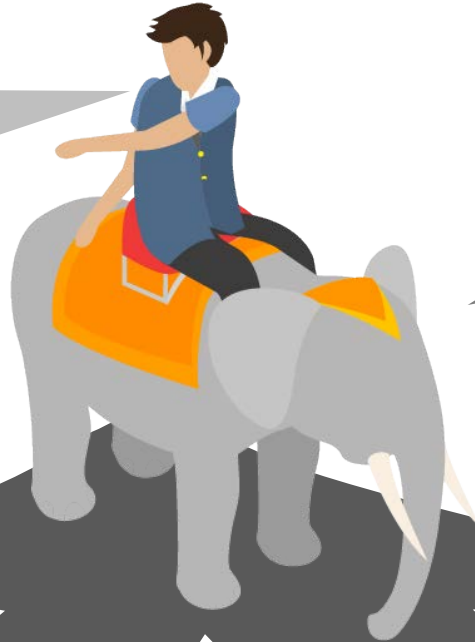
ADOPTING PRACTICES WITHOUT ADOPTING THE UNDERLYING THINKING



INCONGRUENCE

What I
think and
say I do

What I
actually
do



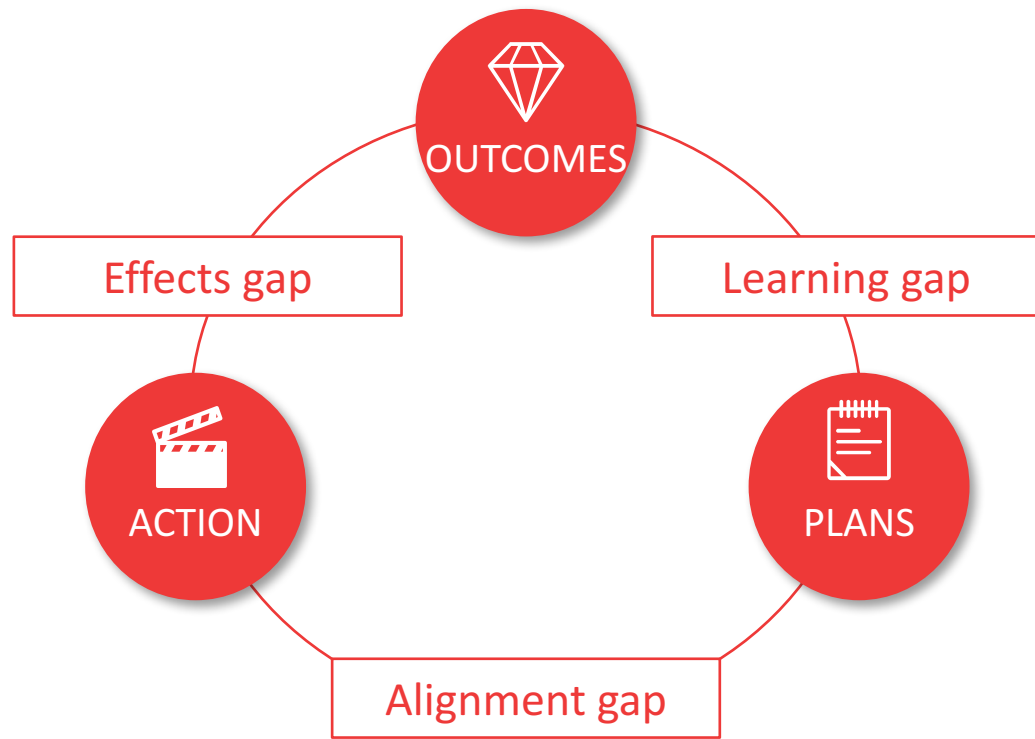
FRICION

“

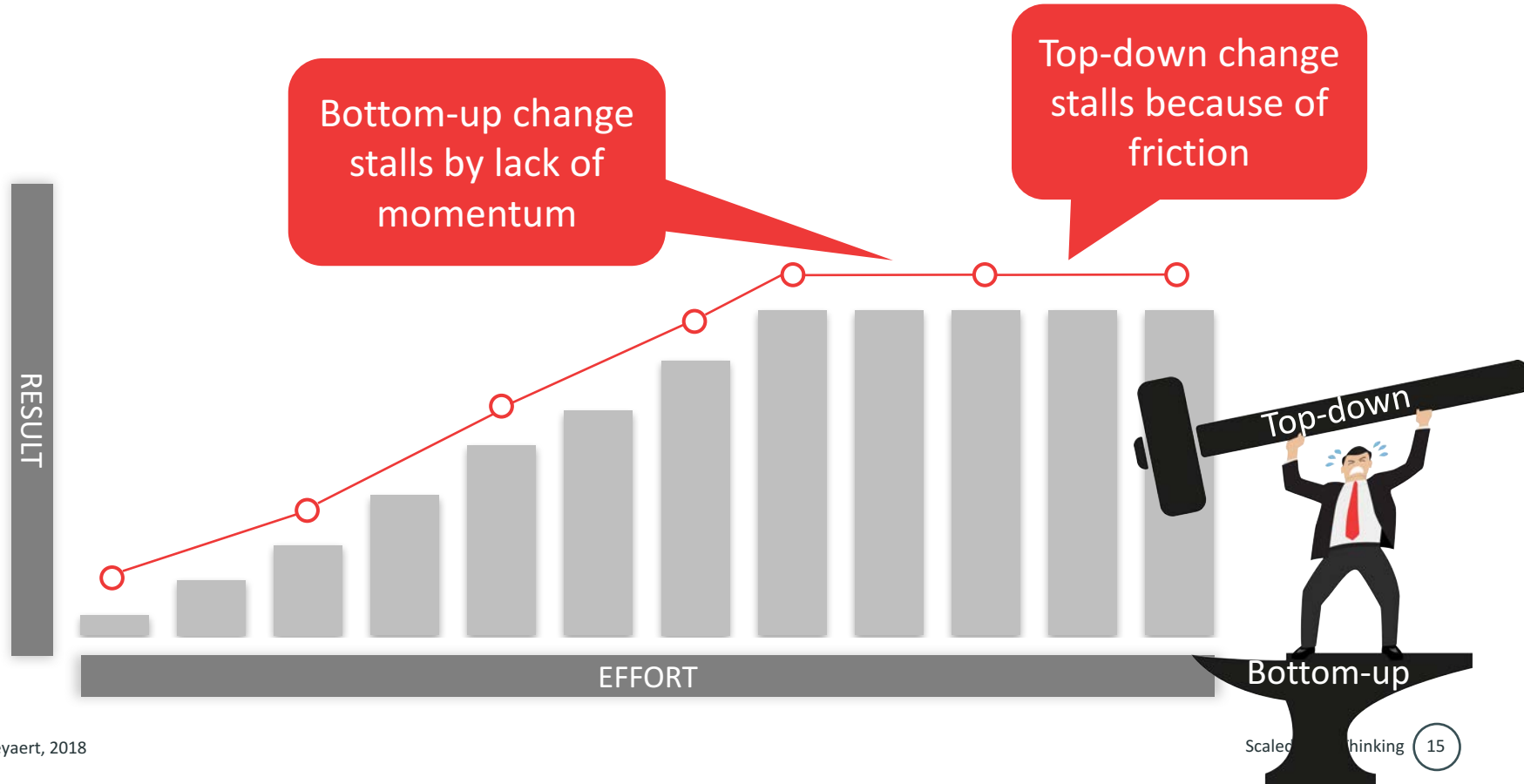
... getting an organization made up of individuals, to pursue a collective goal produces friction just as surely as applying the brakes of a car.

”

Stephen Bungay, The art of action

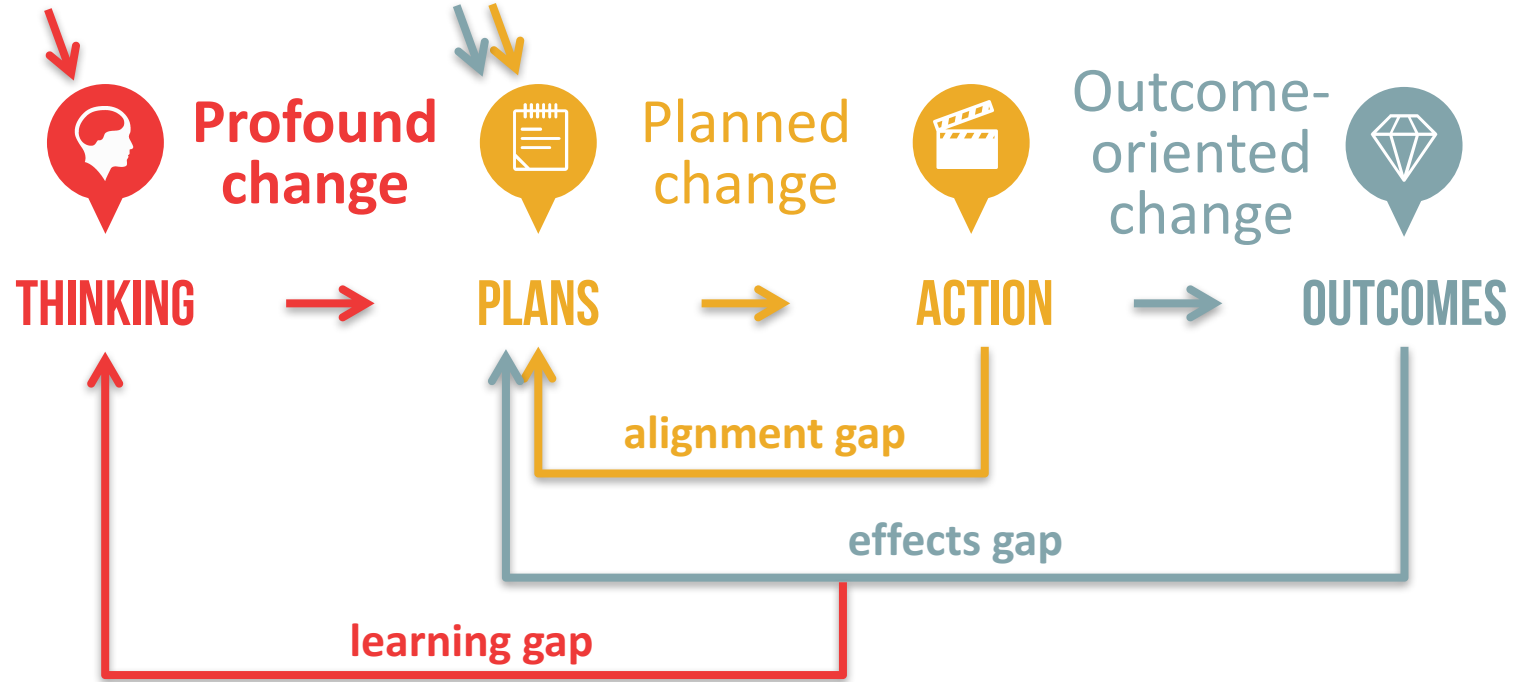


CAUGHT BETWEEN THE HAMMER AND THE ANVIL

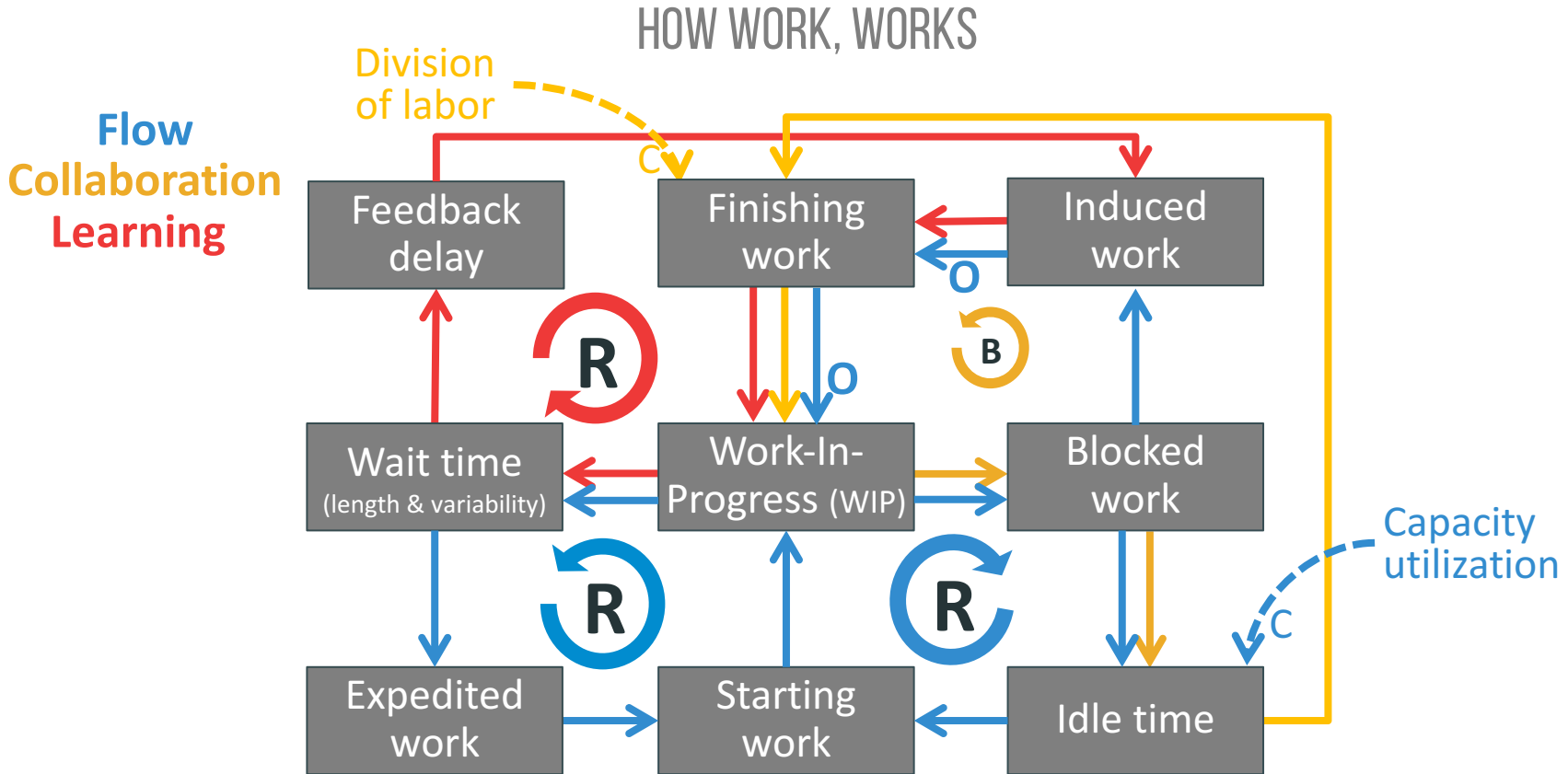


PROFOUND CHANGE

FOCUS ON THE THINKING THAT INFORMS ACTION



(RATIONAL) THINKING ABOUT AGILITY



THINKING ABOUT THINKING

Rational brain
The rider



Intuitive brain
The elephant

THE DIVIDED MIND



Thinking is intuitive as well as rational



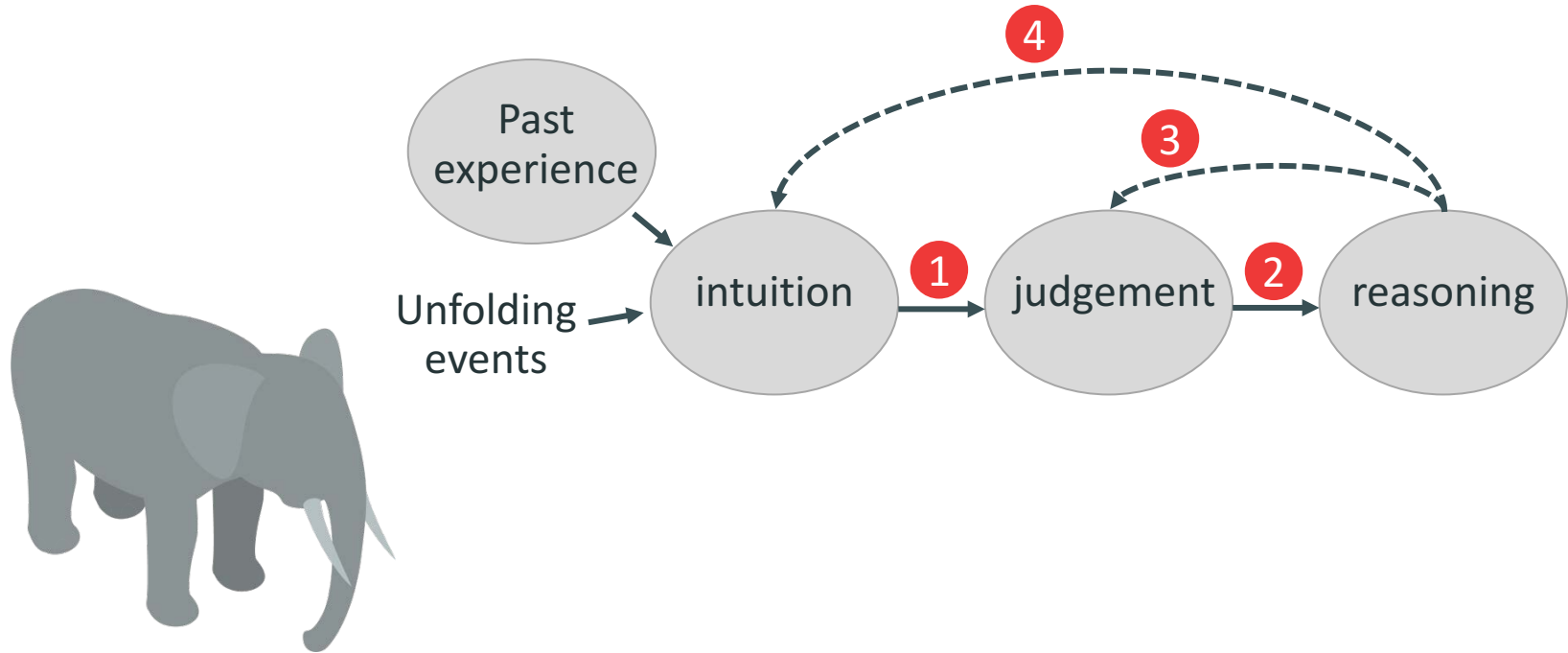
Rational reasoning is - SLOW - verbal conscious thought using models and logic



Intuition is based on - FAST - pattern matching with past experience

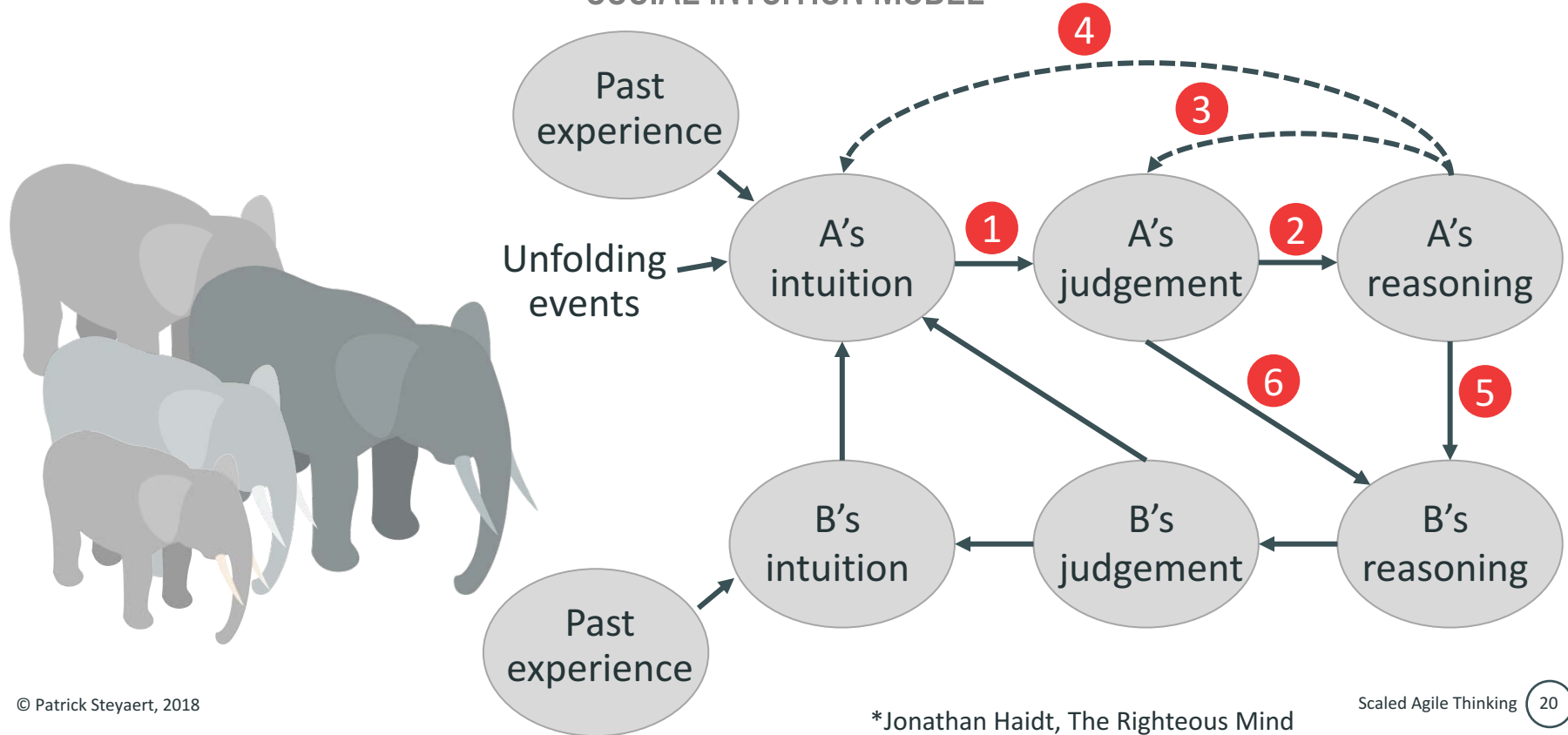
INTUITIONS FIRST, REASONING SECOND*

ITS HARD TO REASON ONESELF INTO NEW BEHAVIOR



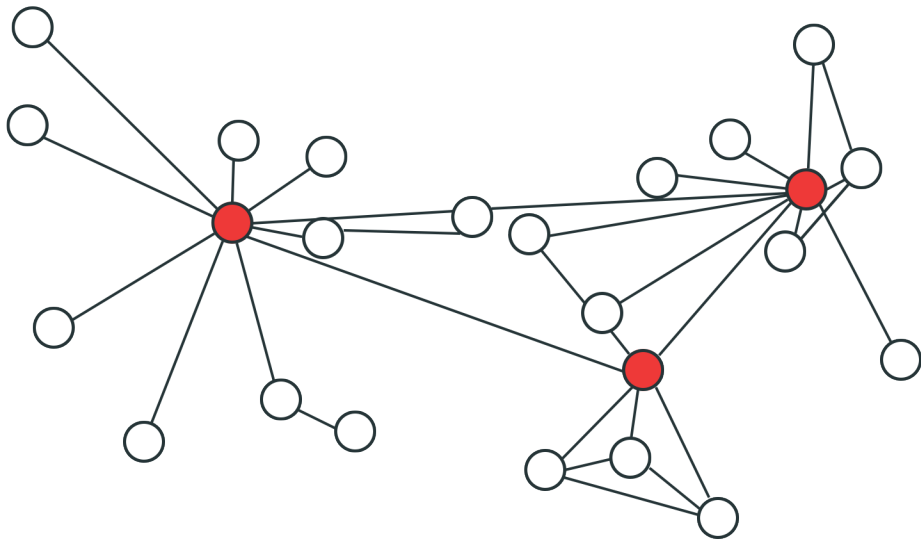
THINKING IS SOCIAL, NOT JUST INDIVIDUAL

SOCIAL INTUITION MODEL *



LEVERAGING THE NETWORK

CREATING EXPONENTIAL CHANGE



Thinking is heavily influenced not only by social network peers, but also by peers of peers and peers of peers of peers

Virality and contagiousness leverages the network to create exponential change

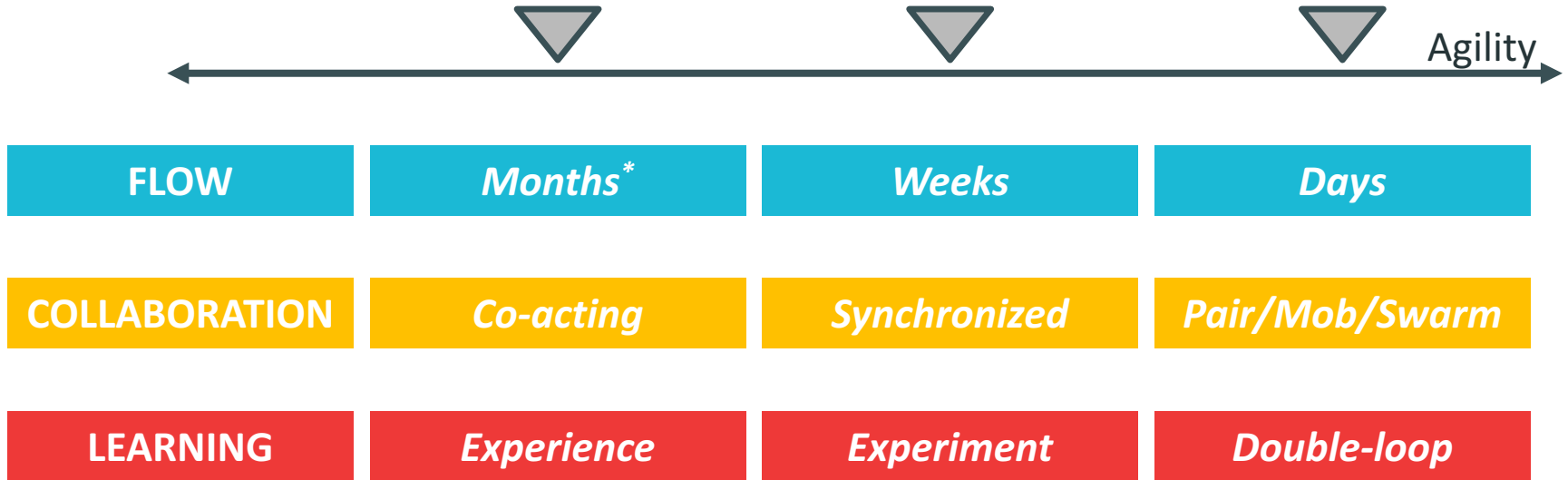
USING SIMULATION AS A BOOTSTRAP

Combine intuitive and rational learning in a rich learning experience



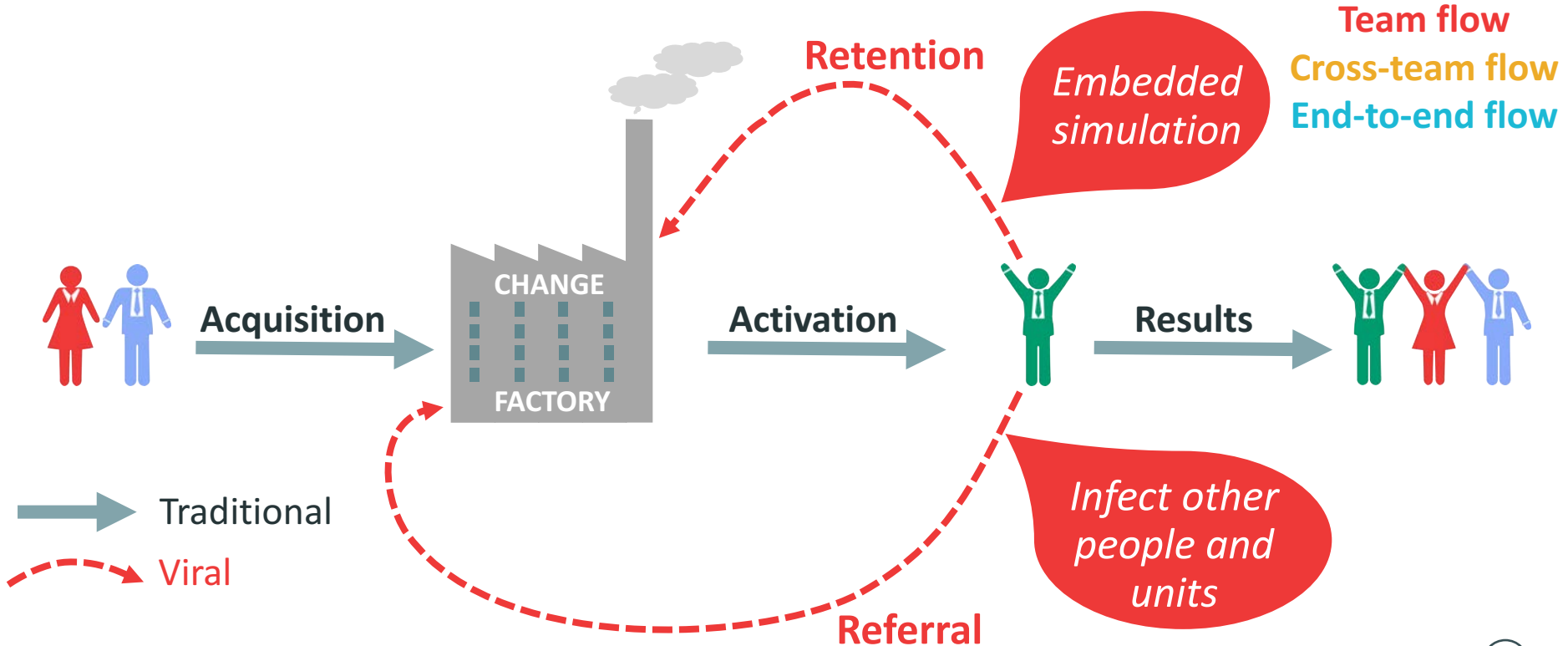
AGILITY BEYOND METHODS

AT TEAM LEVEL

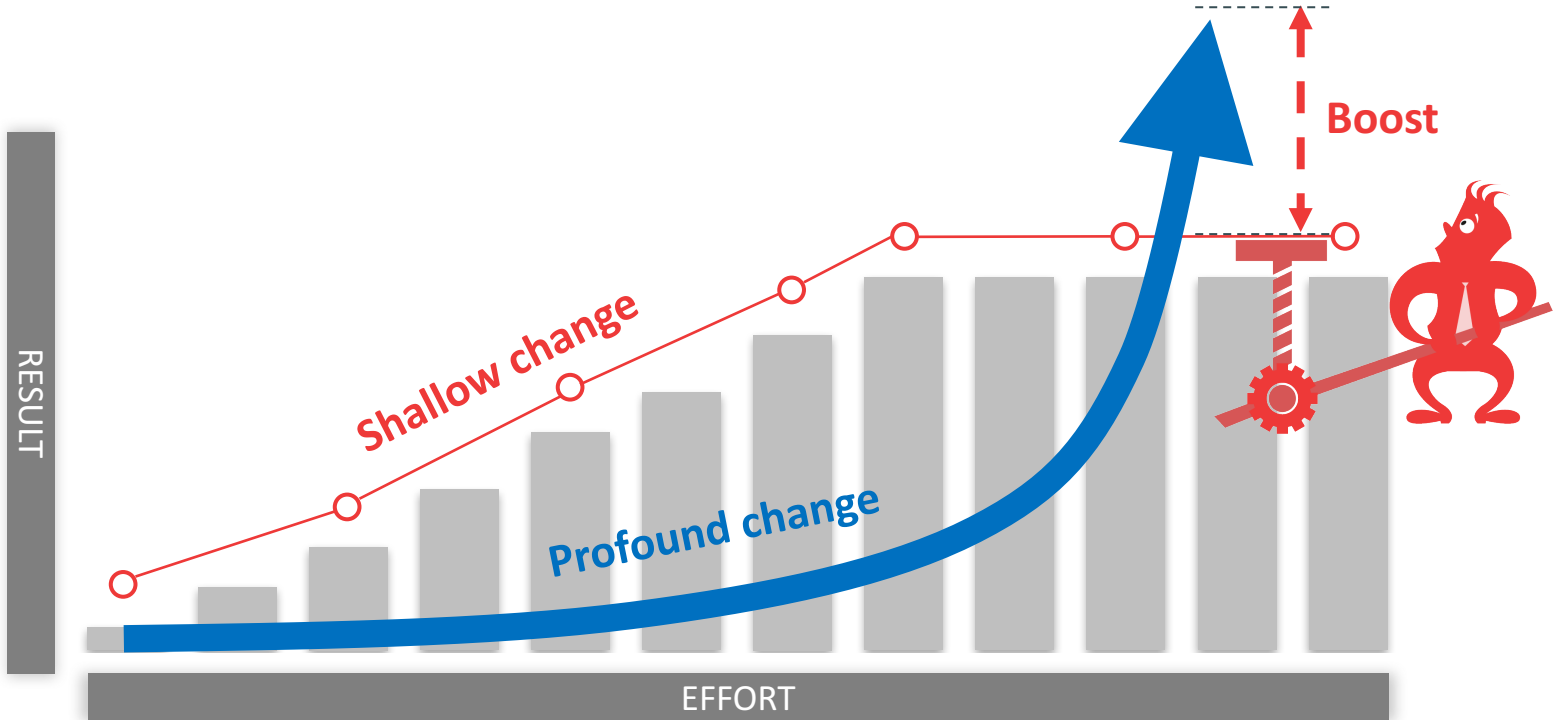


SUCCESS IS DEFINED BY RETENTION AND REFERRAL

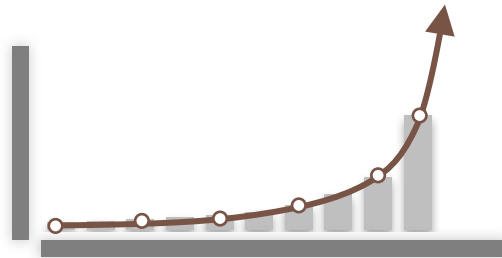
MEASURING AND MANAGING VIRALITY



BOOSTING AGILITY

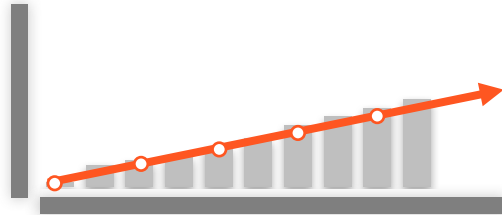


THINKING ABOUT AGILE THINKING



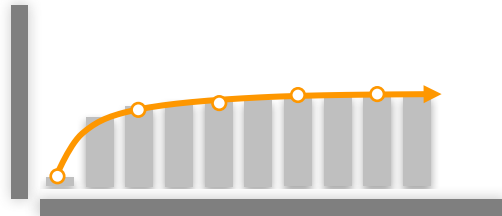
Sharing
agile

Scaled agile thinking
(social thinking, enterprise flow + network collaboration + organizational learning)



Thinking
agile

Think beyond methods
(intuitive thinking, flow + collaboration + learning)



Doing
Agile

Shallow agile
(rational individual thinking, implementing practices)



THANK YOU

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More info about Okaloa Flowlab at www.okaloa.com/flowlab



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