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NASHVILLE • 2022

# Doing Agile versus Being Agile

**Your Guide:**  
Terry Hensley

# Introductions

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- Take 5 Minutes
- Turn to a Person Near You
- Introduce Yourself
- Business Cards

# Agenda

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- I. Doing Agile
- II. Agile Manifesto
- III. Being Agile

# Part I: Doing Agile

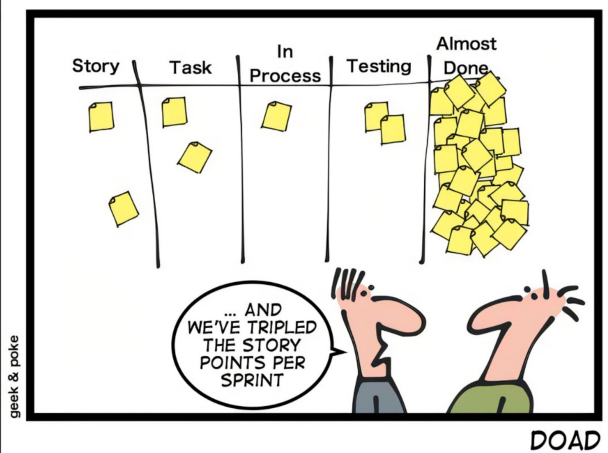




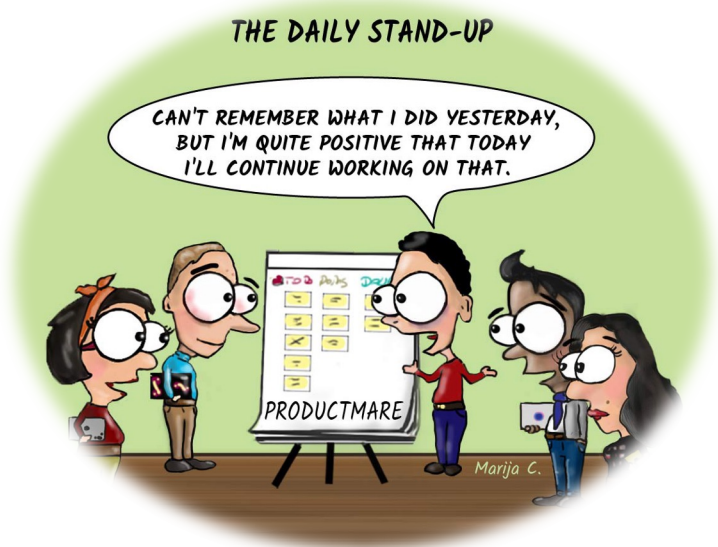
How do you  
“do Agile?”



# You Adopt the Practices,



Kanban...



Daily Stand-Ups...

User Stories...





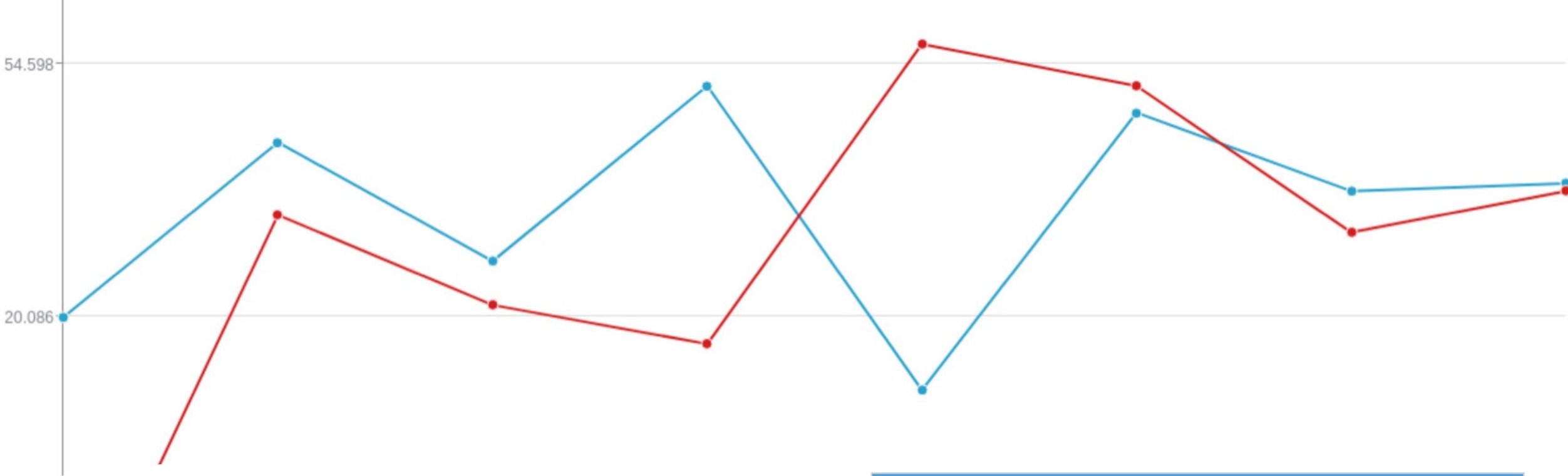
# But Forget the Rest!

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Values

Principles

Mindset



# Why?

The basics of Scrum and Kanban can be learned in a two-day class AND the business can see an initial 20% increase in overall value:

- Visibility of the work being done is increased
- Intra- and inter- team communication improves
- Productivity increases
- Quality Increases
- Risk is Reduced



## But There's a Catch

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- Focus on practice alone cannot create an environment or culture capable of fostering continuous improvement and innovation
- Without a change in mindset, managers are ill-prepared for the paradigm shift in leadership style necessary for achieving flow and innovation
- Leadership Style and Lack of Agile Mindset are the two most commonly reported challenges to achieving business agility



# Part II: The Agile Manifesto



# Agile Manifesto

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Individuals and interactions over processes and tools  
Working software over comprehensive documentation  
Customer collaboration over contract negotiation  
Responding to change over following a plan

**That is, while there is value in the items on the right,  
we value the items on the left more**

# 12 Principles

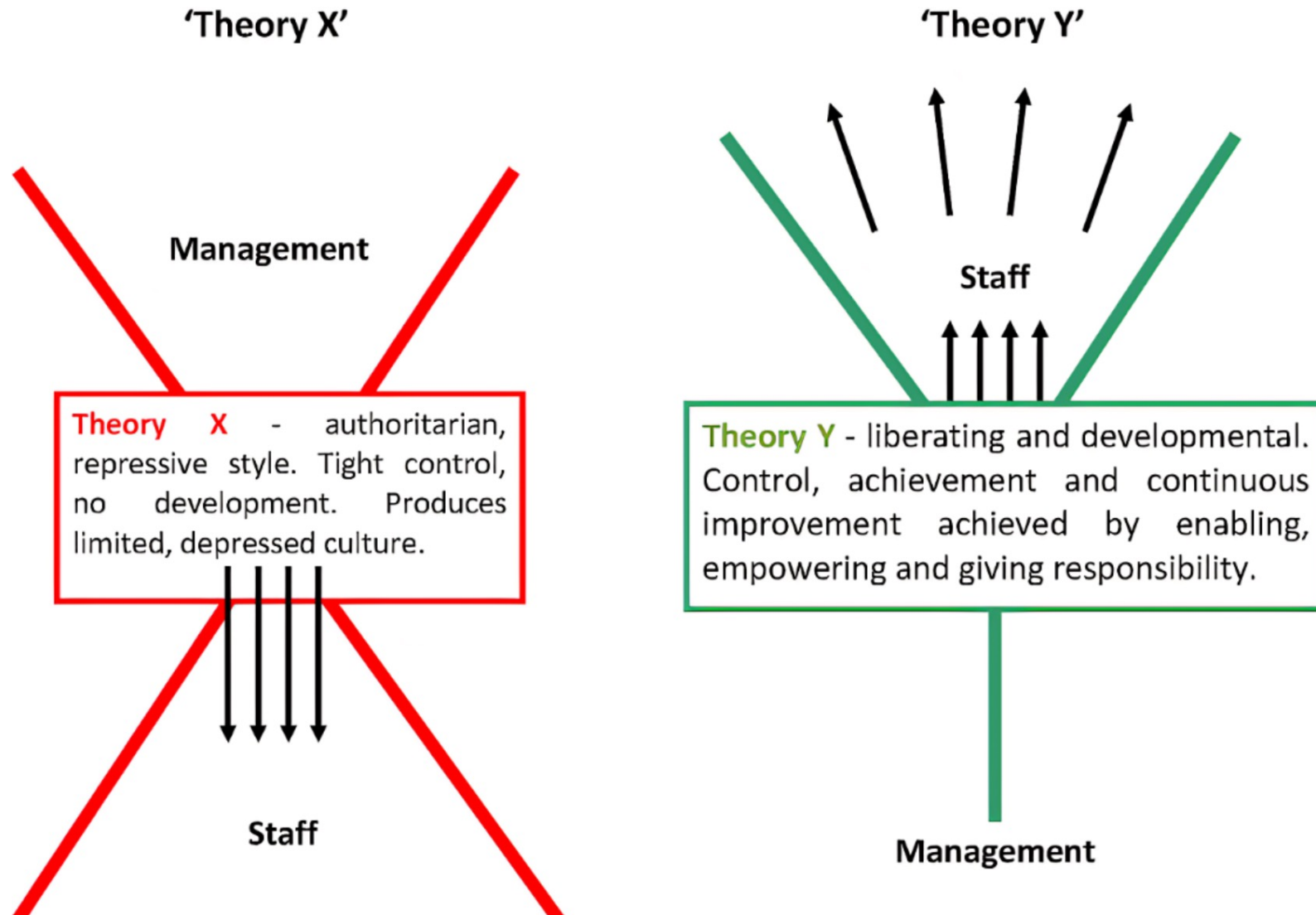
- The highest priority is to satisfy the customer through early and continuous delivery of valuable software.
- The project team welcomes changing requirements, even late in development. Agile processes harness change for the customer's competitive advantage.
- Deliver working software frequently, from a couple of weeks to a couple of months, with a preference to the shorter timescale.
- Business people and developers must work together daily throughout the project.
- The process builds projects around motivated individuals, giving them the environment and support they need, and trusts them to get the job done.
- A face-to-face conversation is the most efficient and effective method of conveying information to and within a development team.
- Working software is the most important measure of progress.
- Agile processes promote sustainable development. The sponsors, developers, and users should maintain a constant pace indefinitely.
- Pay continuous attention to technical excellence, and good design enhances agility.
- Simplicity is essential. This is the art of maximizing the amount of work not done.
- Self-organizing teams produce the best architectures, requirements, and designs.
- At regular intervals, the team reflects on how to become more effective and adjusts its behavior accordingly.



# Part III: Agile Mindset



# Douglas McGregor and Workplace Motivation



# FIXED MINDSET

AVOIDS CHALLENGES

TALENT IS INNATE

FAILURE AS A PROOF OF UNINTELLIGENCE

GIVES UP EASILY

THREATENED BY SUCCESS OF OTHERS

"WHY SHOULD I BOTHER?"

VS.

# GROWTH MINDSET

EMBRACES CHALLENGES

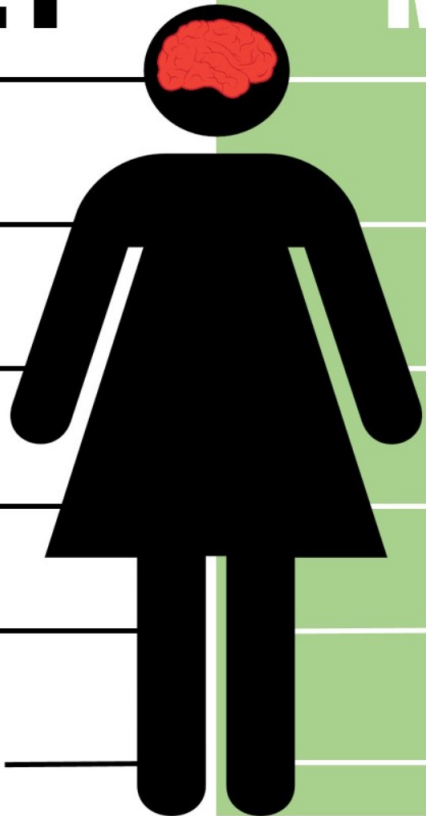
BELIEVES TALENT CAN BE DEVELOPED

VIEWS FAILURE AS CHANCE TO GROW

EFFORT LEADS TO SUCCESS

INSPIRED BY SUCCESS OF OTHERS

"I WANT TO KEEP IMPROVING"



*“For twenty years, my research has shown that the view you adopt for yourself profoundly affects the way you lead your life. It can determine whether you become the person you want to be and whether you accomplish the things you value.” — Carol S. Dweck*

# Agile Mindset

“Agile is a Mindset  
Described by 4  
Values Defined by  
12 Principles  
Manifested Through  
Unlimited Number  
of Practices.”

*Ahmed Sidky*





# Agile Mindset--Respect

Only when the team members respect one another can a suitable Agile environment be developed. This fundamental principle makes sure that each team member is aware of the value they individually bring to the group. Respect for consumers, coworkers throughout the company's levels, and the product itself is expected of members of an organization. Everyone desires to work in a setting where they are valued and respected. Additionally, no project can be finished until the team members respect and believe in the product they are developing or have developed. Therefore, the staff should respect one another as well as the other members of the organization.





## Agile Mindset-- Collaboration

Any organization needs its members to work together flawlessly for it to function effectively. It is challenging for one individual to manage all the operations given the surge in the creation of sophisticated systems and the number of complicated problems being tackled. To develop a certain product or to do a certain activity, numerous personnel from diverse departments must collaborate. The organization becomes effective and efficient when departmental and interpersonal collaboration runs smoothly.



# Agile Mindset—Improvement



Agile Mindset constantly encourages members to grow and continue to learn. As the organization expands, the product development processes should dramatically improve. There should always be room for improvement within a business, hence no procedures should be fixed. When there is an improvement, the organization has a larger possibility of expanding in terms of revenue and finances, customer satisfaction, and staff job satisfaction, among other variables.

# Agile Mindset—Life-Long Learning

An Agile Mindset is a modified version of the growth mindset in which individuals have to learn and attempt something new, and perhaps fail, so that they learn a new concept and have better prospects in the future. Enterprises actively encourage their staff to take advantage of the many avenues for professional development available to them. Staff members should never be punished for attempting new things, and organizations should always be supportive of their efforts to expand their knowledge. They should expand the group's knowledge by supporting them to take risks.





# Agile Mindset—Pride in Ownership



Team members should show pride in their work and take ownership of their work product. When value is added to the solution, team members should celebrate success. This enhances community and increases the desire to make high-quality products.



## Agile Mindset— Value Delivery

Agile teams prioritize customer value and should endeavor to deliver maximum customer value. Team members should remember that Managers, Scrum Masters, and Product Owners are available to remove impediments during product development.

# Agile Mindset—Adapting to Change

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The Agile Mindset emphasizes adaptability. The customer can change their requirements, and the team must be ready. Agile Mindset helps people be comfortable with change, so they welcome it and are constantly ready to adapt



# Final Thoughts

To Be Agile We Must Practice What We Think!





# Questions?



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