HOW "AGILE" IS "AGILE ENOUGH" FOR LEADERSHIP TEAMS?

Debbie Madden
Stride Founder & Chairwoman,
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How Agile is 'Agile Enough' For Leadership Teams

Debbie Madden
Founder | Chairwoman | CEO
Author | Board Member
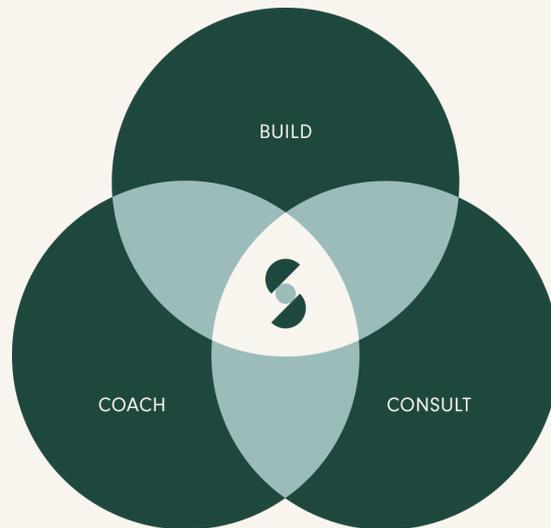Podcast Host

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Stride

About Stride & Debbie

Stride

- ❖ Non-dogmatic. Collaborative
- ❖ We build transformative software - with you, not for you

Debbie

- ❖ 5-time tech entrepreneur
- ❖ Scaling tech co's for 25 years
- ❖ Author - Hire Women
- ❖ Podcast host - Scaling Tech
- ❖ Advisor - Docker, Inc

BUILD

COACH

CONSULT

meetup · splice · Casper · AbleTo

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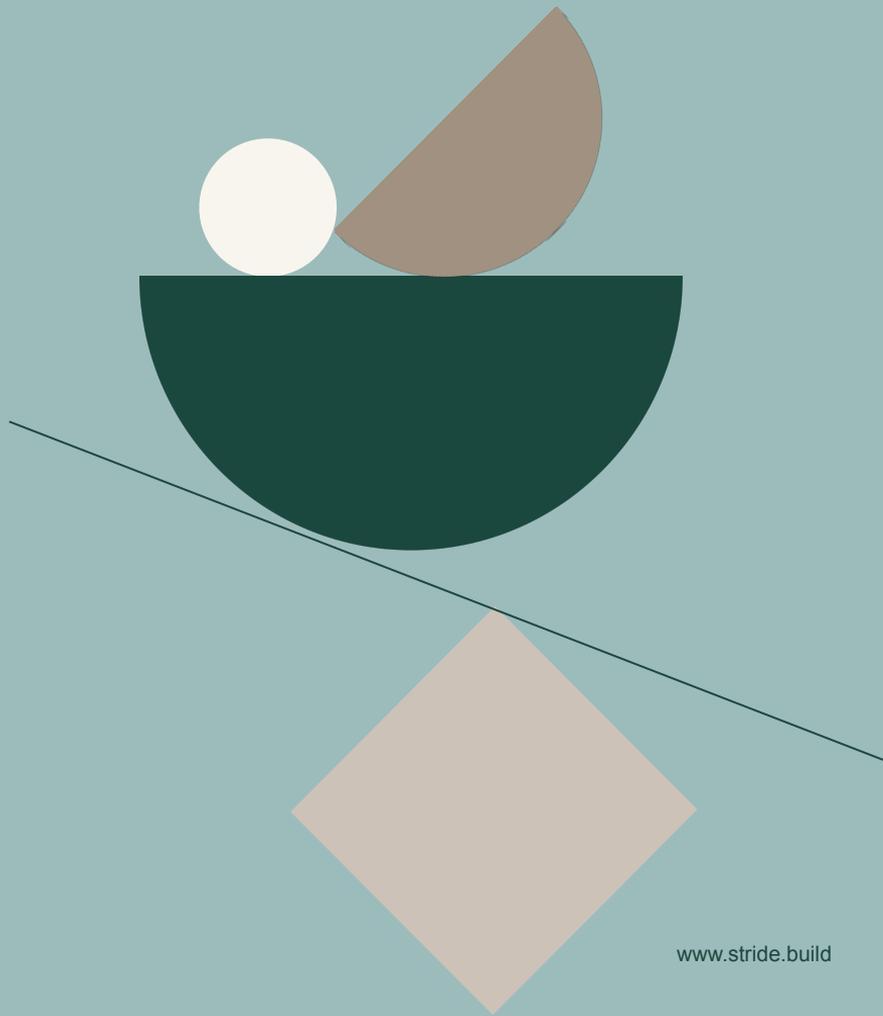What does it mean for a leadership team to be 'Agile enough'?
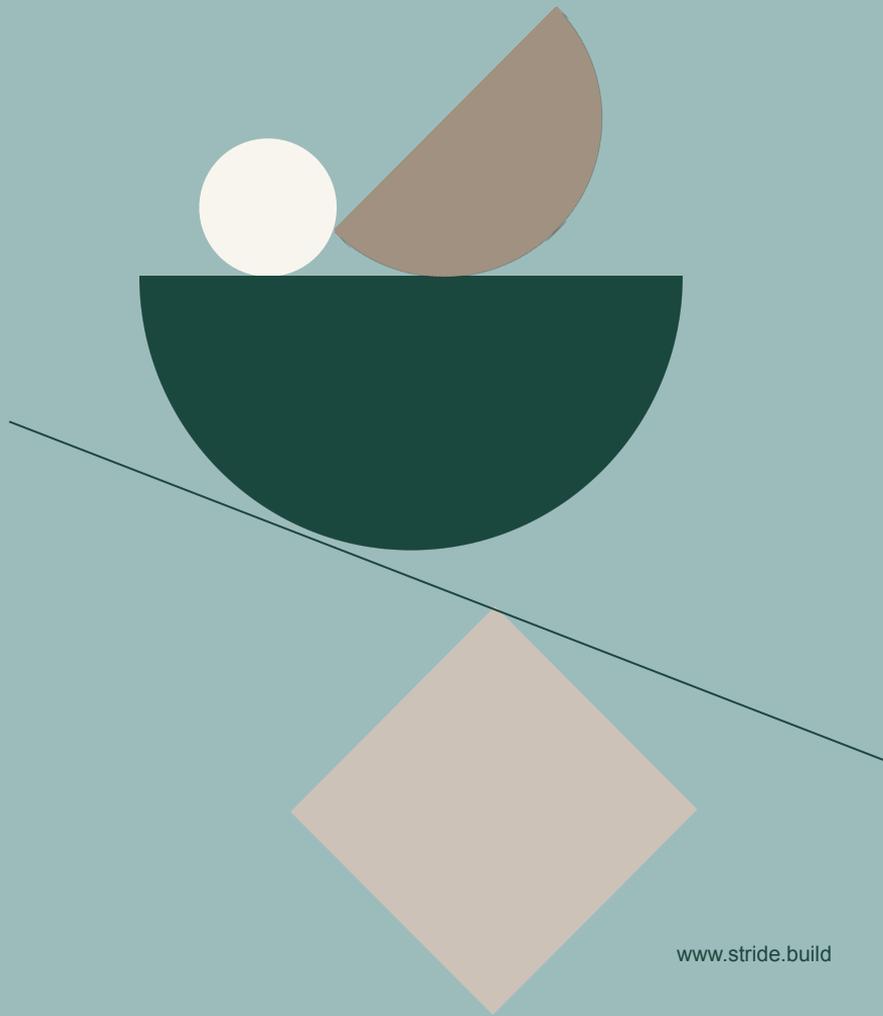
What happens when they fall below this bottom line?

Agenda

❖ Team vs individual Agility

❖ Stride's 'Agile enough' leadership team journey

❖ What is 'Agile enough'

❖ When LT falls below the bottom line

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❖ **Team vs individual Agility**

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Team Agility ≠ individual Agility

Team Agility

Shared vocabulary → Predictability → Reliable Outcomes
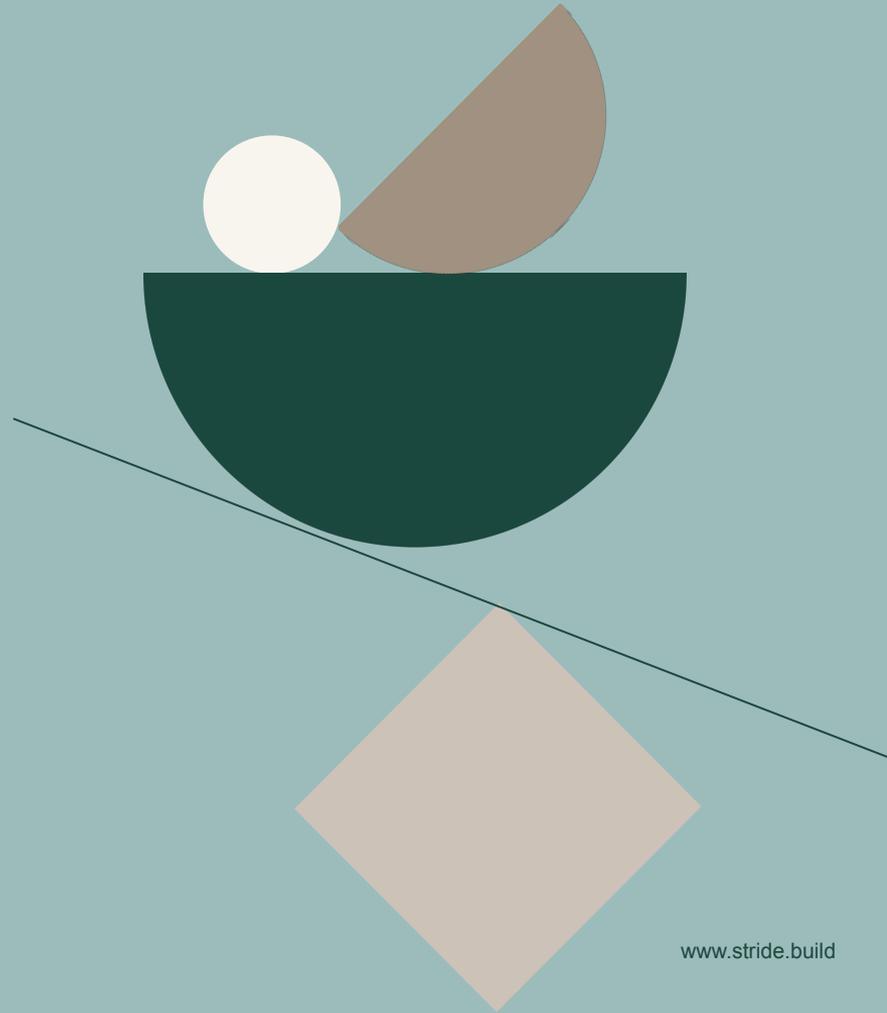
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❖ **Stride's 'Agile enough' leadership team journey**

❖ What is 'Agile enough'

❖ When LT falls below the bottom line

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Stride's 'Agile enough' leadership <u>team</u> journey

Strengthening
Innovate at org level
Invent agile practice

Optimizing
Min cross team handoffs

Delivering
Ship high quality
features often
Obstacles revealed early,
Cross fxnl team

Focusing
redirect work when
needed, working on
highest value things

Pre Agile

ICs

2014   2015   2016   2017   2018   2019   2020   2021   2022   2023

*Diana Larsen and James Shore's Agile Fluency Model

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Stride's 'Agile enough' leadership <u>team</u> journey

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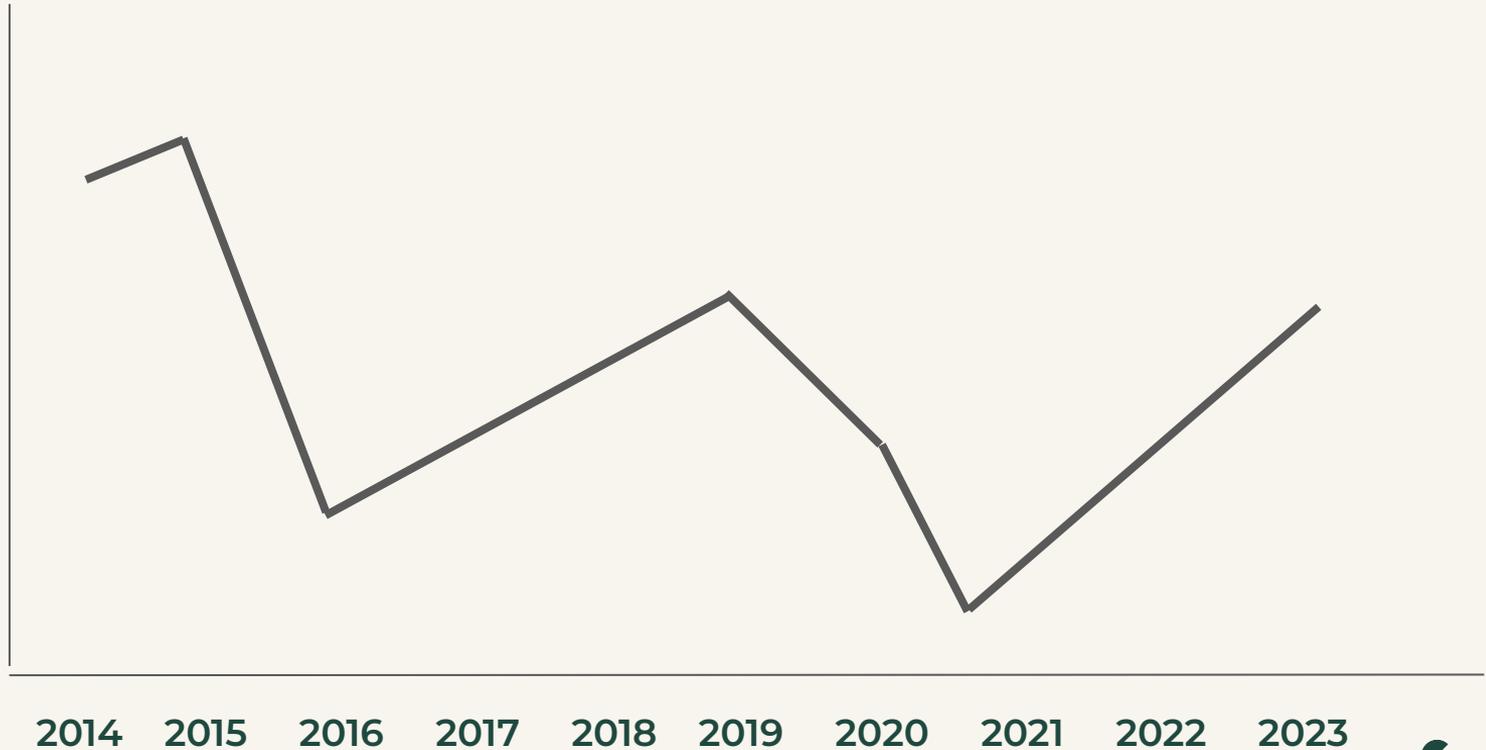**Optimizing**
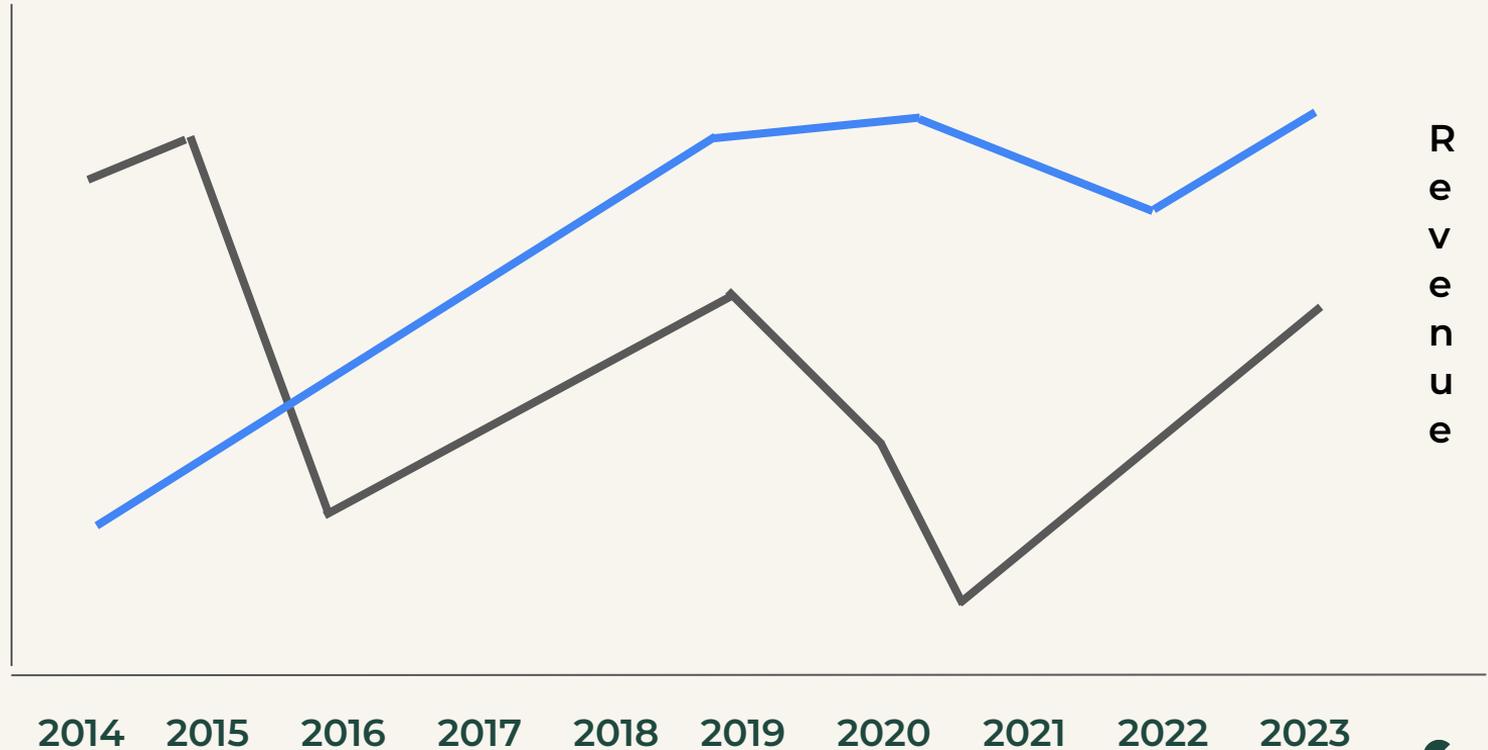Min cross team handoffs

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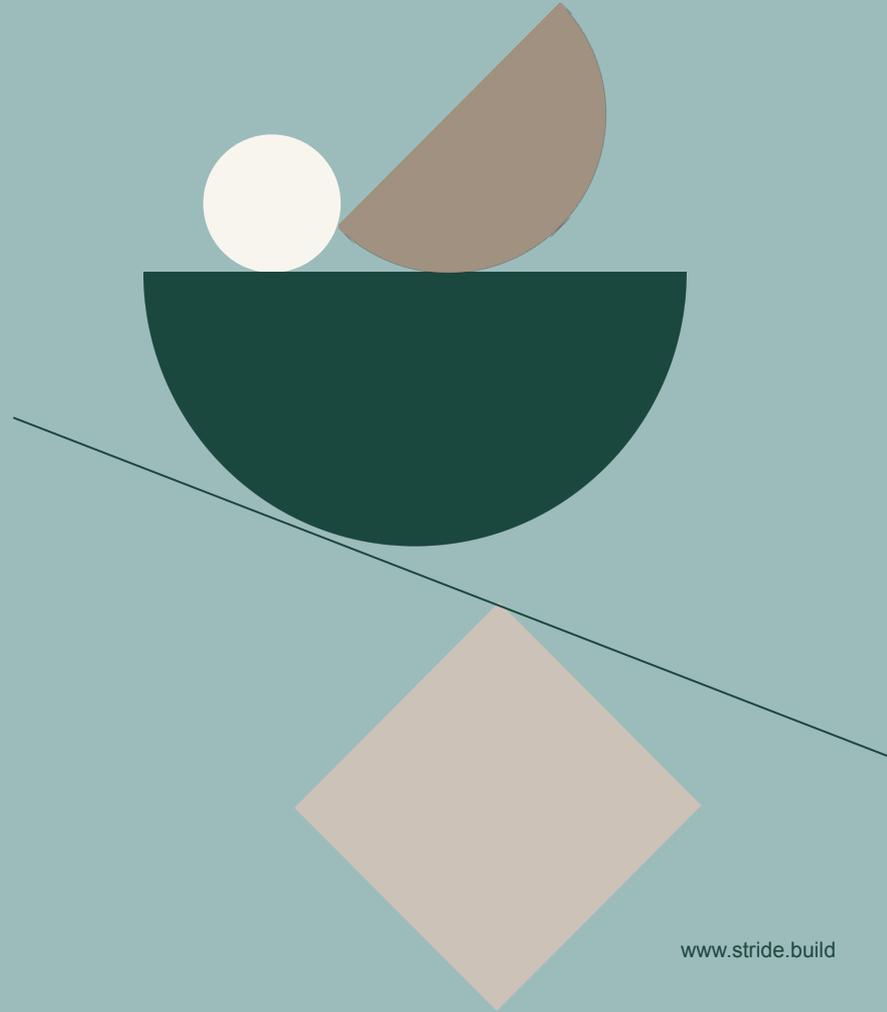needed, working on
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Pre Agile
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❖ **What is 'Agile enough'**

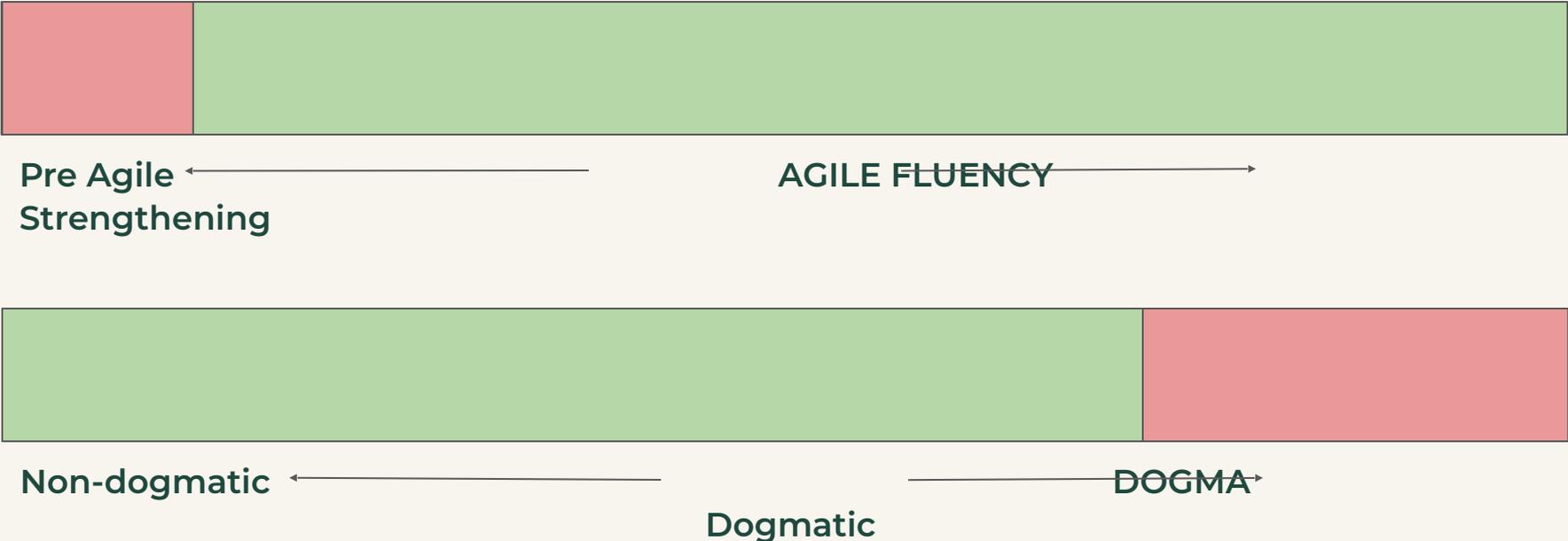❖ When LT falls below the bottom line

What is 'Agile enough' for leadership teams?

- ❖ Tight feedback loops become habit → standups, sprints

- ❖ Hold each other accountable → make progress towards outcomes visible

- ❖ Ladder up these visible outcomes → OKRs

- ❖ Value continuous improvement

- ❖ Minimize WIP → Understand Theory of Constraints

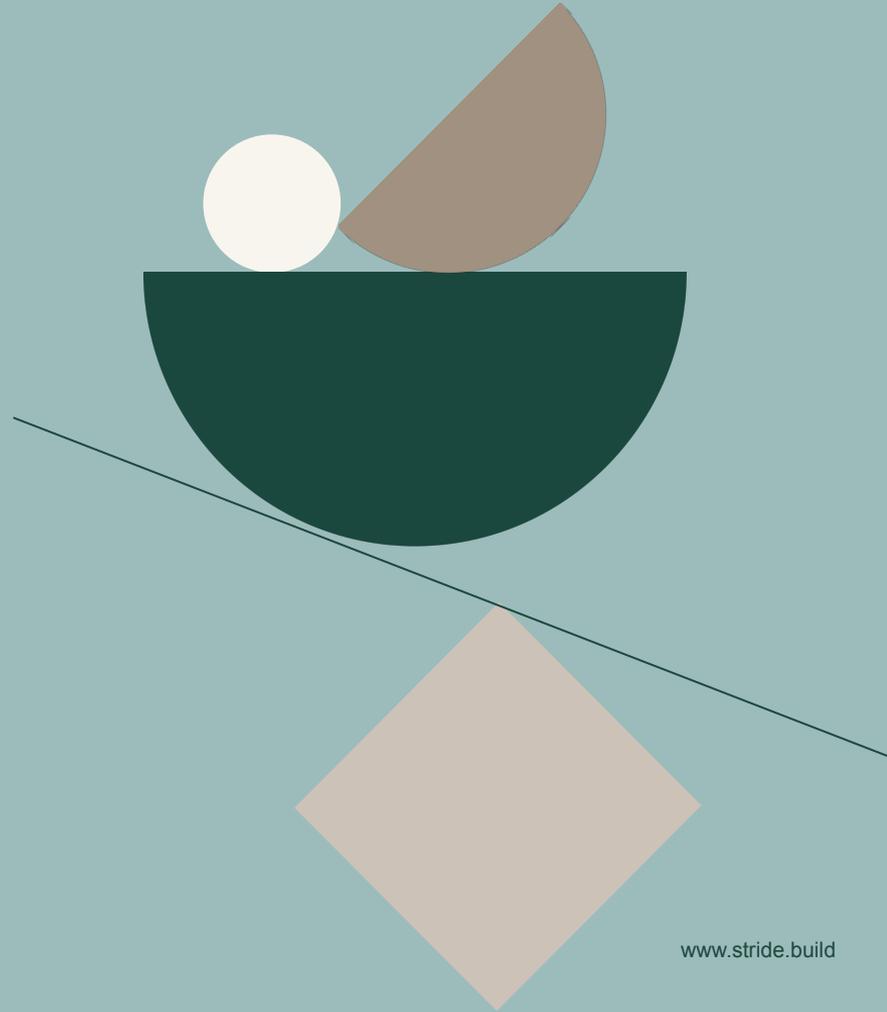- ❖ Understand the root value that Agile brings to organization

Can a leadership team be "too Agile"?

Pre Agile
Strengthening

AGILE FLUENCY

Non-dogmatic

Dogmatic

DOGMA

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❖ **When LT falls below the bottom line**

When LT falls below the 'Agile enough' line

❖ Define what 'Agile enough' looks like for your team and why

❖ Break tasks into smaller chunks until outcomes are predictable

❖ Take WIP to 1 task per person

❖ Agile fluent individual facilitate LT meetings

❖ Agile book club*

*Yes - those who have read it - read it again

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In Summary

❖ Team vs individual Agility

❖ Stride's 'Agile enough' leadership team journey

❖ What is 'Agile enough'

❖ When LT falls below the bottom line
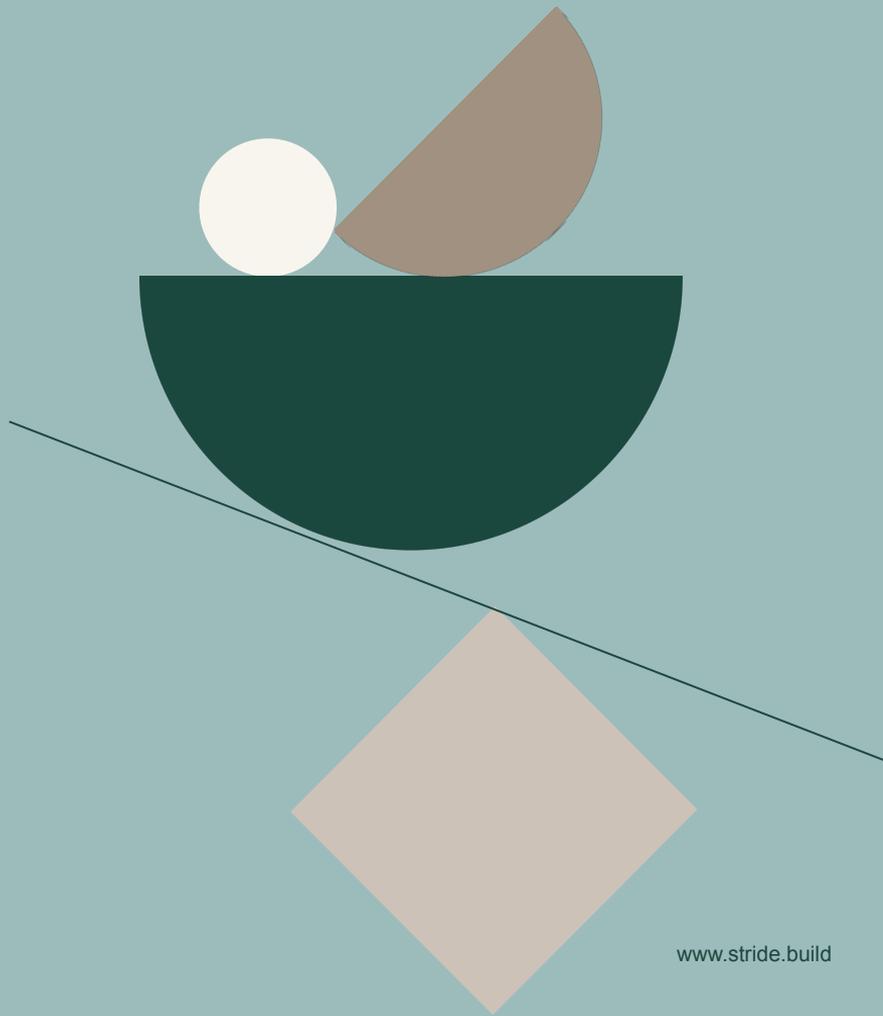
Thanks!

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Please reach out with any questions.

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