



Transforming the World of Work[®]

A story of Fearless Change

Todd Little



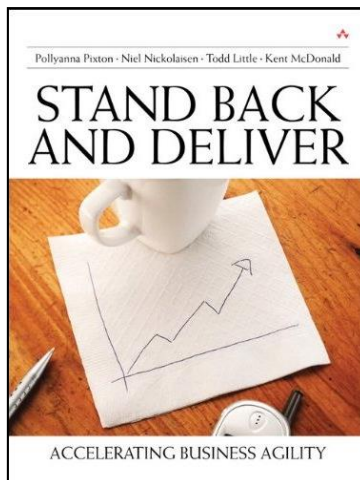


A GUY WALKS INTO A BAR

STOP ME IF YOU'VE HEARD THIS

About Todd

@toddelittle



- Chemical & Petroleum Engineer
- 30+ Years in Software Development
- Founding Consultant at 
- Executive roles as VP Product Development, Director of Software & Technology

HALLIBURTON



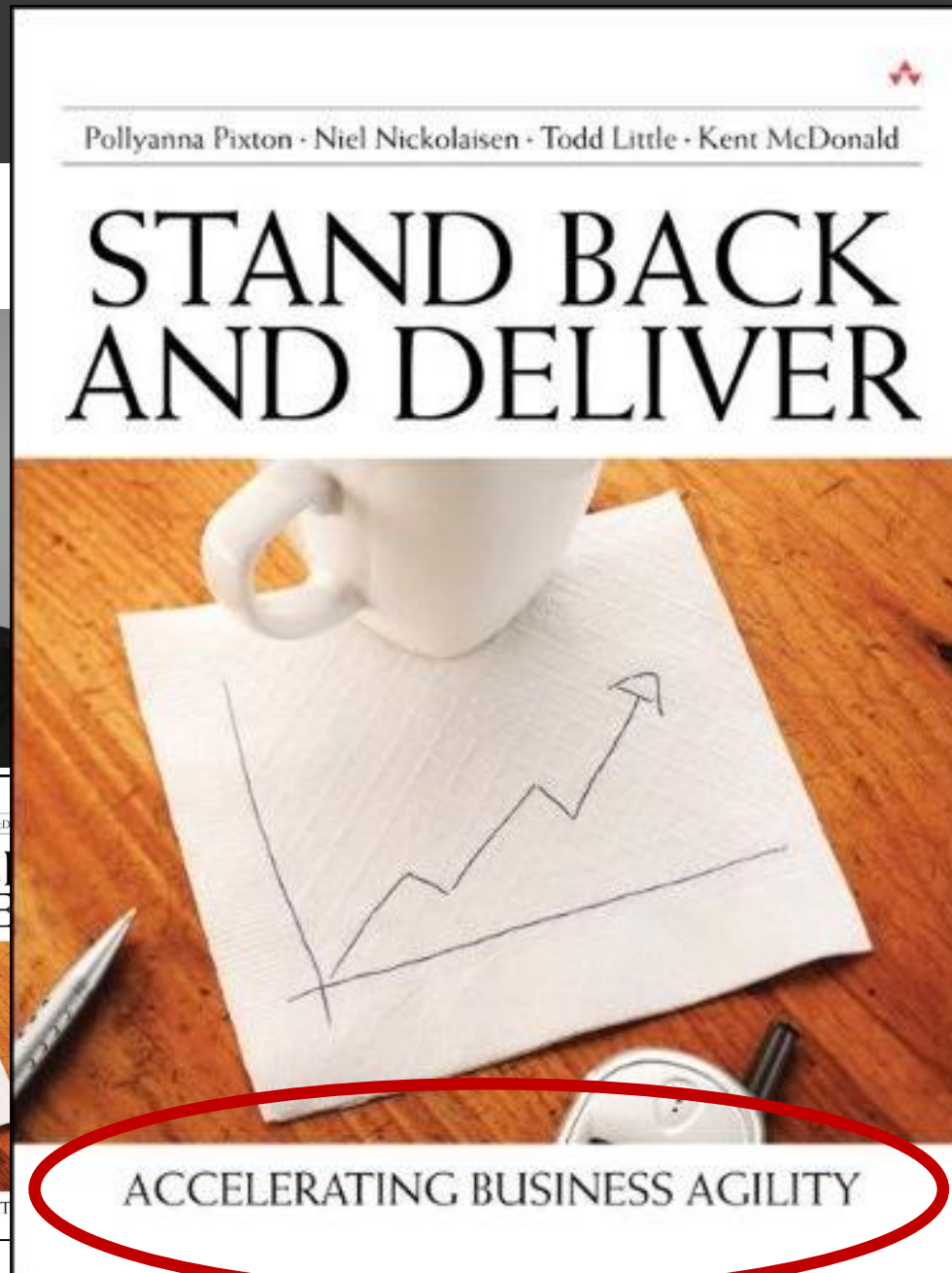
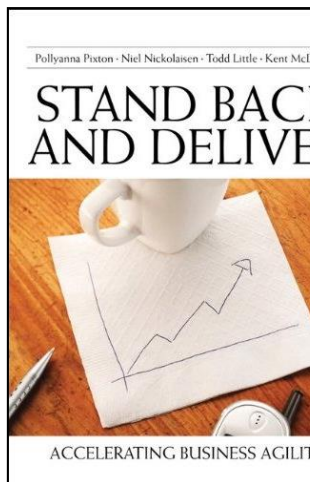
Landmark



- Pioneer and Agile Community Builder



About Todd

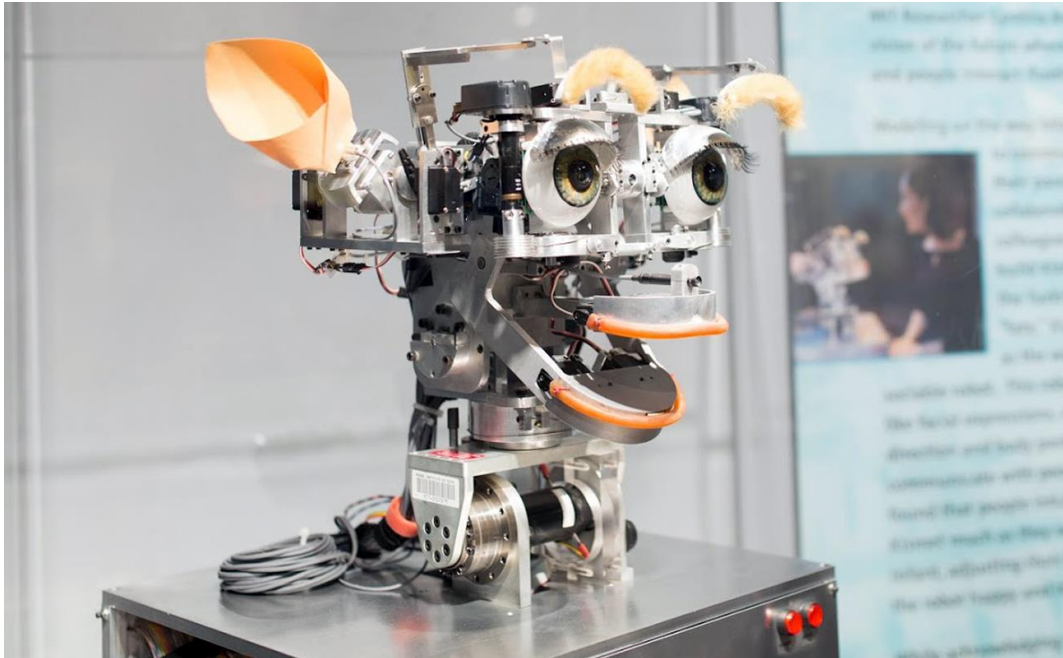


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Setting: April 2002

CUTTER CONSORTIUM

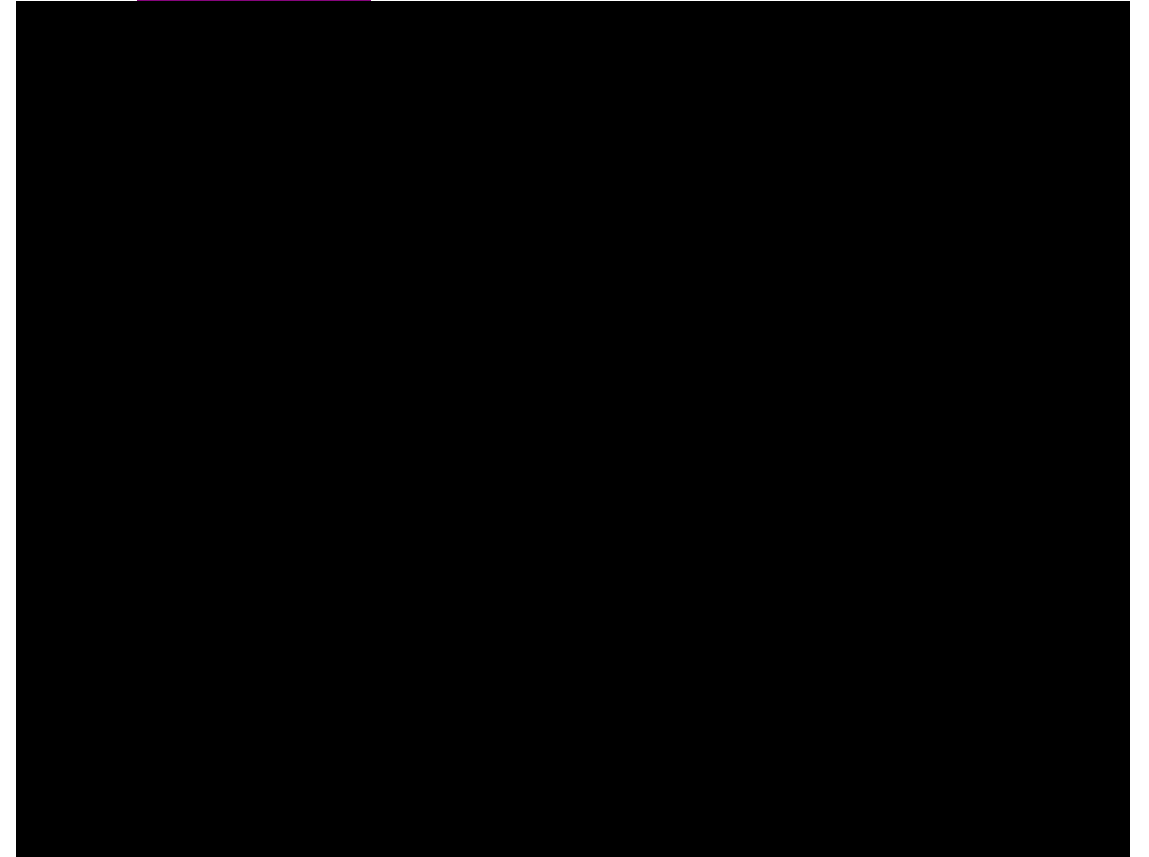
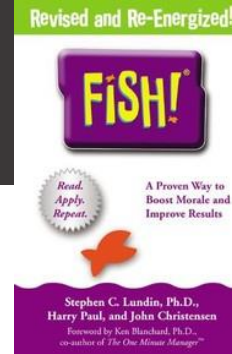
●●● *Access to the Experts*



Which Logo do you like?



Fish Stories (Dan Reed)





You're not just starting a conference,
you're building a community and
changing the world of work

You're Right!
Let's do it!



Who says Agilists don't Document



Stakeholders



XP Agile Universe

ThoughtWorks®



This is my
conference
and I want to
do it my way!



Path to Greatness

Integrity



Greatness

Passion

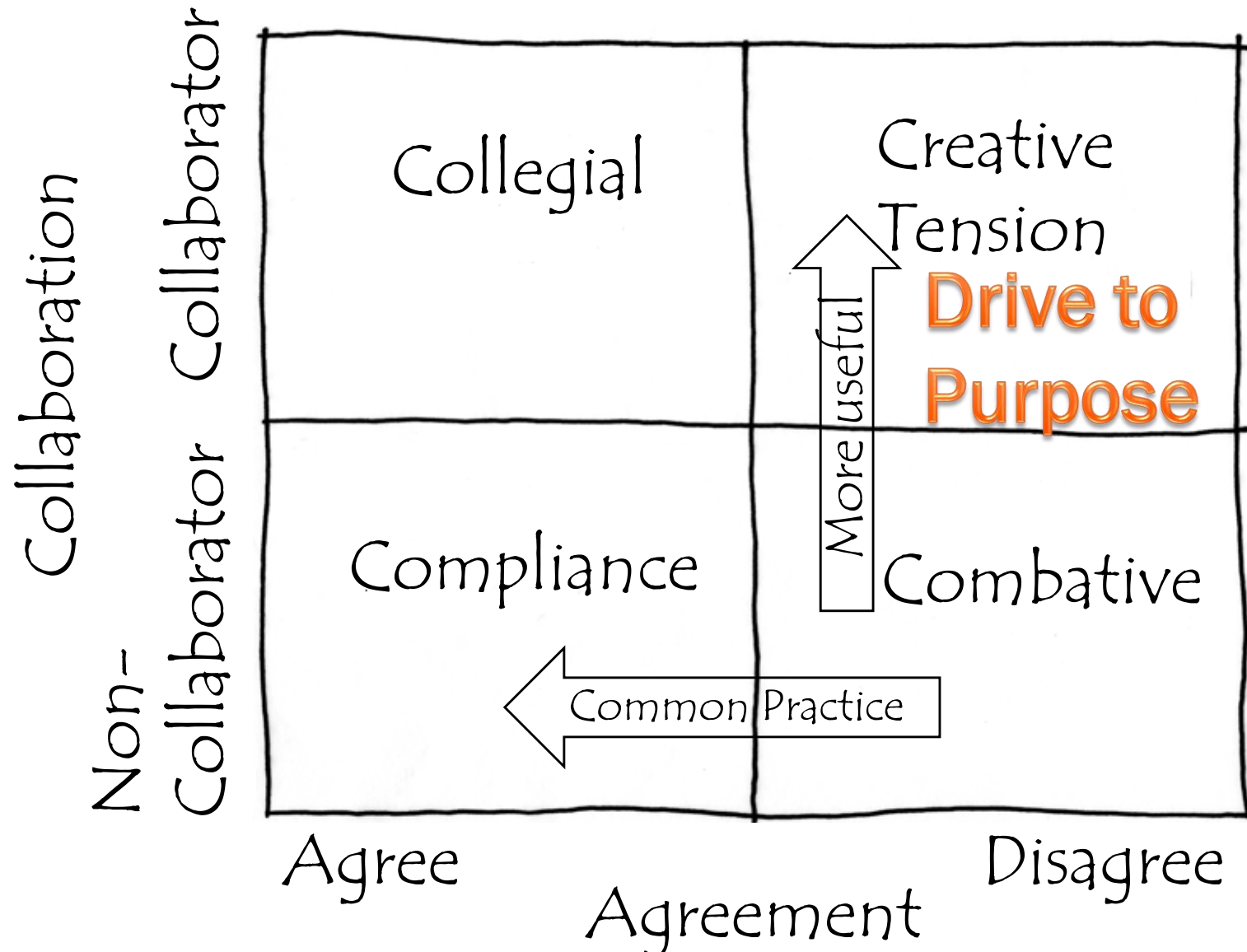


Conflict

Absence of Conflict



Collaborating with Non-Collaborators



Uncertainty



Real Options



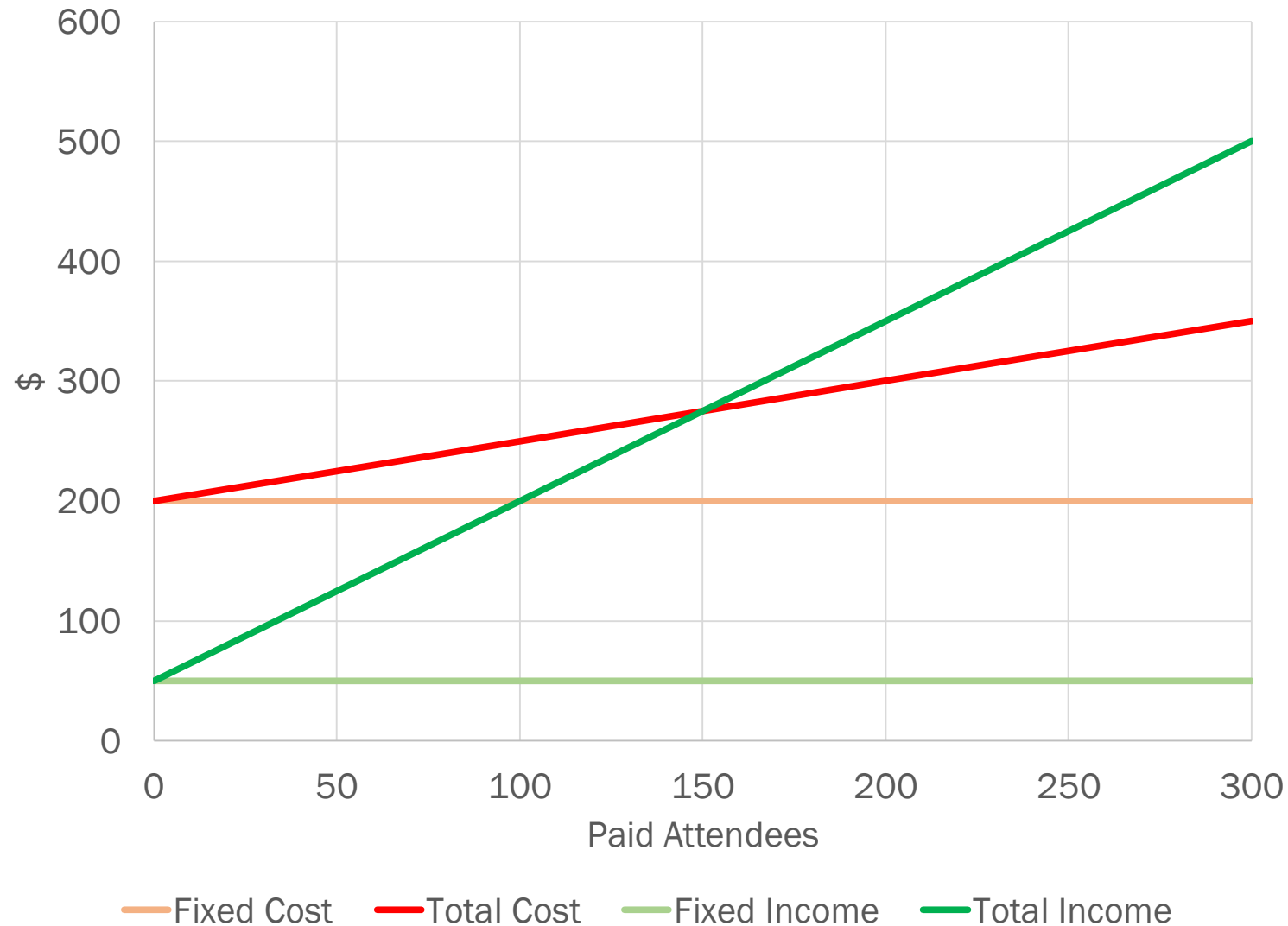
CHRIS MATTS & OLAV MAASSEN

Real Options

A right, but not an obligation to do something



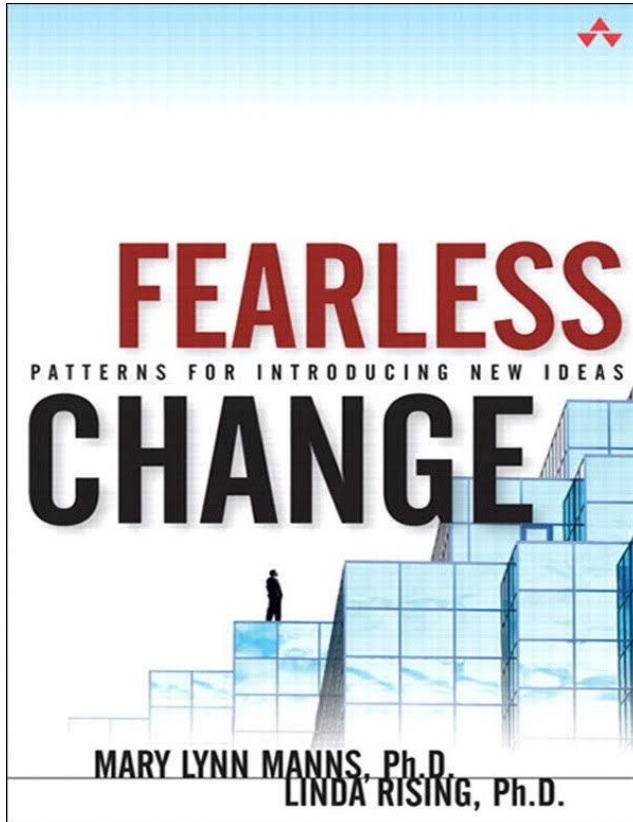
Beyond Budgeting – Building a Conference Financial Model



The right people show up Pollyanna Pixton



Fearless Change



How did it go?

"I was told this conference would be a four-day conversation. That was only partly right. It was the four-day start to an ongoing, and fascinating, conversation with people around the world."

"... the four folks that attended the conference in Salt Lake City came away very enthusiastic. The general comment was that the conference was the best technical conference that they had attended. "
- Texas Instruments

"I've been to many other conferences, but this one has the highest density of people who want to talk about interesting things. So many dissimilar people with common goals."
- Jeff Patton, Tomax

"This conference exceeded my expectations. I met far more intriguing, insightful and worth keeping in touch with people at this conference than any conference I have been to in a long time."
- Kevin Tate, Alias Wavefront

"The most valuable and most fun conference I have been to in my 15 years in IT."
- Michael Spayd, Qwest

"This conference had the highest proportion of people I wanted to talk with of any conference I have been to."
- Brian Marick

We had a blast!



Fearless Change: Transition to Year 2

This is my
conference
and I want to
do it my way!



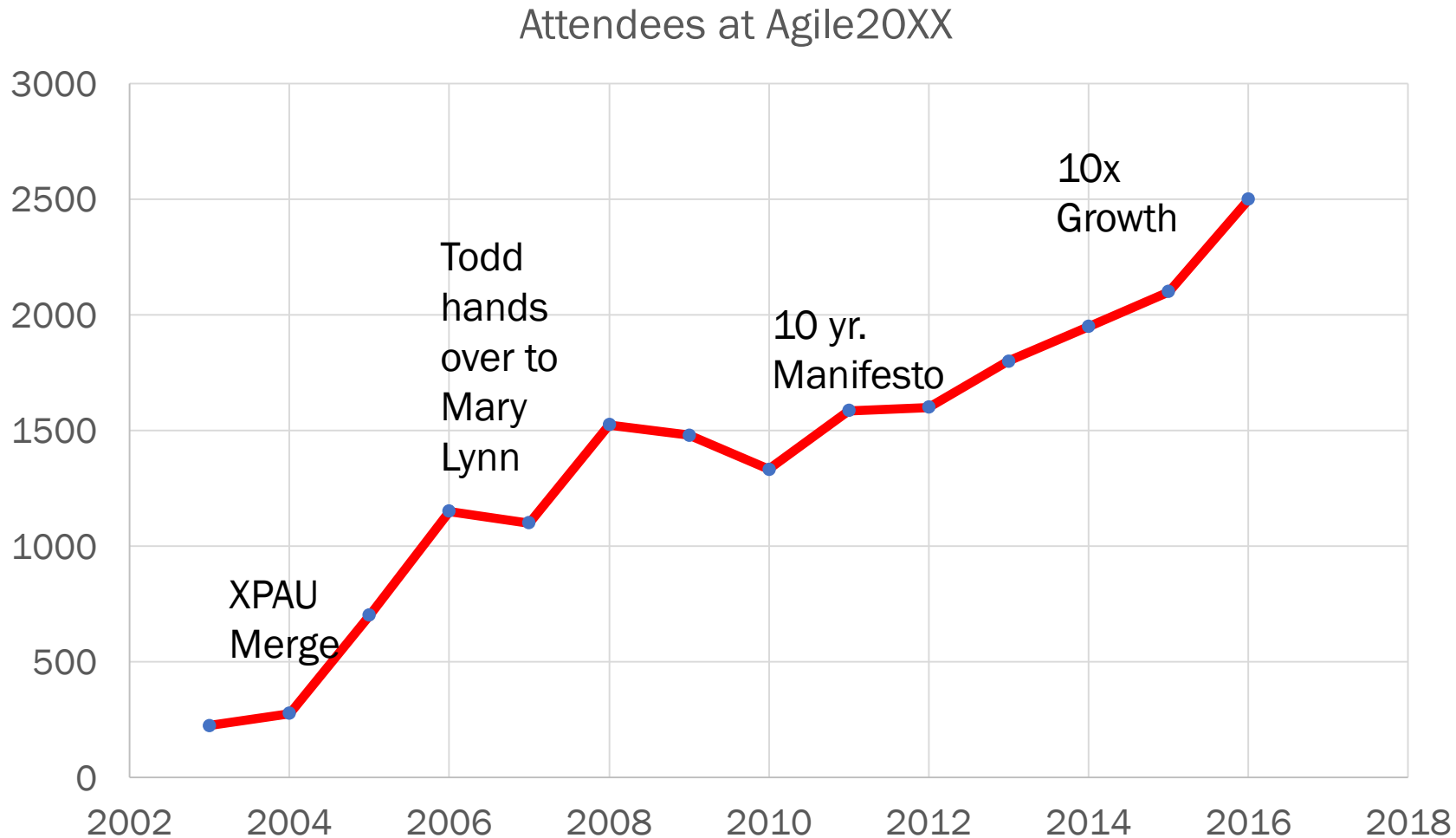
Fearless Change: Year 2.5 - Merge



XP Agile Universe

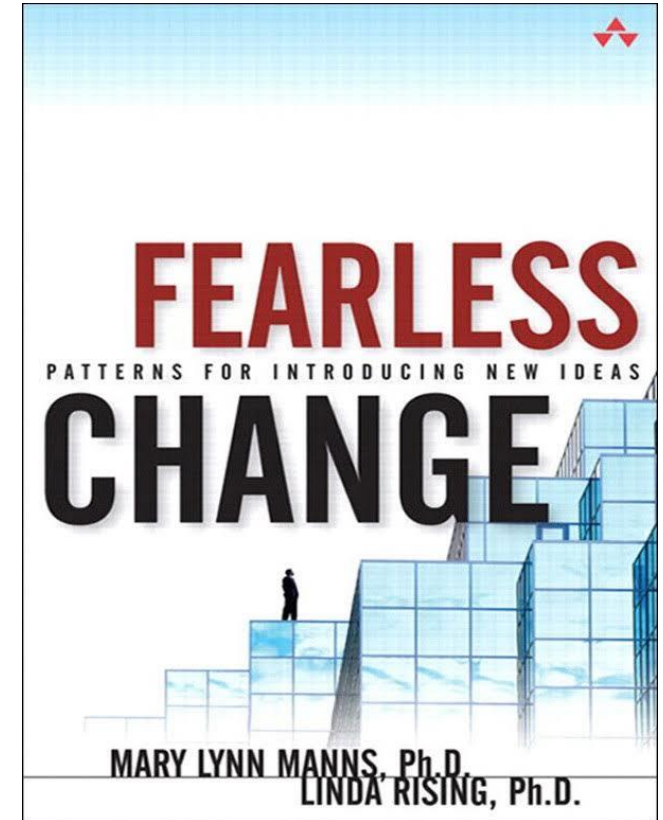


How did we do?



Fearless Change Take Aways

- Create and seize opportunities
- Articulate and stay focused on purpose
- Even brilliant people struggle in new domains
- Bound the uncertainty
- Resolve conflict by alignment to purpose
- Allow the right people to show up
- Be Fearless



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