HIGH PERFORMING TEAMS: IT’S NOT JUST ABOUT THE PROCESS
WHO AM I?
INDRA AIMÉE BOOKS

25 years focusing on changing how we work to achieve results in public and private sectors. Specializing in:
- Onboarding new teams
- Revitalizing existing teams
- Leadership
- Agile Ways of Working
- Agile Delivery

LEARN MORE ABOUT ME AT:
HTTPS://WWW.AGILITYFORALL.COM/INDRA
Go to slido.com and enter code #3754551

- Ask questions
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THE AGENDA

1. WHAT IS AGILITY?
2. WHY DOES IT MATTER?
3. WHAT ARE THE RESULTS?
WHAT IS AGILITY?
WHAT ARE YOUR THOUGHTS?

When you hear the word 'agile' what do you think?
Waiting for responses ...
WHAT PEOPLE THINK AGILITY IS: PROCESS

- SCRUM
- Feature Driven Development (FDD)
- Kanban
- Lean Software Development
- Dynamic Software Development Method (DSDM)
- Extreme Programming (XP)
A good process produces good results.
~Nick Saban
WHAT’S WRONG WITH PROCESS?

Nothing! BUT process is just how work is managed.

Focusing on process circumvents the fact that people make up teams; not process.

The key to success is to hire and develop great team members – then empower them to deliver extraordinary results.
WHAT AGILITY REALLY IS

AGILE MINDSET
AGILE AS A WAY OF WORKING

LEFT

LOGIC & STRUCTURE

ACTIONS
• Inspect and Adapt
• Manage the system not the people
• Optimize workflow
• Alignment and synchronization
• Economy of scale & prioritization

FRAMEWORKS
• Kanban (continuous flow)
• Lean Development (reduce waste)
• SAFe/LeSS (scaled agile)
• Scrum (iterations)
• Scrum@Scale (scrum of scrums)
• XP (speed/simplicity)
• Test Driven Development

RIGHT

HUMAN-CENTERED

VALUES
• Individuals and Interactions
• Collaboration
• Working Solutions
• Responsive to change

ETHICS
• Psychological safety
• Self-organization
• Respect and Trust
• Inclusion and Diversity

PRINCIPLES
• Prioritize value
• Systems thinking
• Transparency
• Decentralized decisions
• Learning culture
• Feedback loops
• Teamwork
• Simplicity
• Innovation mindset

AGILE PRACTICES

AGILE MANIFESTO

DESCRIBED BY 4 VALUES

DEFINED BY 12 PRINCIPLES

MANIFESTED THROUGH AN UNLIMITED NUMBER OF PRACTICES
FOCUS: PEOPLE AND INTERACTIONS

Mindset

- Inclusive and Safe (No more silos)
- Transparency, Visibility, Flexible
- Collaboration, Innovation, Growth
- Inspection, Adaption, Improvement
AGILE MATURITY – MORE THAN PROCESS

More visible
Less powerful

Less visible
More powerful

- mindset
- values
- principles
- practices
- processes
- Tools
KEY GOALS OF AGILE ORGANIZATIONS

01 AVOID DELAYS

02 DECREASE RISK

03 DELIVER VALUE
WHY DOES IT MATTER?
WHAT IS THE IMPACT?
It is the flexibility of agile that makes it 37% faster and 16% more productive than the conventional project development models.

Teams that fully adopt an agile mindset not just a framework see 300% improvement in productivity.

Agile HR practitioners said the top success factor is “transparency in the flow of work.”

Feedback loops and retrospectives lead to 25% higher responsiveness from clients and 42% higher quality.

Most important measure of Agile success for DevOps is reduced risk with as much as a 47% reduction.

Businesses that fully adopted agile before pandemic outperformed on customer satisfaction, employee engagement, and operational performance.
Safe, inclusive spaces with engaged employees focusing on interactions

Human intelligence supported by the right tools and processes

Teams not groups of people supported by responsible leadership

Customer-centric (value-based) approach for improved outcomes

Disruption to create positive change

Right-time decision making due to real-time transparency and visibility

Every step is toward the goal of value supporting the vision and mission

Built-in efficiency and risk management using iterative work cycles

Flexible, innovate, and collaborative environment that can scale more easily

Constructive criticism, feedback loops, and continuous improvement
10 Attributes of High Performing Teams

1. Clear & Aligned Purpose
2. Clear Roles & Responsibilities
3. Build Trust Through Relationships
4. Communicate Frequently & Effectively
5. Collaborate Often
6. Appreciate & Encourage Diverse Thinking
7. Manage Conflict Constructively
8. Learn & Adapt
9. Celebrate Success & Show Appreciation
10. Measure Outcomes & Success
SURVEY SAYS...

69% of employees would work harder if they received more recognition

86% of job seekers avoid companies with a bad reputation

Company culture is an important factor for 46% of job seekers

Around 63% of US Companies find it harder to retain than to hire

Attracting high caliber employees leads to 33% revenue increase

Highly engaged employees lead to a 202% increase in performance

Team Leaders have the highest impact on company culture

Source: Team Stage 2022
THE RESULTS
TANGIBLE RESULTS – VALUE VALUE VALUE

20% increase in output
50% less rewriting
100% more agile mindset

3 MONTHS
new module

6 MONTHS
full release + infrastructure overhaul

9 MONTHS
capabilities expansion

100%
First fully remote team

3 WEEKS
to hire a new team

10 WEEKS
Fully onboard & train

80%
reduced time to delivery

75%
reduced work time

0
non-essential features in a release

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WHAT PEOPLE ARE SAYING ABOUT NEW WAYS OF WORKING

01 TEAM BUILDING
Starting off with team building helps bring everyone together and builds comradery at start.

02 CONNECTING
It builds a stronger team and added ability to work through the process and issues more efficiently.

03 QUALIFYING
We would not have made such significant progress if we did not take the time to onboard this team with a Lift off.

04 SHOWS VALUE
This allowed us to be more connected and, to a certain extent, more understanding and respectful.

05 BUILDS SKILLS
Getting to know each other’s skills, strengths, weaknesses and learning styles provided a foundation to move forward successfully.
AGILE ADOPTION BY THE NUMBERS
THE GOOD...

1. Adoption on software teams increased from 37% in 2020 to 86% in 2021
   (source: Digital.ai)

2. 91% of organizations state agile adoption is a strategic priority
   (source: KPMG)

3. 70% of agile organizations say it helps them achieve faster time to market
   (source: JCURV)

4. 74% say improved results outweigh the effort to achieve results
   (source: IPMA World and University of Applied Sciences)

5. Increased commercial/sales performance of 200+% when changing
   (source: JCURV)
...THE BAD AND THE UGLY
CHANGE IS HARD

- 74% of organizations say that while they use frameworks, the culture doesn’t support a full adoption.

- Only 13% stated that management fully supports agility and 38% said they get NO support.

- 62% of top management believes it has no implications for them.

- Only 17% of respondents truly feel empowered by their leaders.

- 72% of leaders believe they are effective, but their employees disagree (34%).

Source: KPMG and JCURV
How agile is your organization?
Refers to a good or service being offered by a company. But they also must take into account supply costs a product.

FREE RESOURCES

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OUR BELIEFS:
• Collaboration rather than imposed solutions
• Flexibility instead of out of the box, one size fits all solutions
• Common sense over dogmatic approaches
• Agile mindset over Agile frameworks
• Cultural alignment for lasting organizational change over quick fixes

Watch here: https://www.agilityforall.com/philosophy