

# Grow **Agility**: Evolve or..



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# Hello!

I am **Dhaval Panchal**

I am here because I want to share how to grow enterprise agility.

You can find me at [www.evolveagility.com](http://www.evolveagility.com)



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## Weekend Plans

How many Home Depot trips does it take to finish a project?


*“It is in the doing of the work that we discover the work that we must do. Doing exposes reality.”*

– Agile Maxims, Woody Zuill



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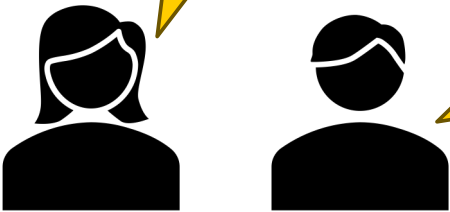


## Knowledge Work

We know less about the project today than at any time in the future.

You get value from the work and from the knowledge you gain from doing the work.

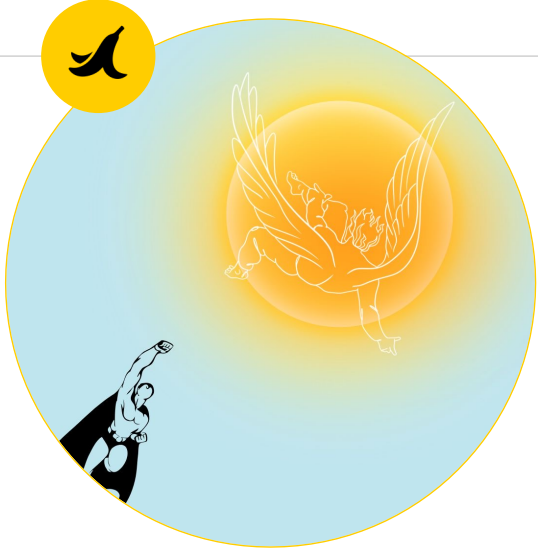
You mean today is the dumbest day of the rest of my life?



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# Hubris



The curse of the Knowledge Worker

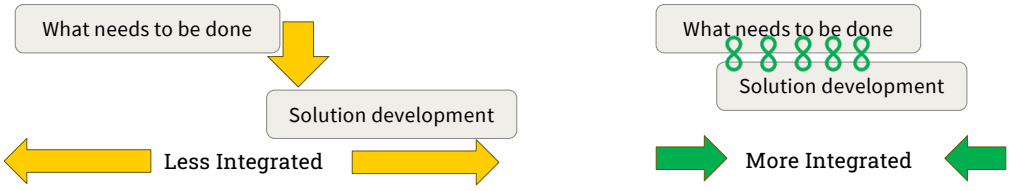

*A learner knows that the span of ignorance is infinite.*

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# Skill: From Silos to Synergy



**Less Integrated**

What needs to be done

Solution development

Formal requirements or specification documents over the wall.

**More Integrated**

What needs to be done

Solution development

Concurrent incremental requirements and development trade-offs negotiated with ongoing bilateral feedback

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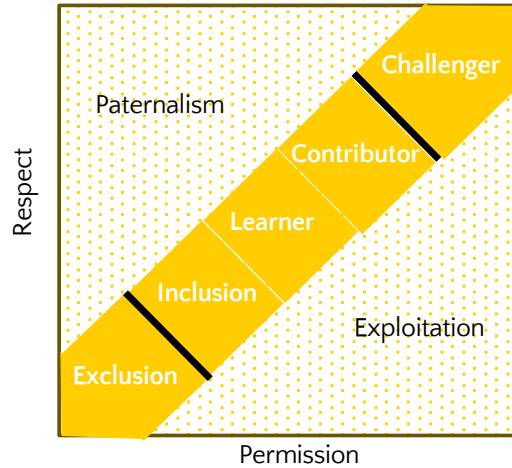
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## Psychological Safety

- **Inclusion Safety:** People can be themselves when participating.
- **Learner Safety:** People can make mistakes, try things, and ask questions.
- **Contributor Safety:** People can work with appropriate autonomy.
- **Challenger Safety:** People can challenge status-quo in good faith.

Source: The 4 stages of Psychological Safety - Timothy Clark



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## High Performing Teams

Not only are they producing extraordinary results, but individual members are growing more rapidly than possible otherwise.

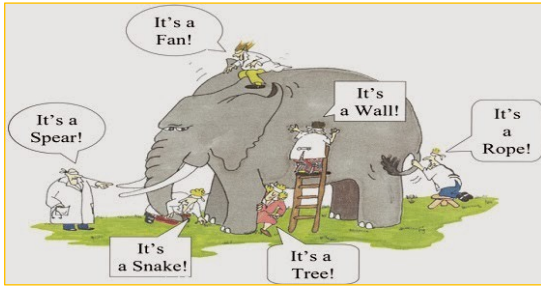


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## Skill: Agile Leadership



Pursuits of efficiency (productivity) improvements are no longer enough. Organizations also need to learn at scale.

Agile Leaders **enable** organizational **learning**.



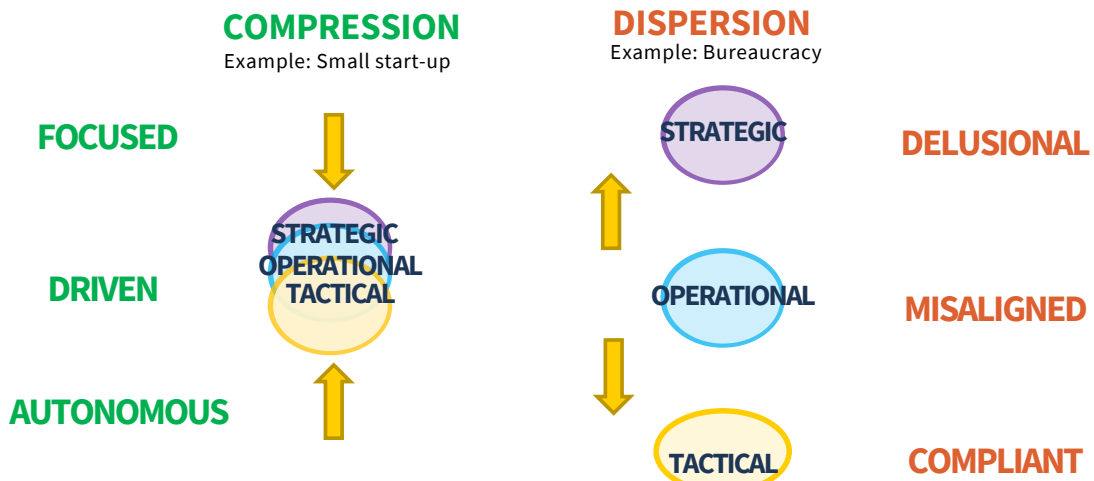
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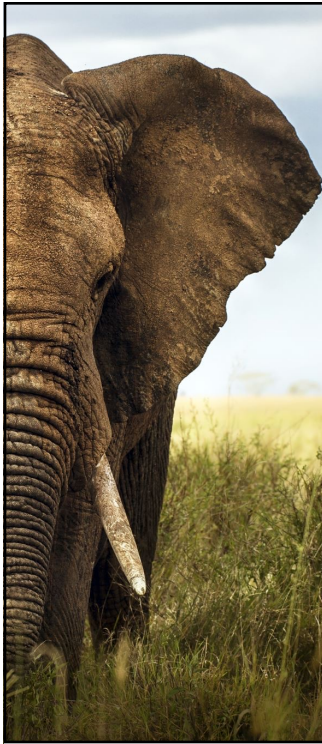
## Organizational Coherence

“Those in small companies are **more likely** than those in medium and large ones to say it is working well for them (52% vs. 39% & 43%)..”

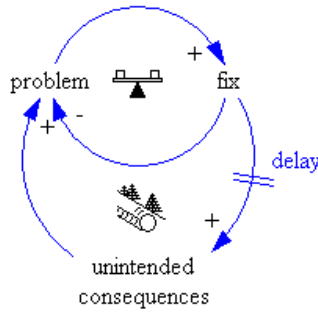
- The 17<sup>th</sup> State of Agile Survey, 2024.



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## Progressively less wrong

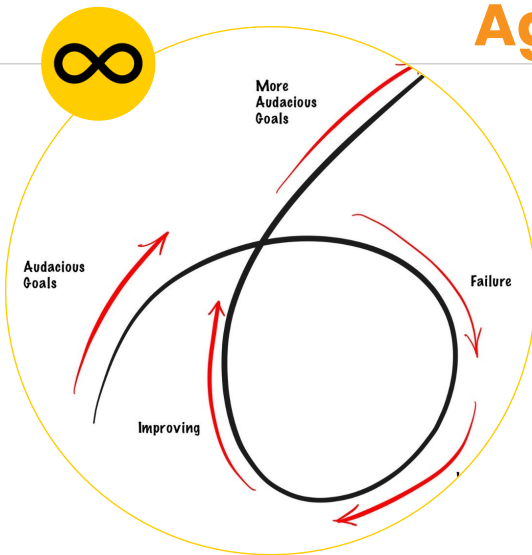


1. Develop a shared understanding of a problem to solve.
2. “Try” – Apply your knowledge of the situation and the skills you must use to improve the situation.
3. Share your results with your peers.

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## Agile is an Attitude



An individual, a team, an organization, a project, a program, or a product can position itself to “be agile.”

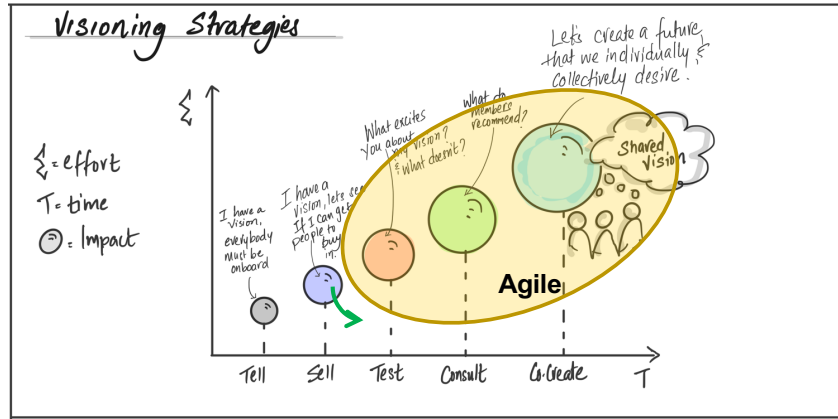
Agile’s strength is its values and principles that enable it to transcend boundaries. **Not** a technique but an attitude to respond in a characteristic way.



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## ● Grow Together



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## ∞ Stabilize, Engage, Align

### ● Stabilize

Collaborate on setting the right conditions and expectations from change.

### ● Engage

Select and implement change experiments.

### ● Align

Integrate and align sub-systems to grow from change trials



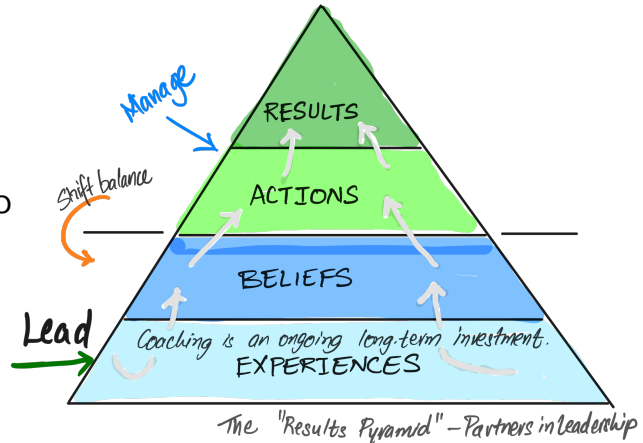
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## Culture: Shift the balance

- Be Curious
- Practice inquiry
- Create positive experiences to change beliefs so actions and results follow.



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## Learn Together, Grow Together



Apply principles of agility to businesses and organizations.



Drive your personal leadership growth to make a transformative difference.



Learn proven trails (journeys) to safely succeed with scaling with agility.



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# Thanks!



Any **questions** ?

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