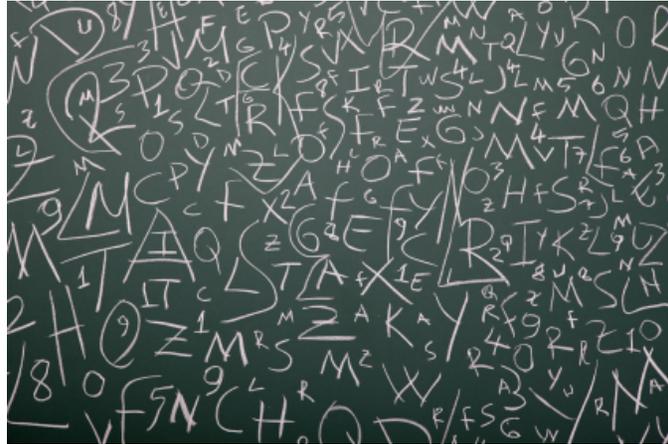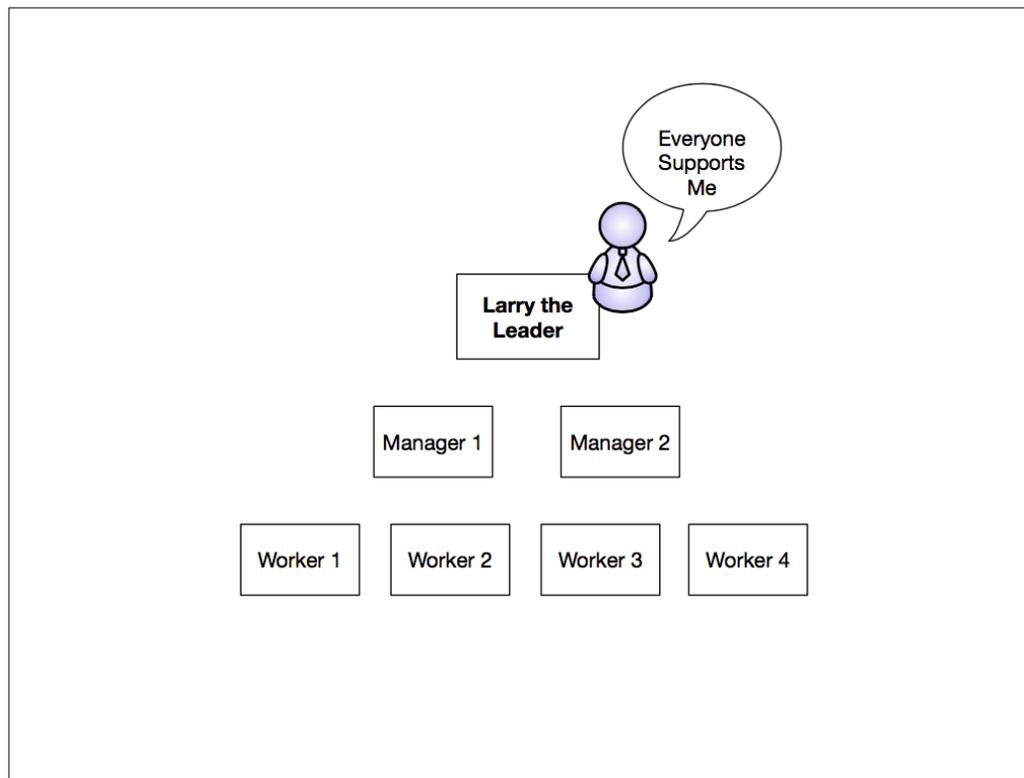# Agile Leadership

The Business World is Chaotic

The world is a chaotic and complex place. Constant change strains your company and threatens the company's business model and existence.

Executives believe the organization exists to support them and their goals. The complexity of the world does not support this flawed thinking. Larry is under pressure from the CEO and stakeholders to hit the numbers so he becomes reactive and demands that teams work his way.
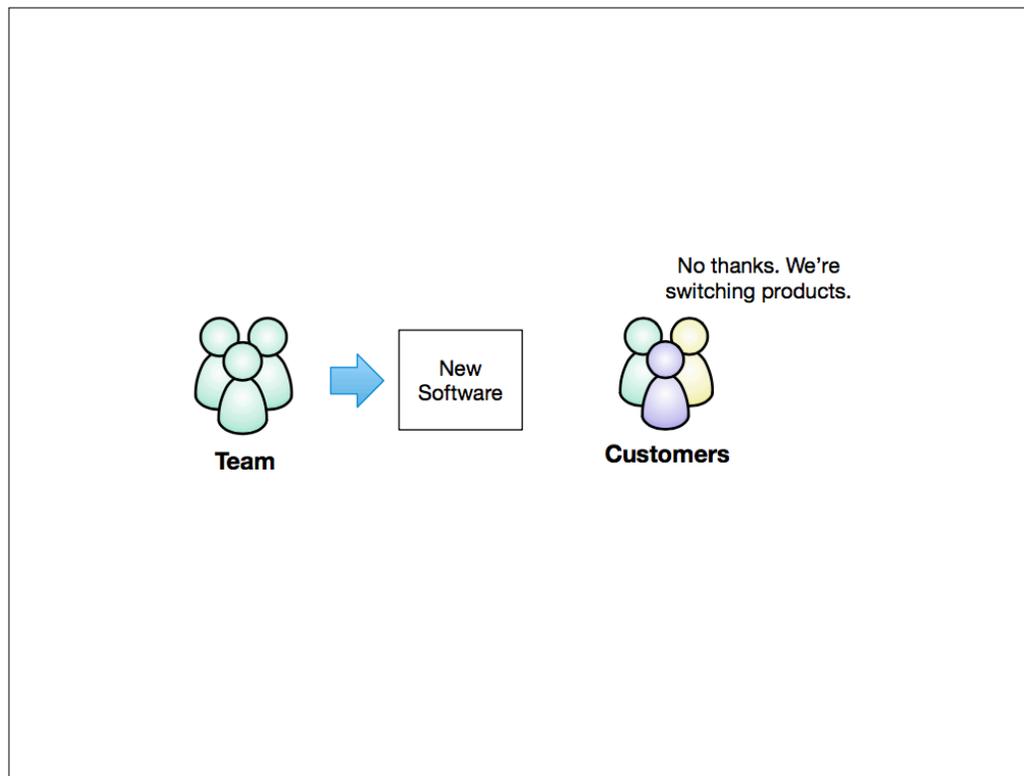
The team works long hours, creates many features, and delivers the software on time. Customers are not delighted by the new features and switch to another company's product.
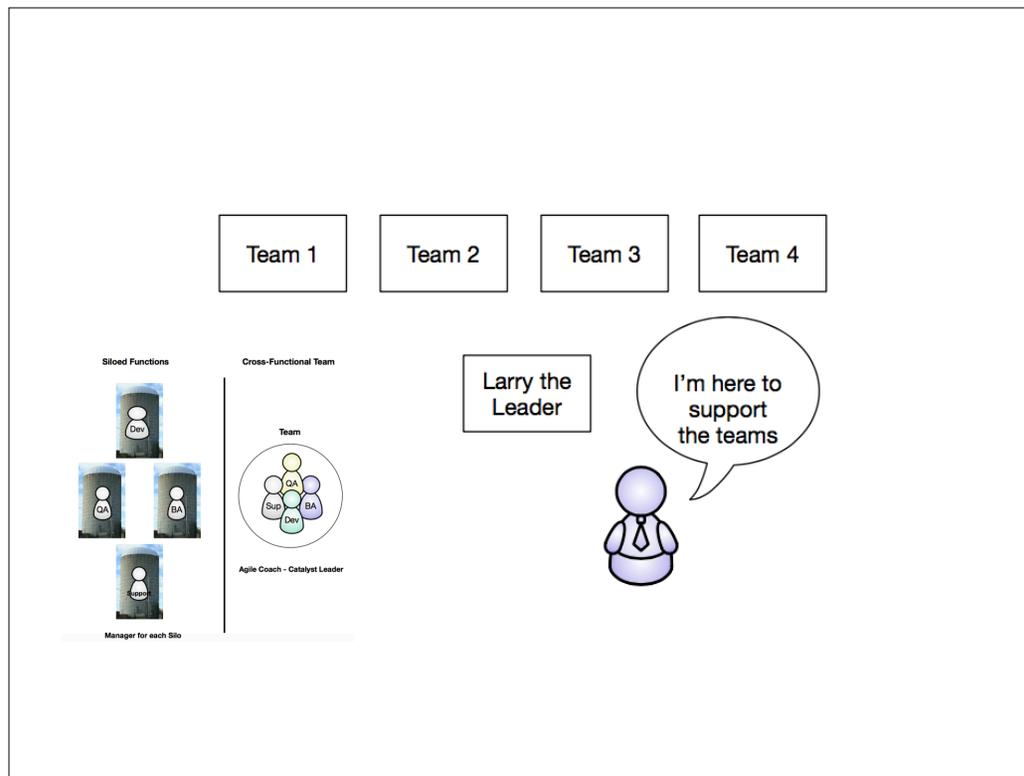
With customers leaving his product, Larry realizes he has to trust the team to be successful. He gets rid of functional teams and redesigns the teams to be cross-functional. Each team has all the skills to deliver product by the end of a two-week iteration. Larry flips the org chart.
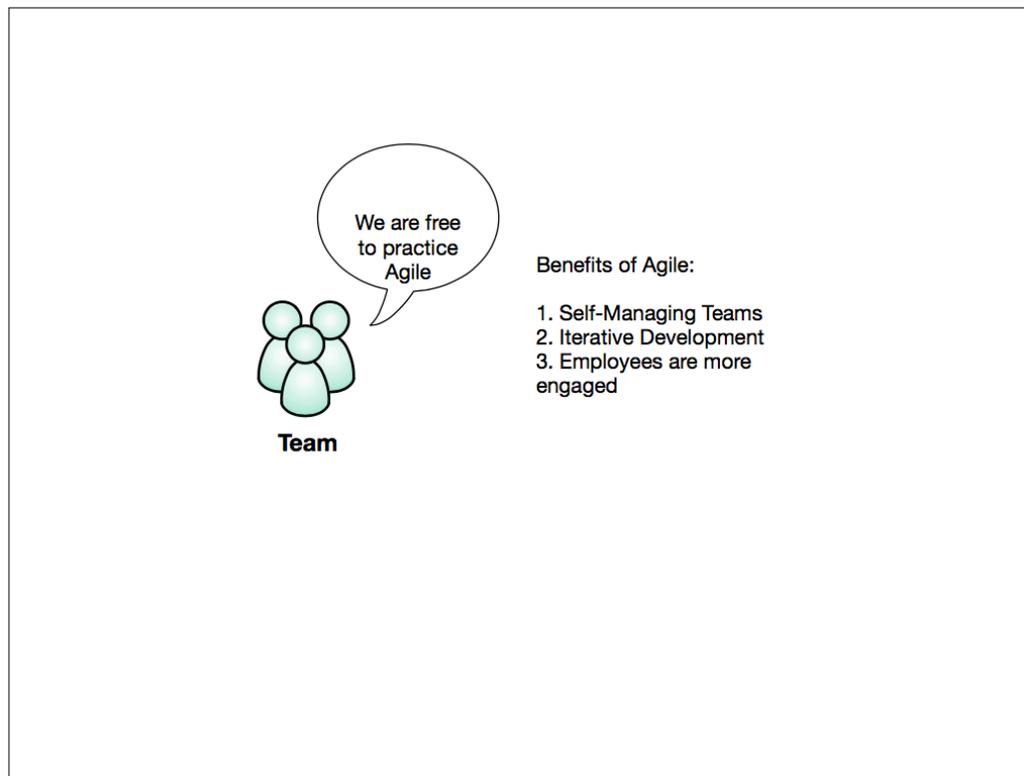
The team is free to practice agile. No more micro management. The team will work closely with customers and focus on business outcomes. The goal is not to produce a bunch of features, instead the team wants to delight customers.

Build Flexibility into People

Larry invests in people and provides them with training that creates an agile mindset and gives people the skills to be flexible and respond to change. The team is also smart enough to know what skills they need to develop for success.

Facebook Developers

Research shows that a Facebook developer
has seven different programming skills. Developers with
multiple skills get work done and work like a startup.

(This slide is supposed to provide reflection.) Reflect on the importance of the modern day artist with multiple skills.
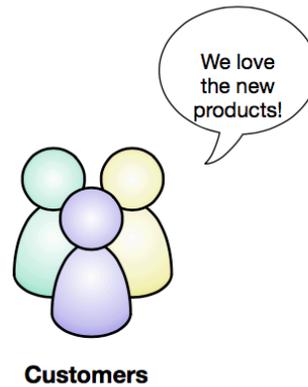
Agile development helps the team connect with customers and design great products. When the team co-creates with customers, their is a better chance of designing great products.

"When we tell people to do their jobs, we get workers. When we trust people to get the job done, we get leaders."

— **Simon Sinek**

Remember this quote from Simon Sinek and trust your teams. The world is too complex for one leader. And leadership is too important to be done by one person. Without action, we have only words. (Simon Sinek) Take action now and become a leader.

Chaos into Calm

Agile Leaders know how to take advantage of the winds of change and make your environment feel like a calm sea. Truth is, a team with flexible skills has the ability to take advantage of change. Agile teams are a complex adaptive system and match the chaos of the world. Because the teams are flexible they create a calm that benefits stakeholders and customers.