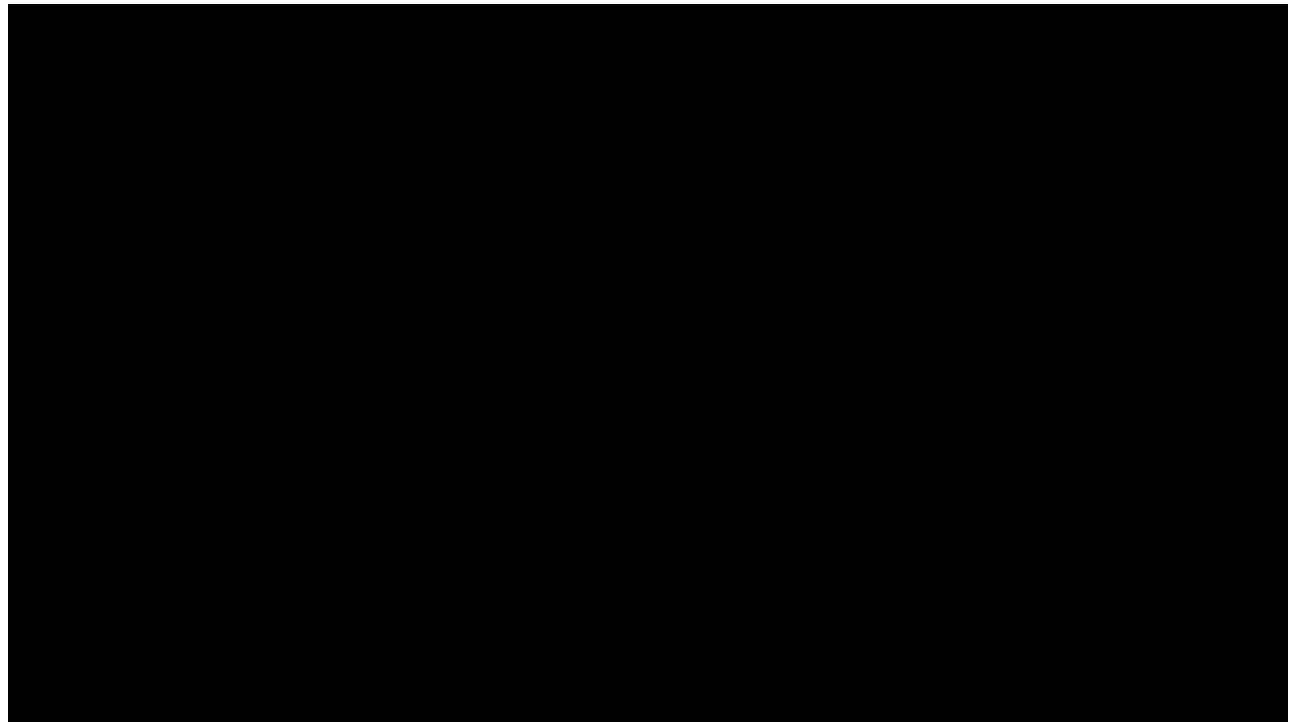


BEYOND AGILE RECLAIMING AGILITY AS A MINDSET FOR COMPLEXITY

AHMED SIDKY, PH.D.

Head of Business Agility, Riot Games | Co-founder BAI | President ICAgile

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WHY?



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LET'S START FROM THE BEGINNING



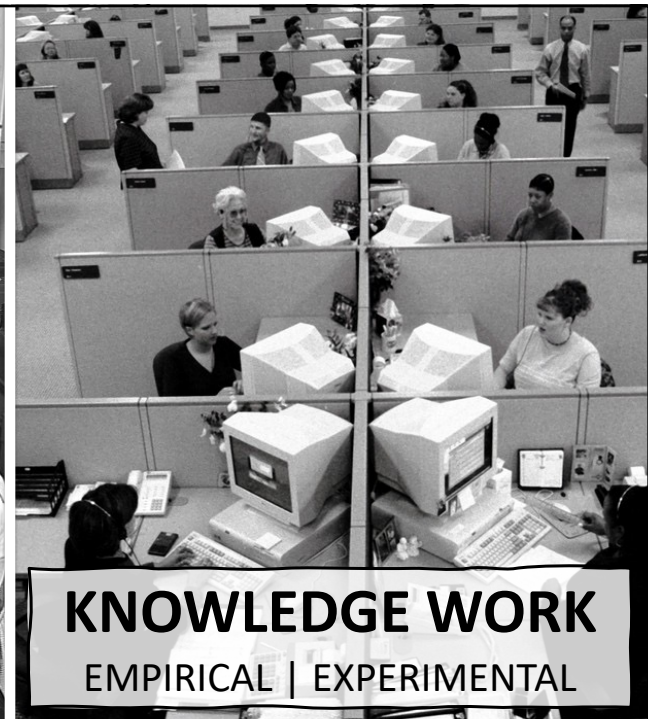
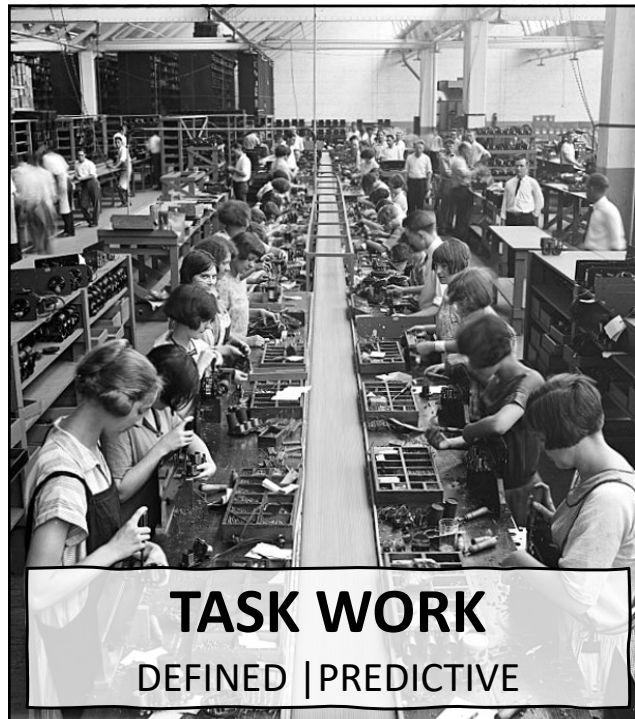
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Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it.
Through this work we have come to value:

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.

11

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Accelerate Learning

12

A MINDSET FOR LEARNING & EXPERIMENTATION

FIXED MINDSET

I believe that my [Intelligence, Personality, Character] is inherent and static. Locked-down or fixed. My potential is determined at birth. It doesn't change.



Desire to Look Good / To Demonstrate
Avoid failure
Avoids challenges
Stick to what they know
Feedback and criticism is personal
They don't change or improve

GROWTH MINDSET

I believe that my [Intelligence, Personality, Character] can be continuously developed. My true potential is unknown and unknowable.



Desire continuous learning / To Develop
Confront uncertainties.
Embracing challenges
Not afraid to fail
Put lots of effort to learn
Feedback is about current capabilities

Based on the work of Carol Dweck

13



14

THE AGILE MINDSET

FIXED MINDSET

When faced with uncertainty & ambiguity they have a desire to reduce risk of failure by “forcing work to a known state” or by “freezing things” and keeping them that way



Desire to Look Good / To Demonstrate
Avoid failure
Avoids challenges
Stick to what they know
Feedback and criticism is personal
They don't change or improve

AGILE MINDSET

When faced with uncertainty & ambiguity they have a desire to learn and discover effectively and efficiently through feedback then adapting based on what they learned



Desire continuous learning / To Develop
Confront uncertainties.
Embracing challenges
Not afraid to fail
Put lots of effort to learn
Feedback is about current capabilities

Based on the work of Carol Dweck

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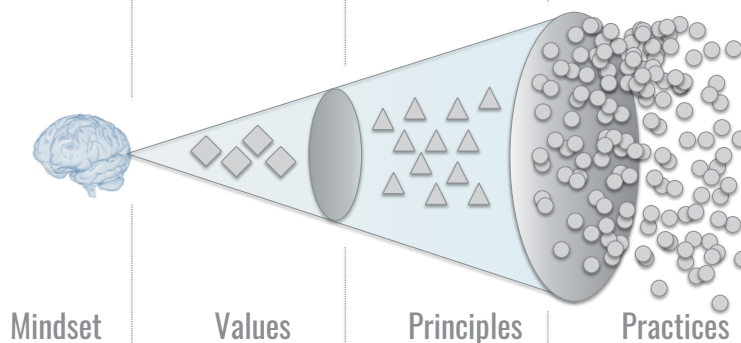
WHAT IS AGILE?

AGILE IS A
MINDSET

DESCRIBED BY
4 VALUES

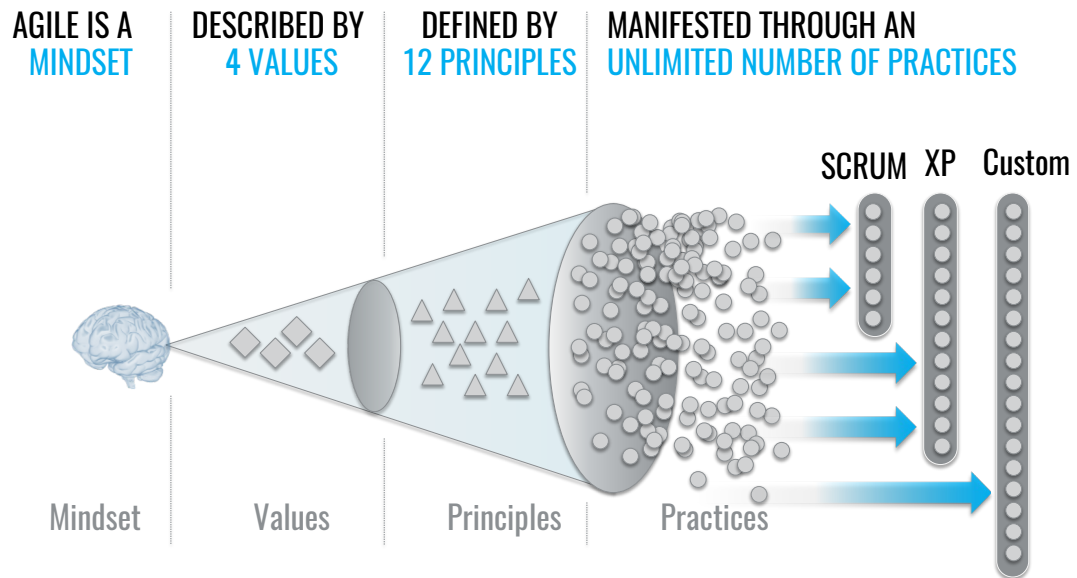
DEFINED BY
12 PRINCIPLES

MANIFESTED THROUGH AN
UNLIMITED NUMBER OF PRACTICES



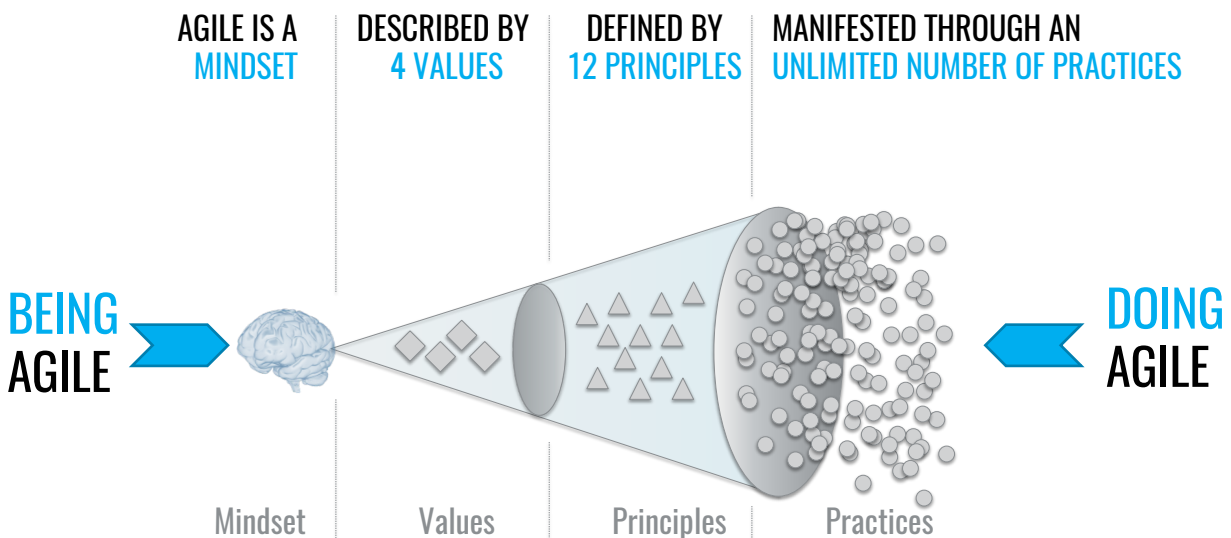
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WHAT IS AGILE?

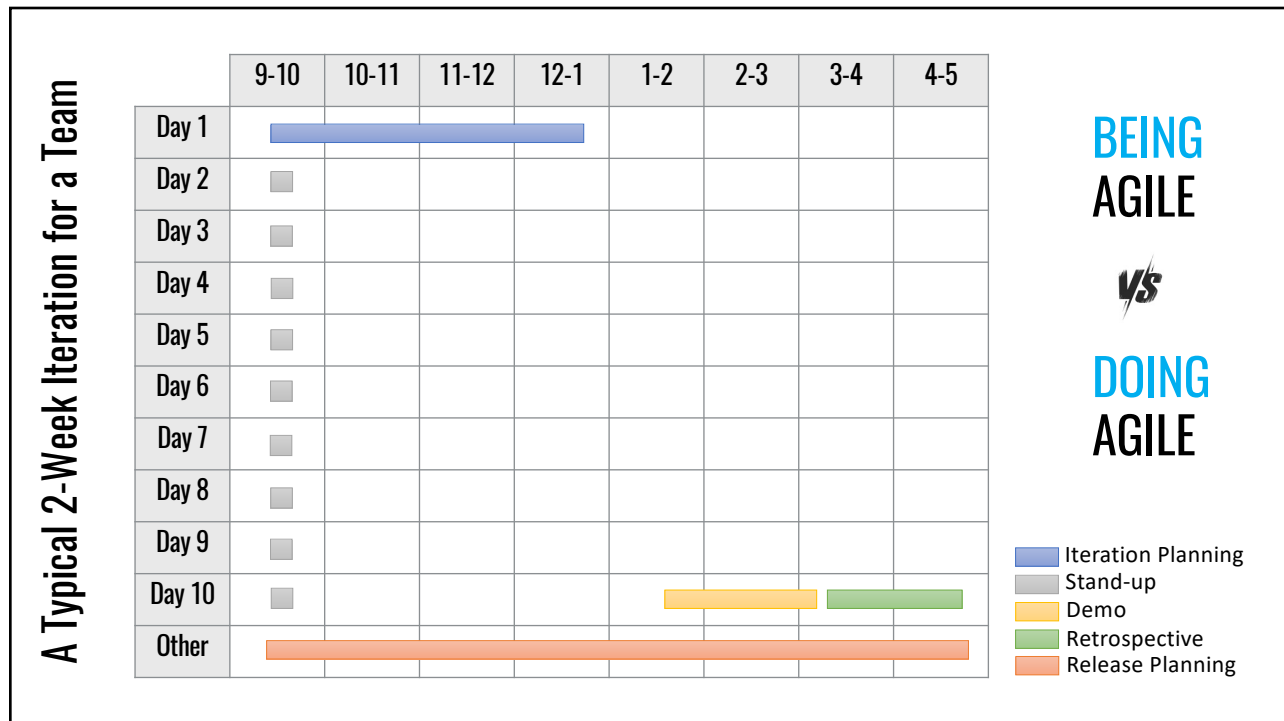


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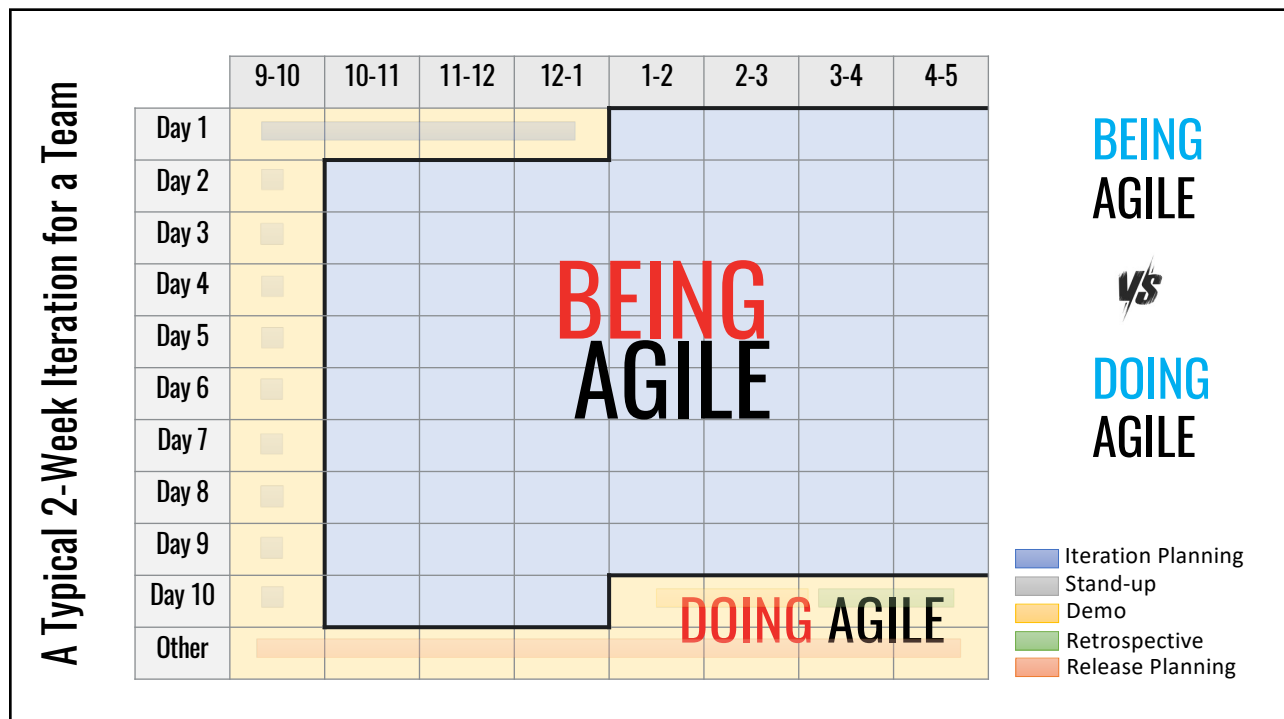
WHAT IS AGILE?



18



19



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21



22

<u>Agile</u> as a process and framework  • Scrum • Kanban • ScrumBan • Scaled Agile Framework (SAFe) • Scrum at Scale (Scrum of Scrums) • Large Scale Scrum (LeSS) • Disciplined Agile • Extreme Programming (XP)	<u>agile</u> as a mindset and culture  • Welcome Change • Fail early and Learn quickly • Seek feedback early and often • Regularly communicate with customers • Take ownership of tasks • Provide Visibility • Choose collaboration • Inspect and Adapt
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23

<u>Agile</u> as a process and framework  • Scrum • Kanban • ScrumBan • Scaled Agile Framework (SAFe) • Scrum at Scale (Scrum of Scrums) • Large Scale Scrum (LeSS) • Disciplined Agile • Extreme Programming (XP) Technical Change	<u>agile</u> as a mindset and culture  • Welcome Change • Fail early and Learn quickly • Seek feedback early and often • Regularly communicate with customers • Take ownership of tasks • Provide Visibility • Choose collaboration • Inspect and Adapt Behavioral Change
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24

GOAL   PROBLEM

25

GOAL   PROBLEM




SOLUTION

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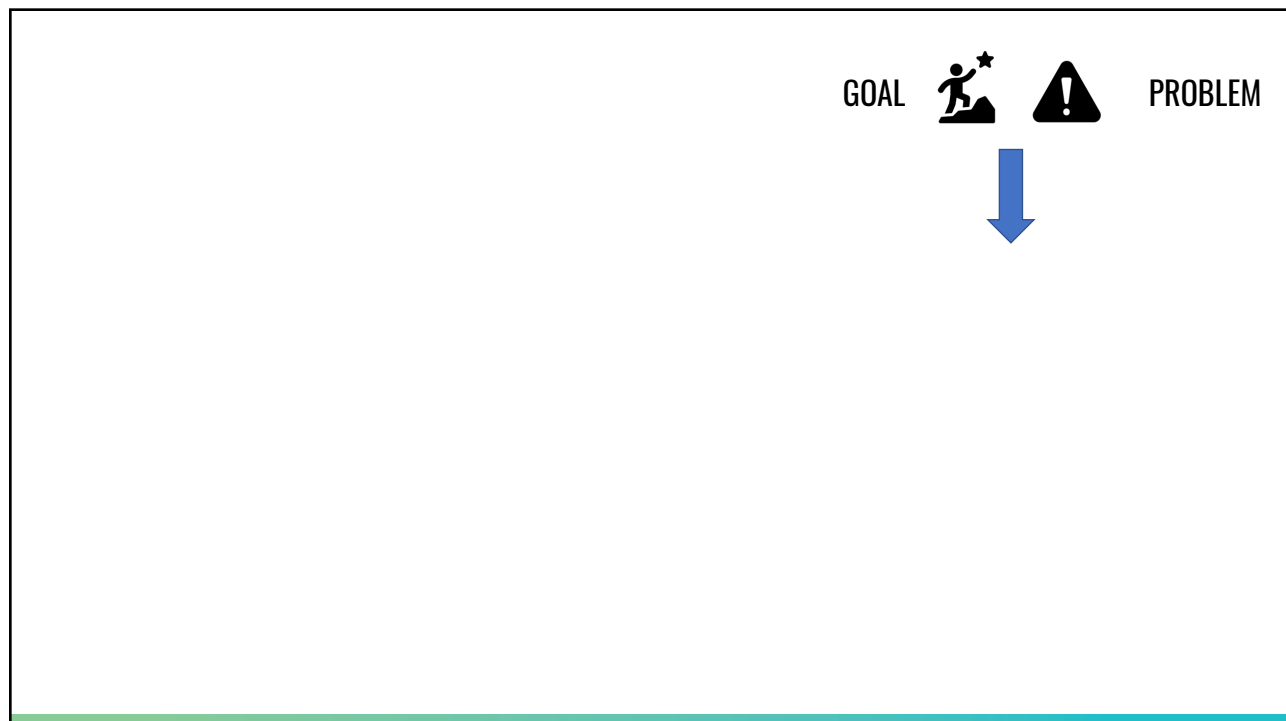
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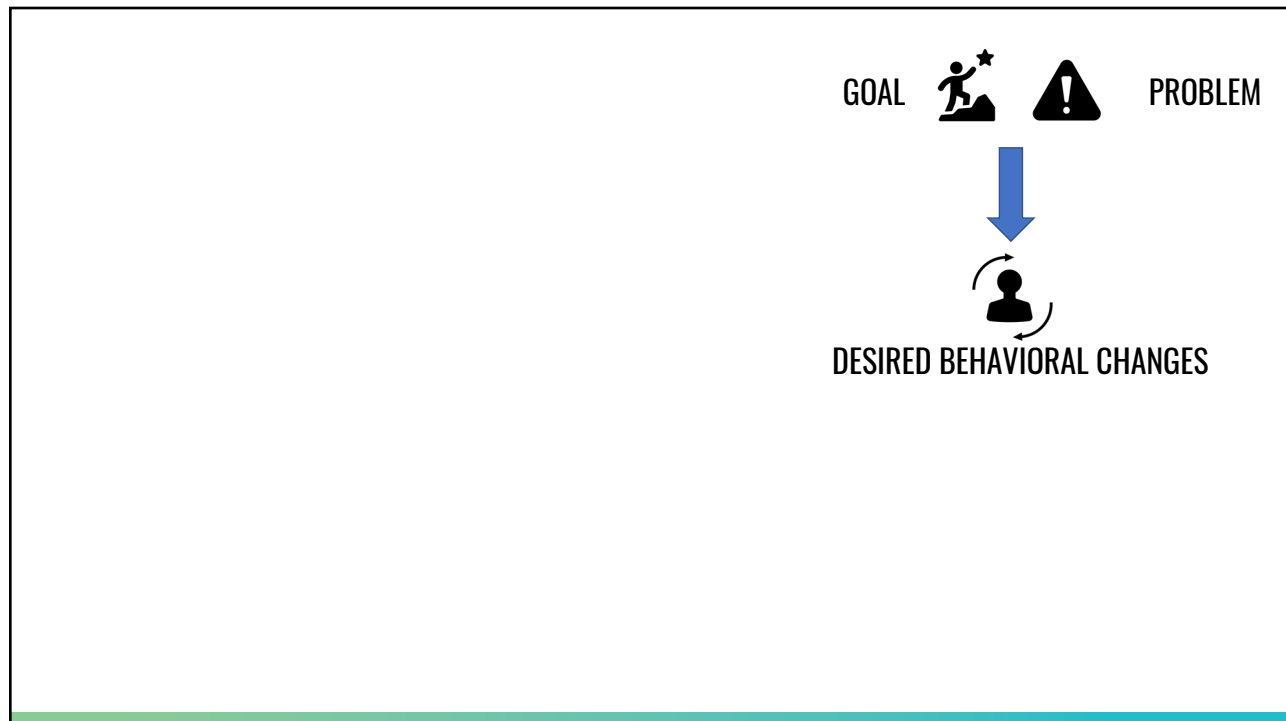
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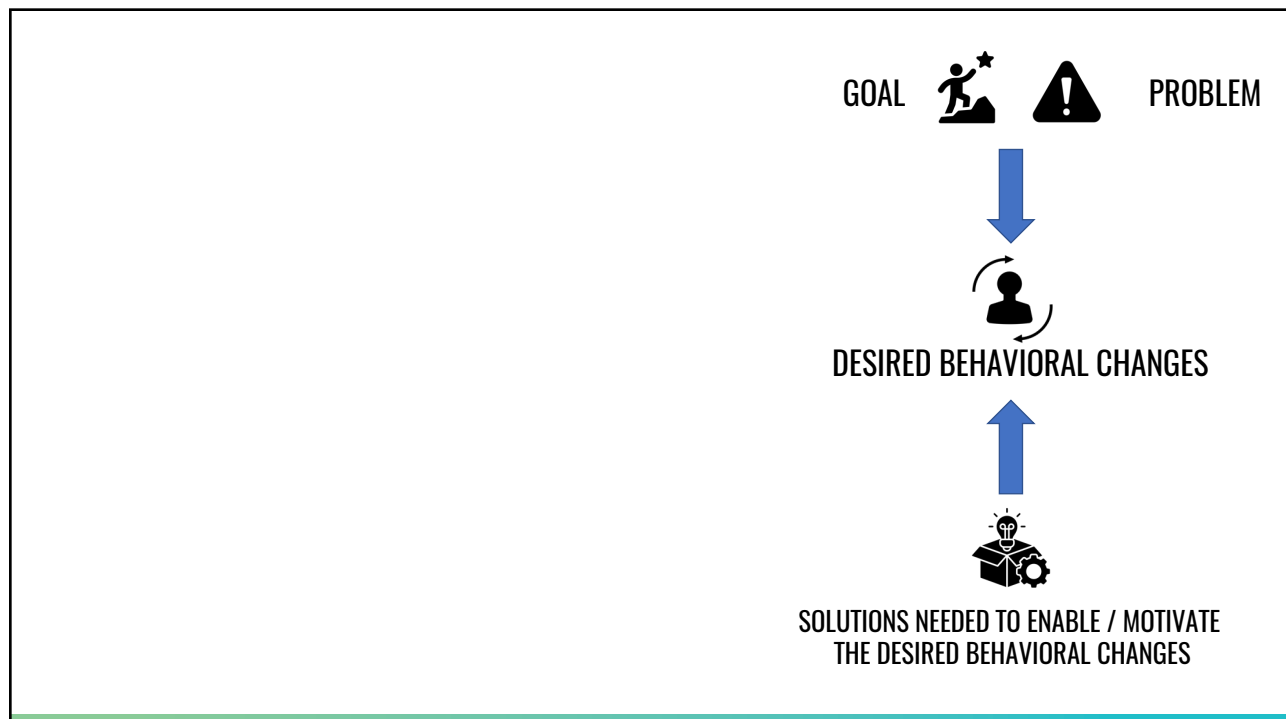
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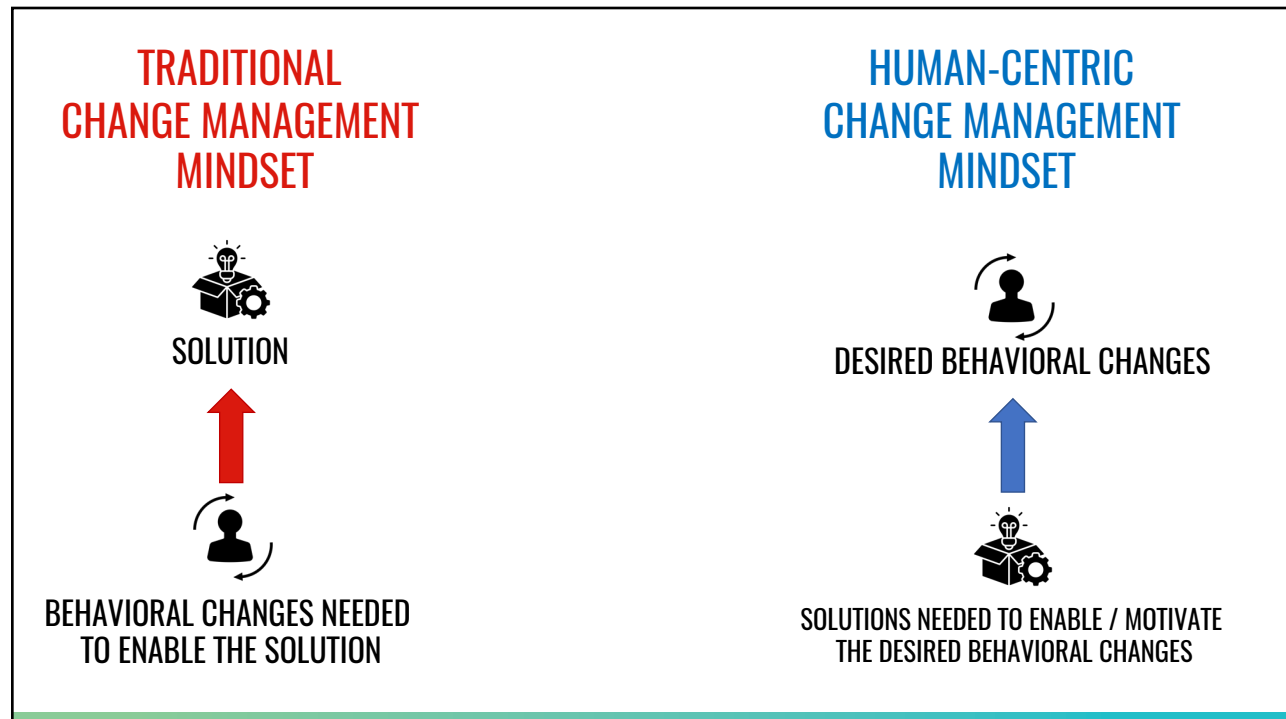
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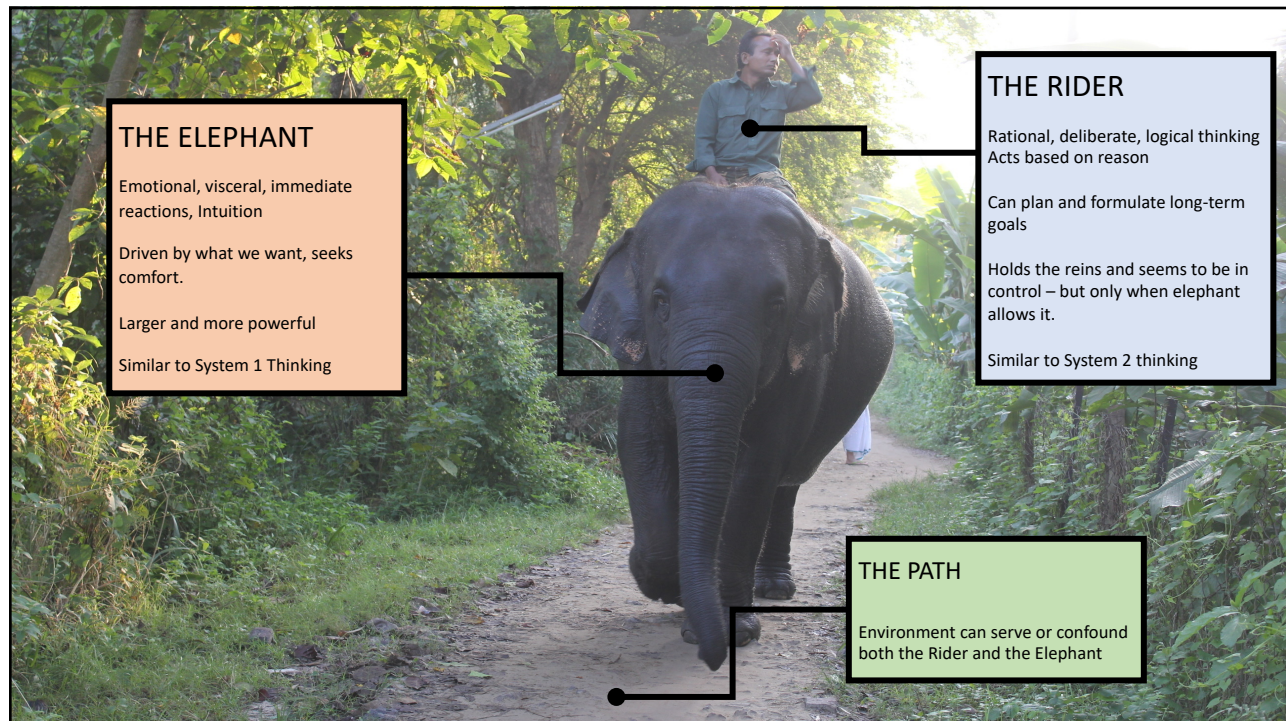
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CHIP HEATH AND DAN HEATH
Authors of Made to Stick + 3 other books
NY Times Best Sellers

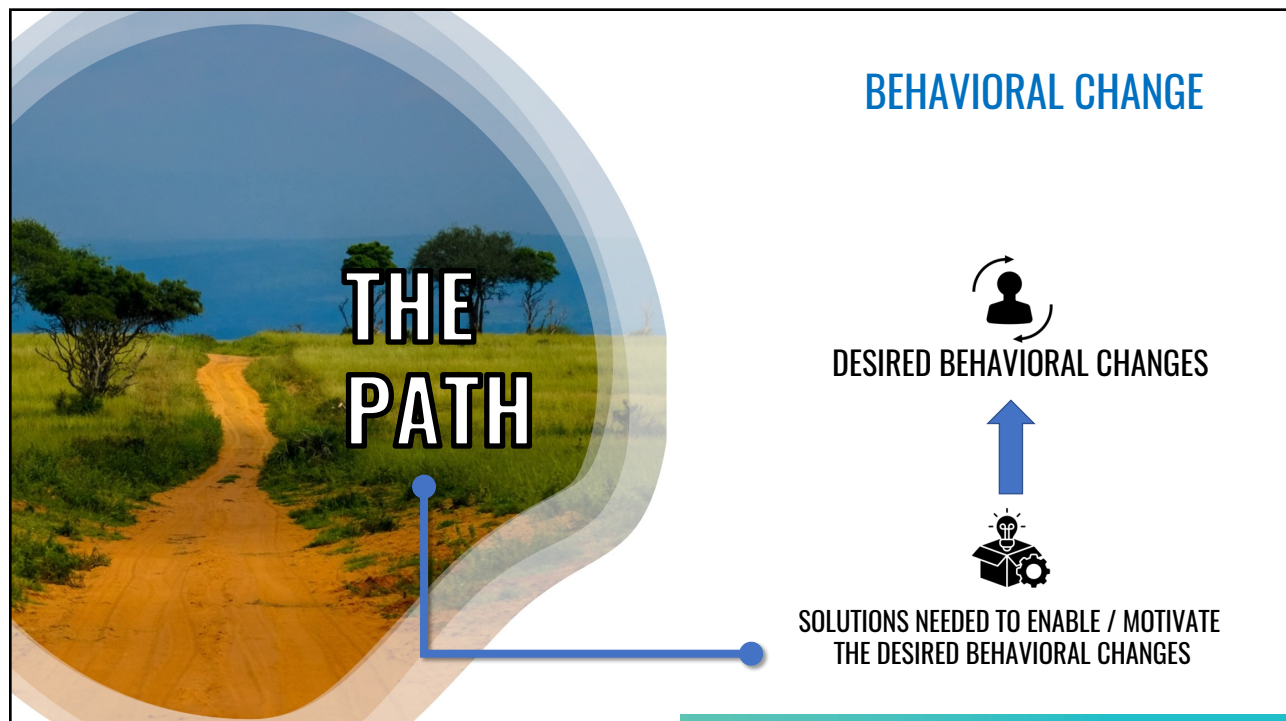
The image shows the front cover of the book 'Made to Stick' by Chip Heath and Dan Heath. The cover is orange with the title 'MADE to STICK' in large white letters. A piece of grey tape is wrapped around the word 'to'. Above the title, it says 'Why Some Ideas Survive and Others Die...'. Below the title, the authors' names 'Chip Heath & Dan Heath' are listed.

Made to Stick was named the Best Business Books

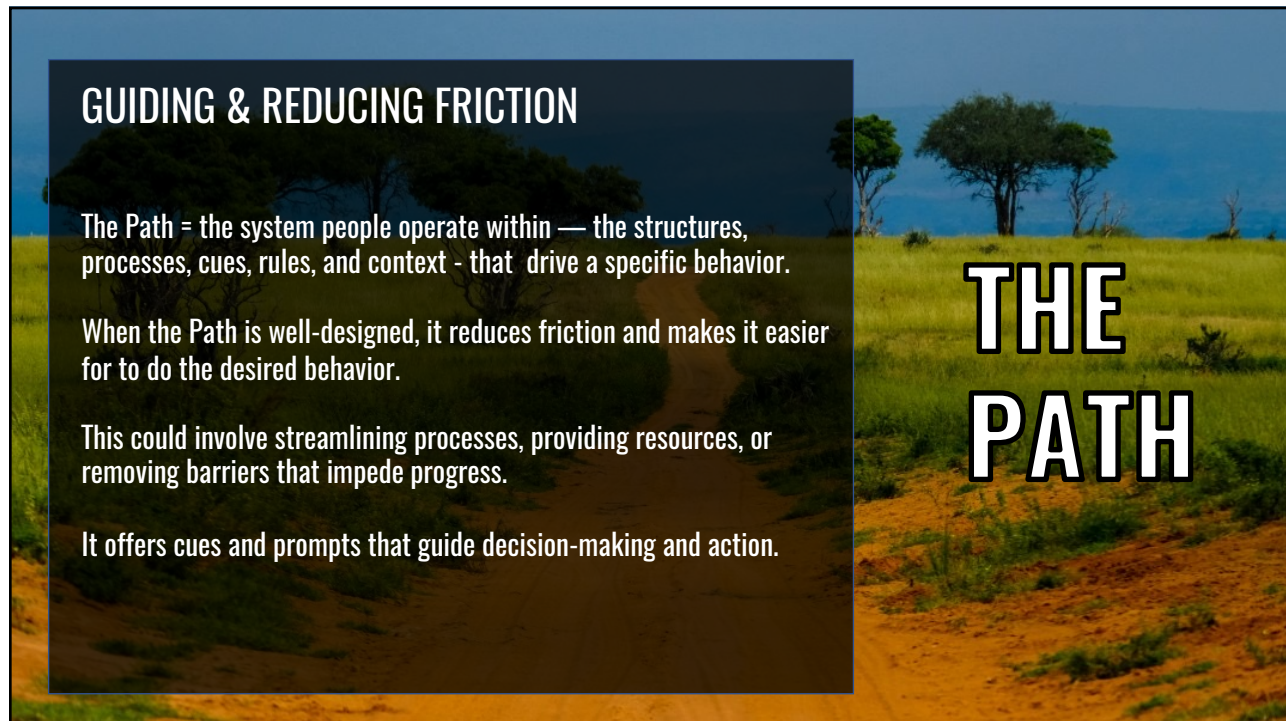
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GUIDING & REDUCING FRICTION

The Path = the system people operate within — the structures, processes, cues, rules, and context - that drive a specific behavior.

When the Path is well-designed, it reduces friction and makes it easier for to do the desired behavior.

This could involve streamlining processes, providing resources, or removing barriers that impede progress.

It offers cues and prompts that guide decision-making and action.

THE PATH

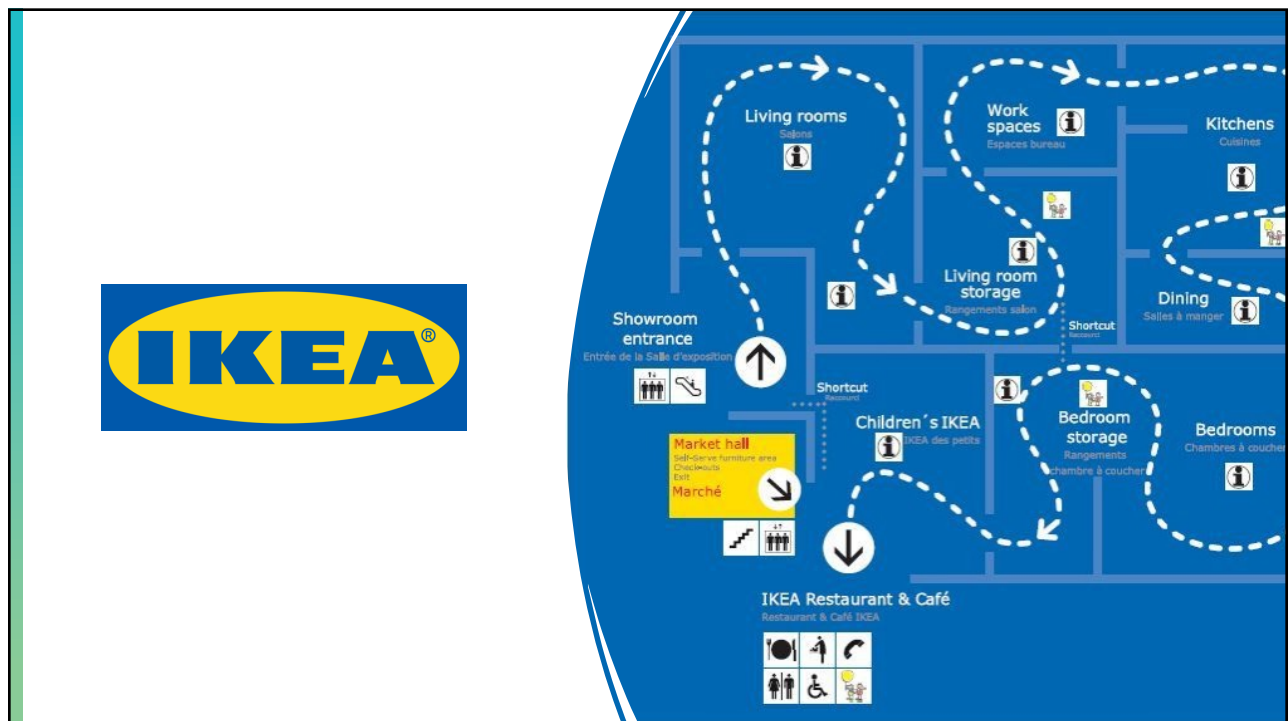
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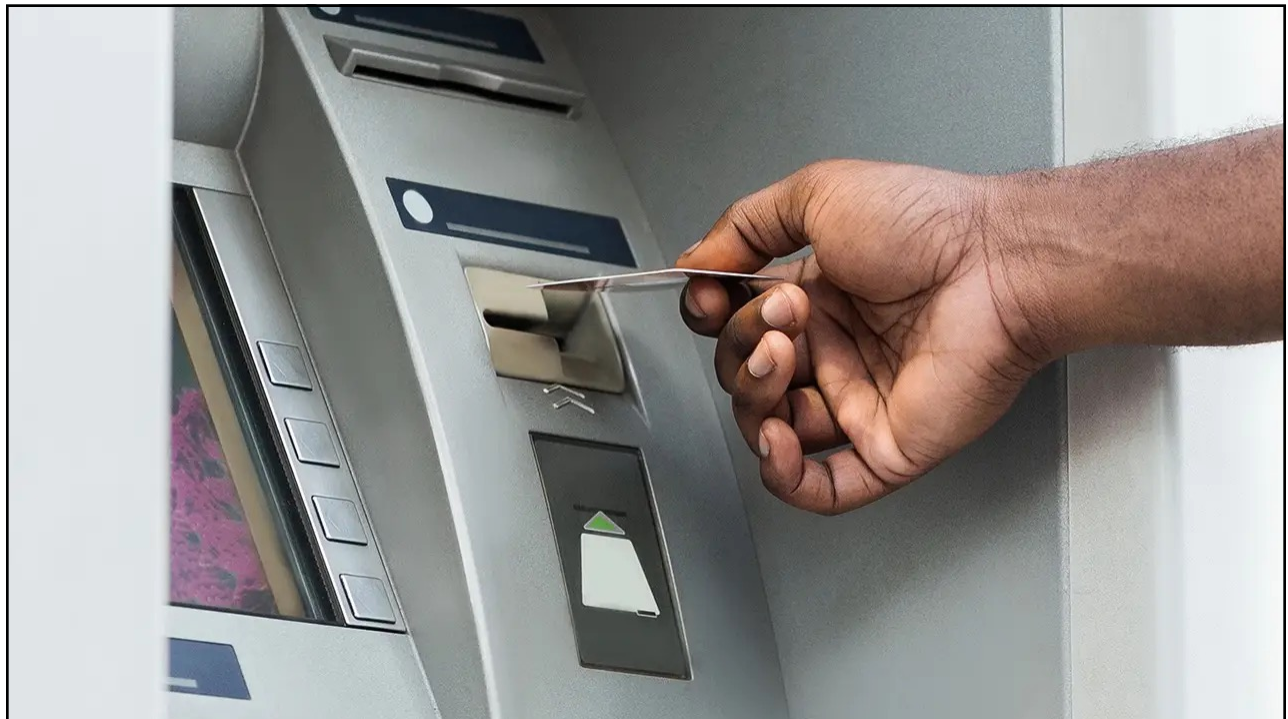
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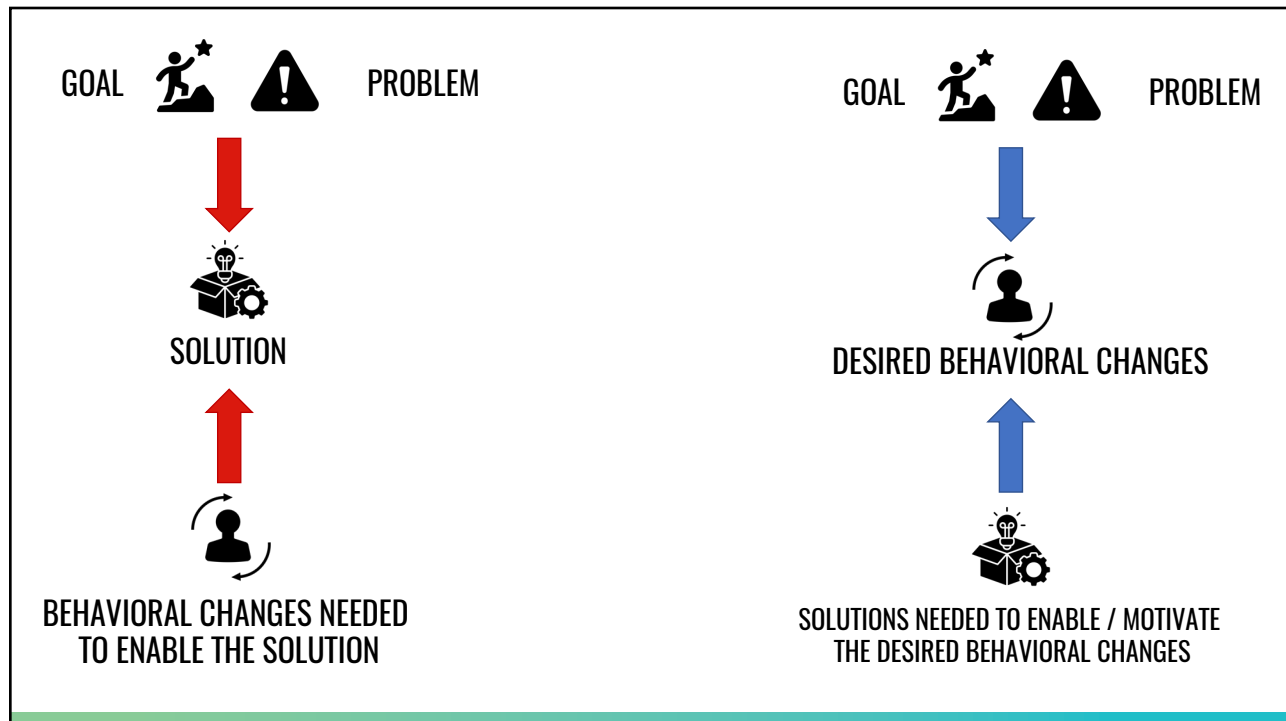
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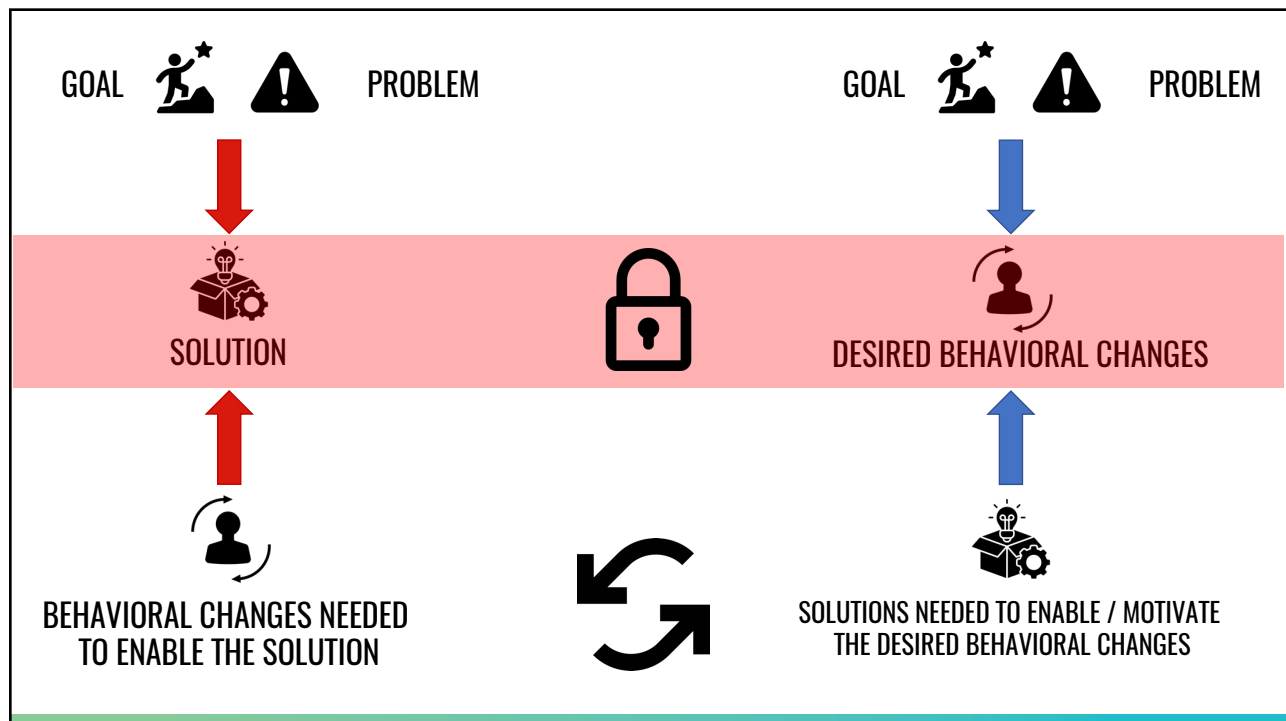
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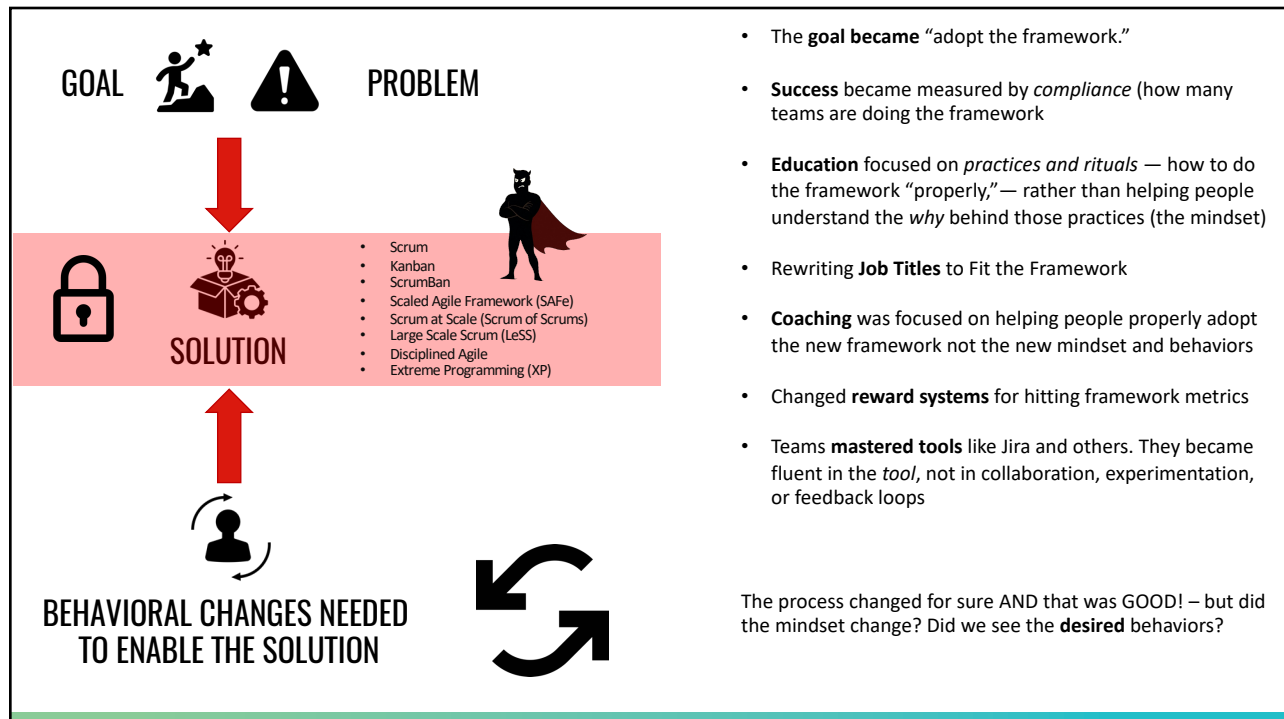
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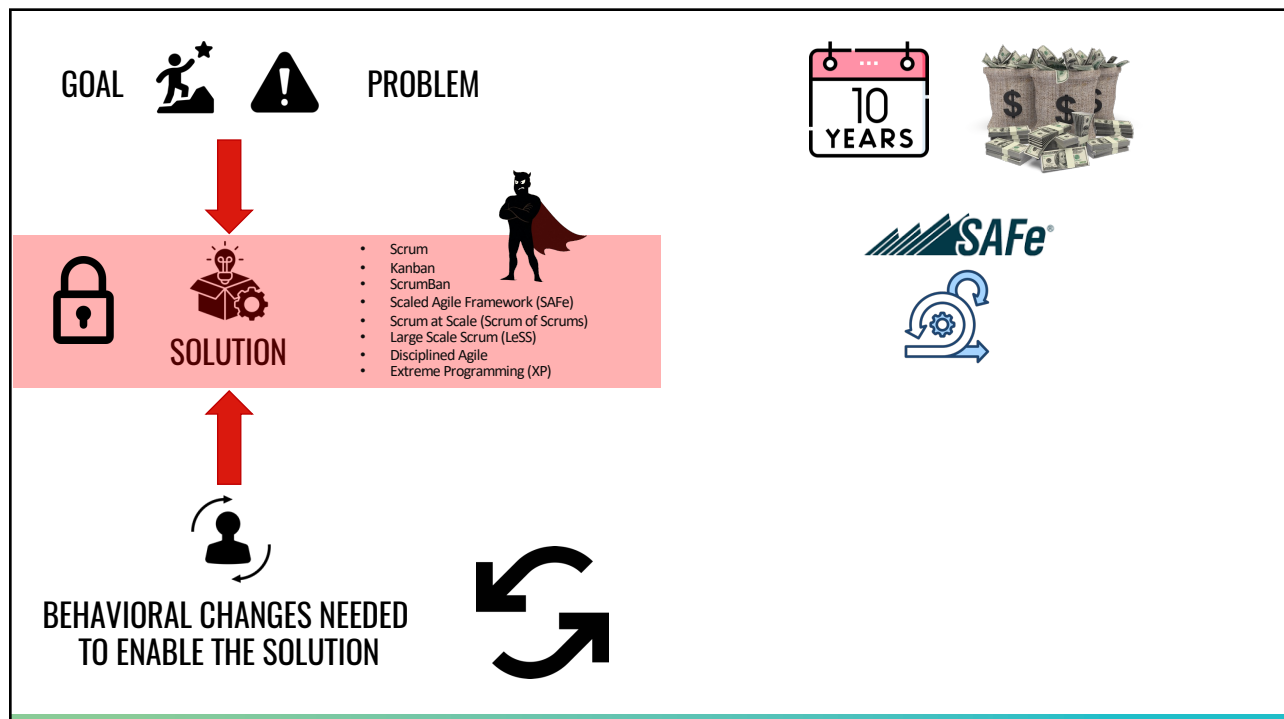
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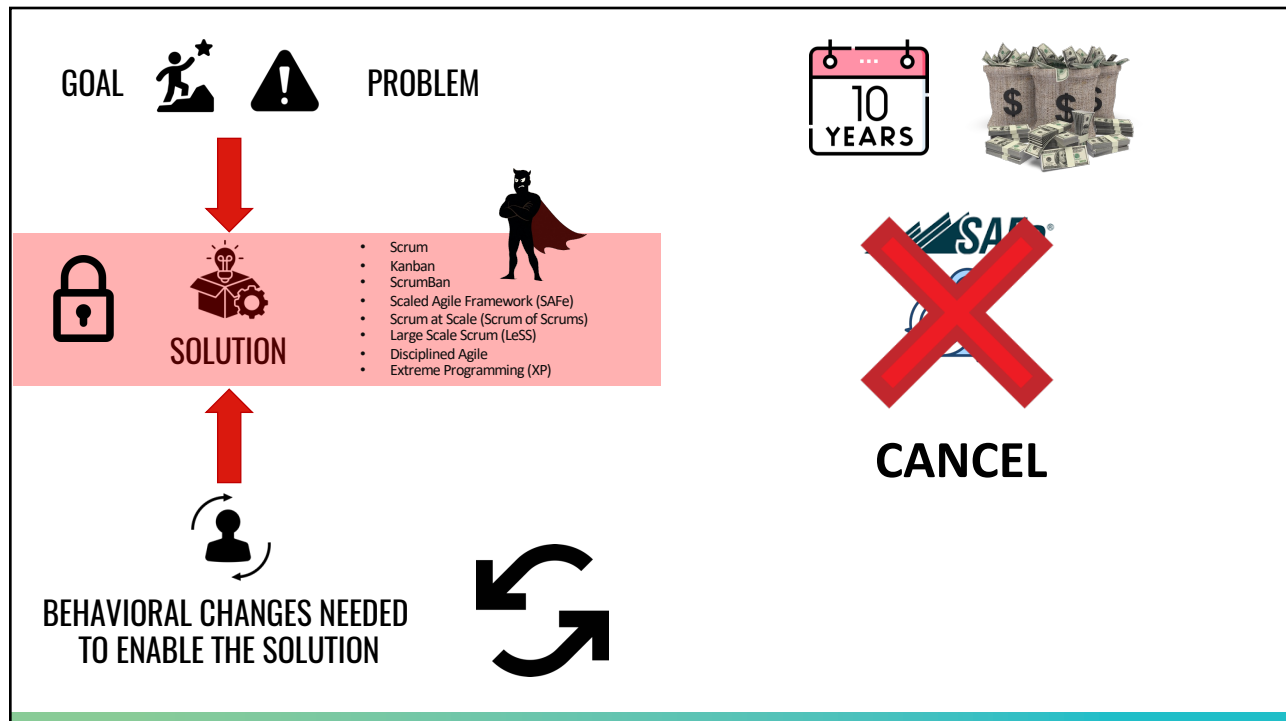
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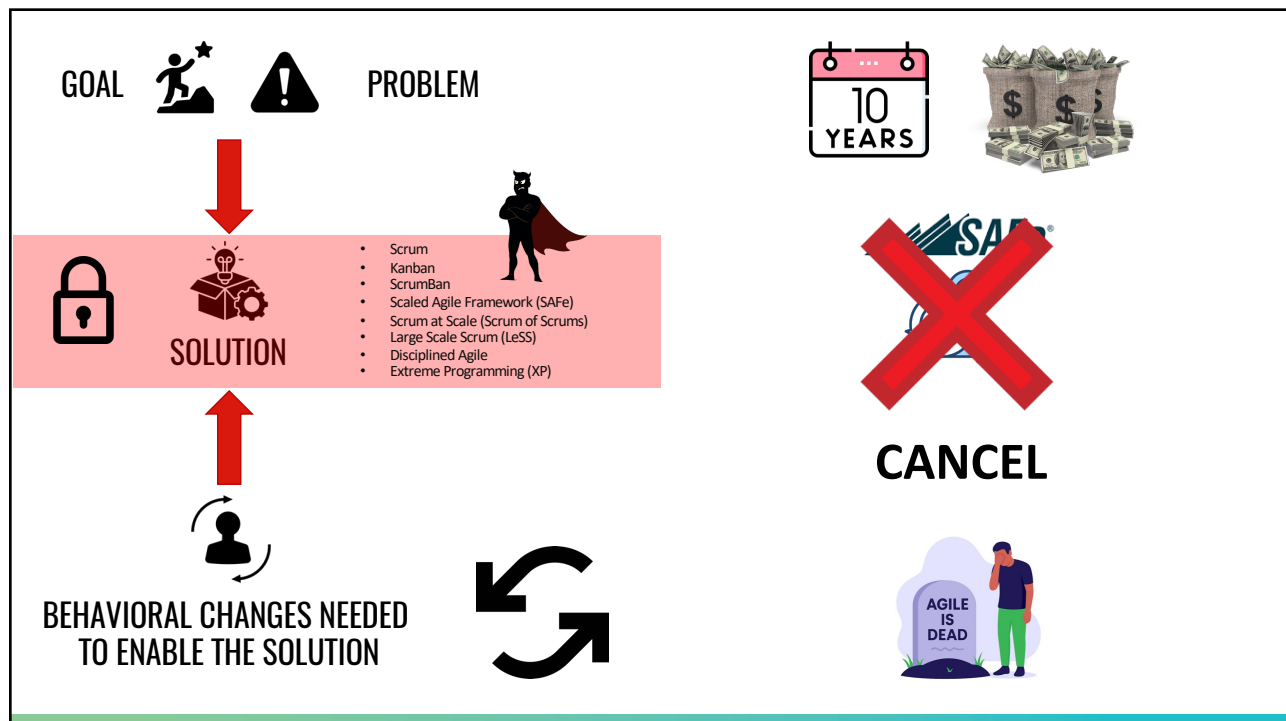
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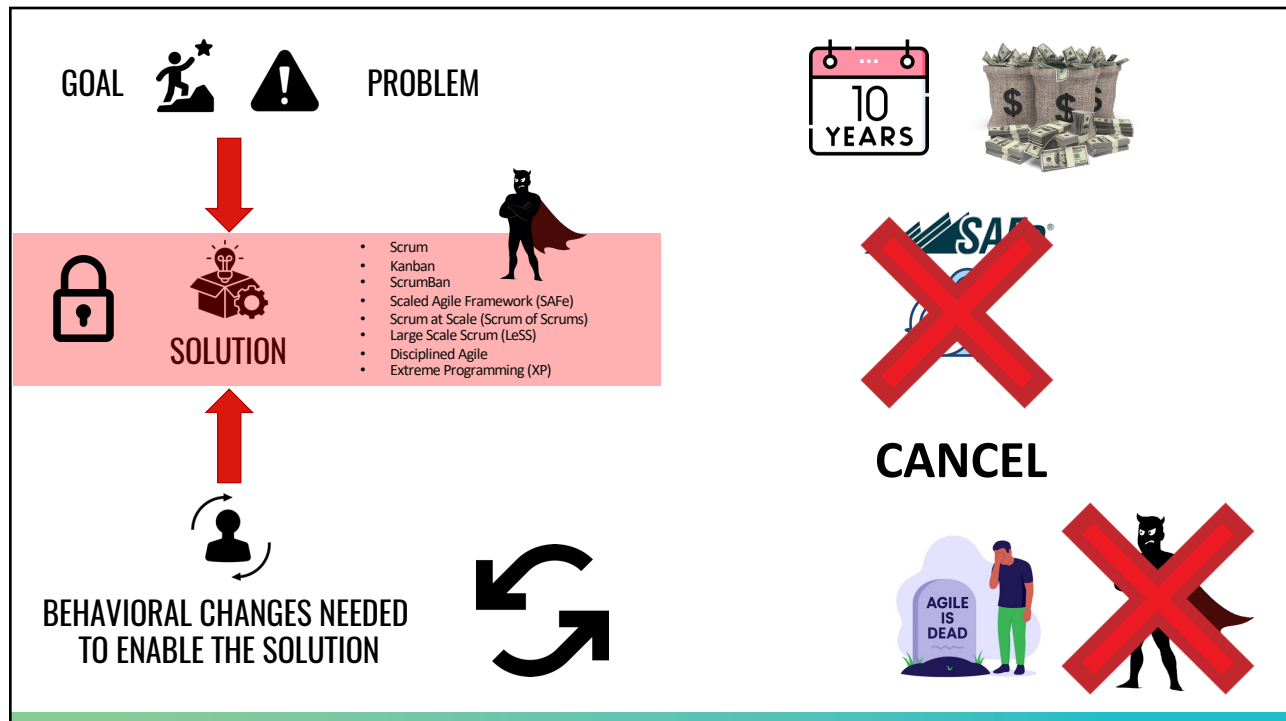
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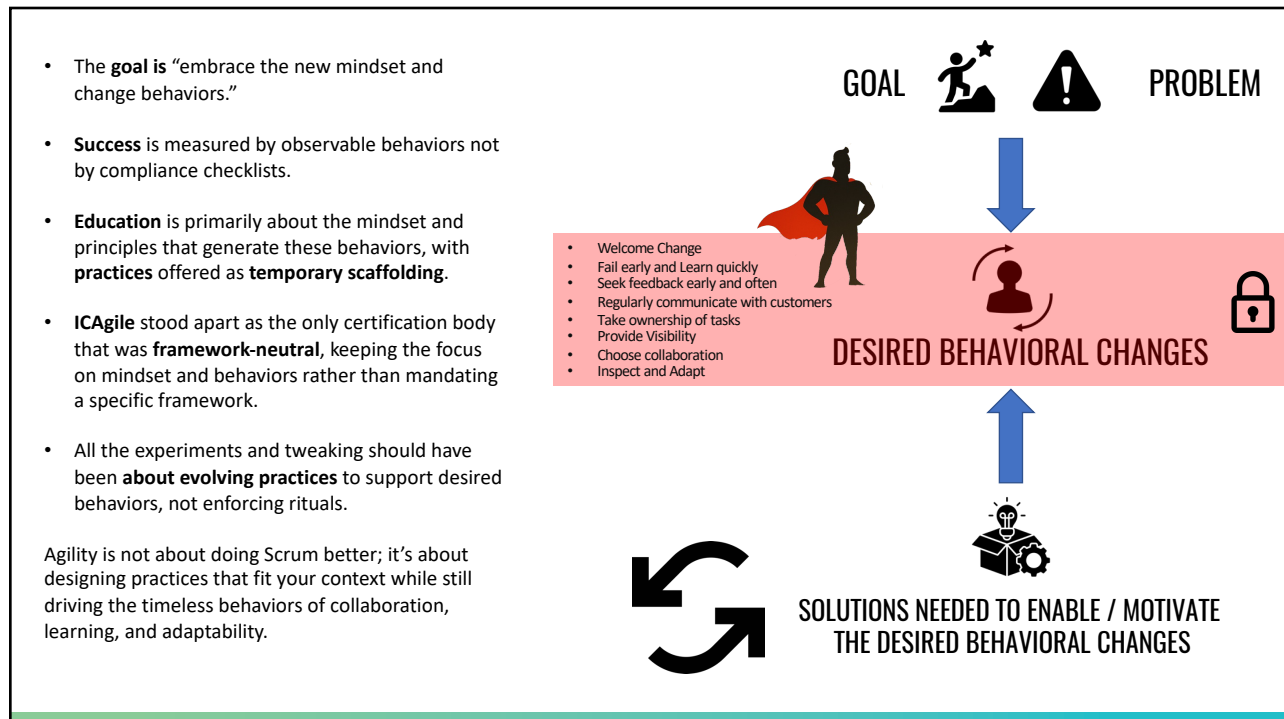
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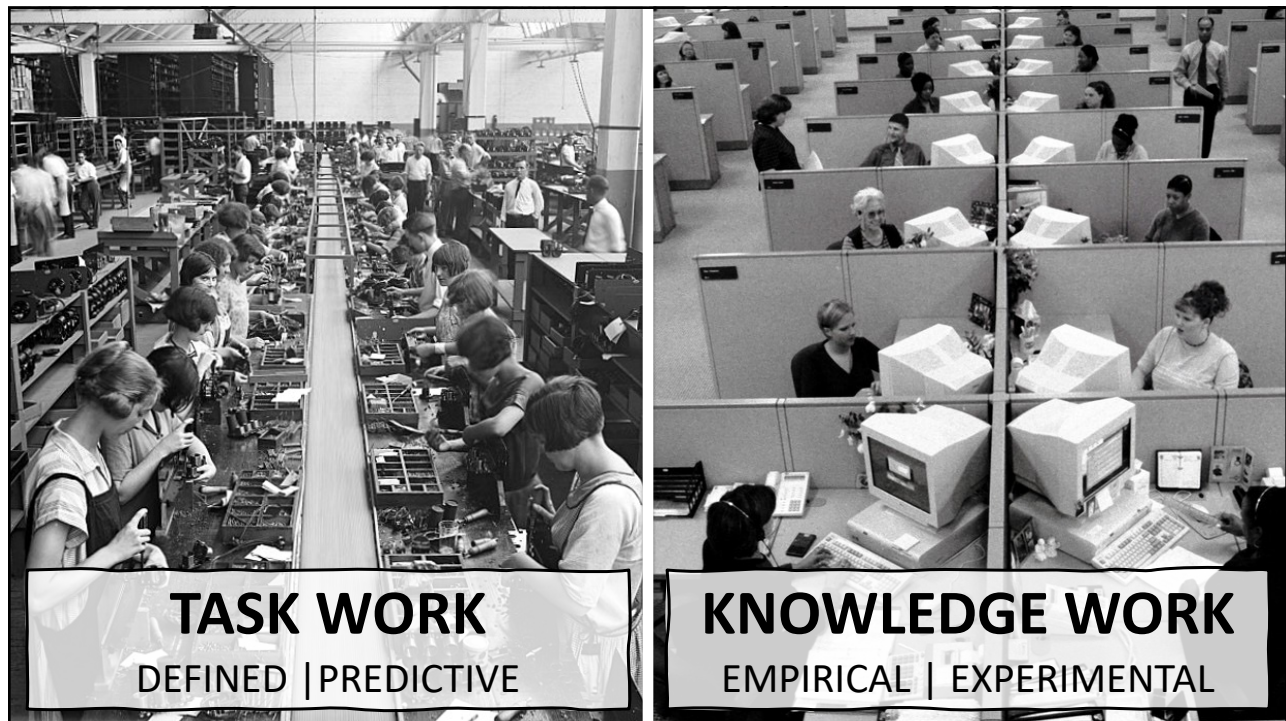
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SO WHERE ARE WE TODAY

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58

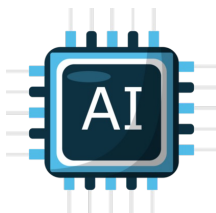


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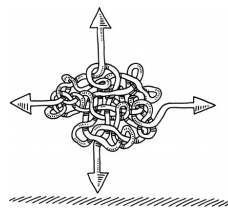


60

AND IT'S A DIFFERENT WORLD NOW ...



The Coming of
Generative AI



The increase in
complexity and
uncertainty



Economic
Pressure



Software is no longer
the bottleneck

61



62

BUSINESS AGILITY

is a set of organizational **capabilities**, **behaviors** and **ways of working** that affords your business the freedom, flexibility, and resilience to achieve its purpose.

No matter what the future brings.

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68

PRINCIPLES OF BUSINESS AGILITY



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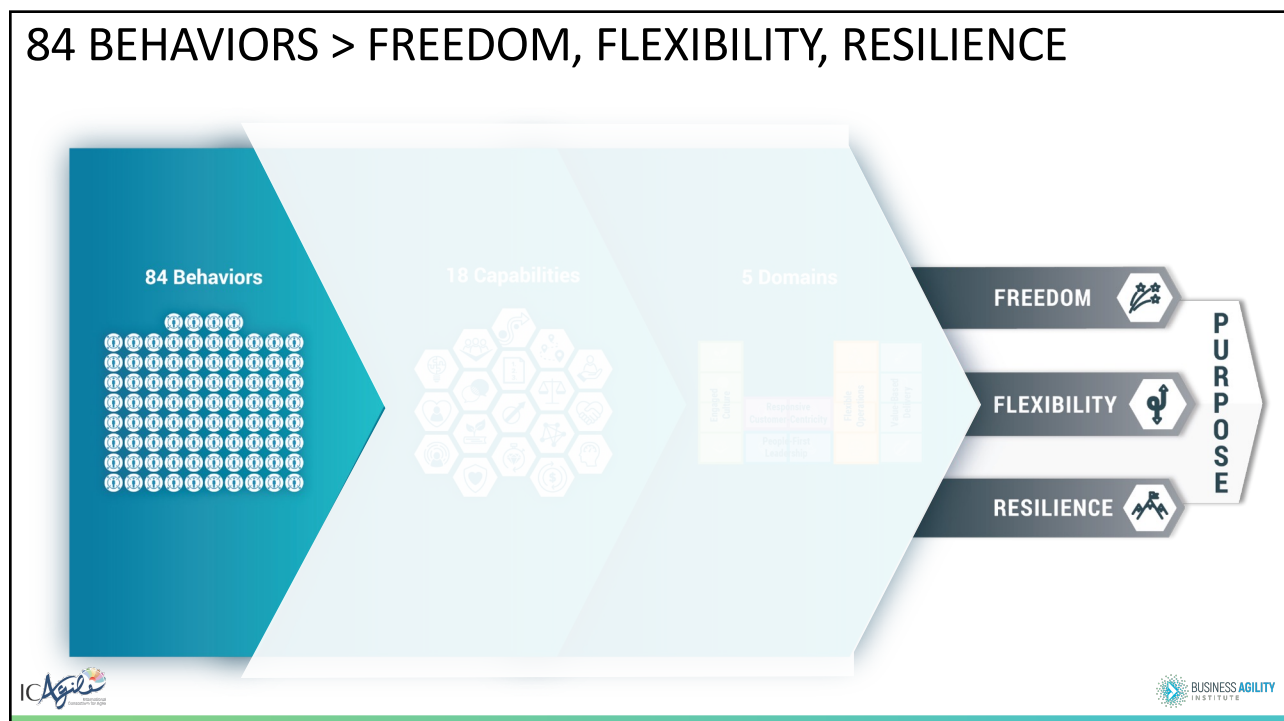


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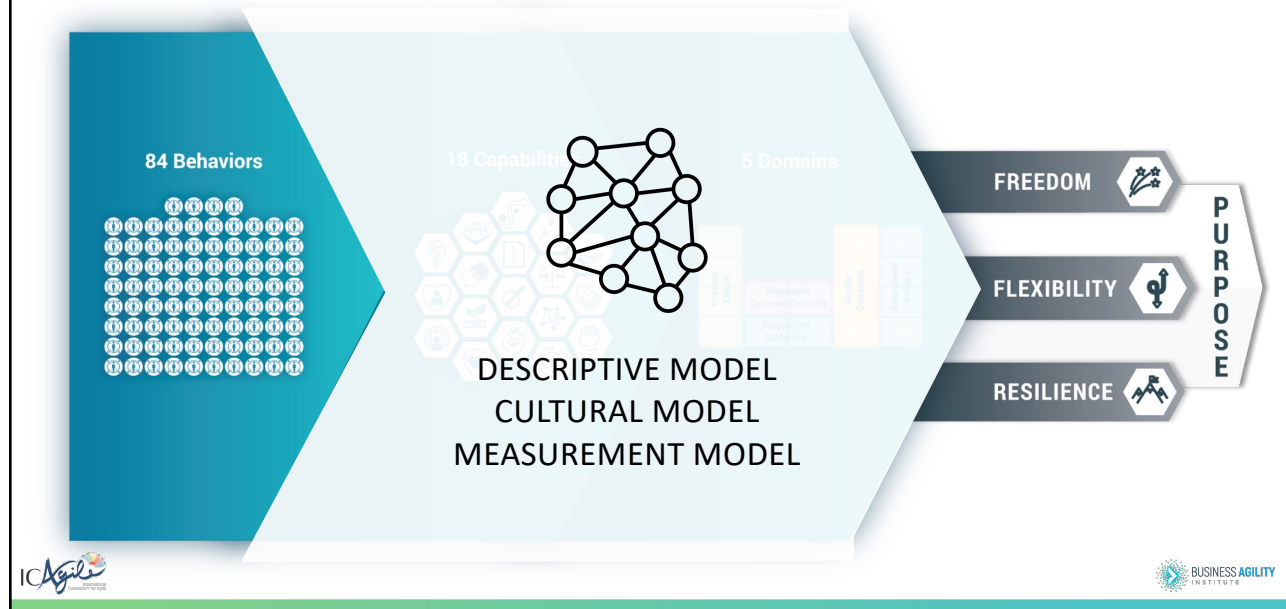
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84 BEHAVIORS > FREEDOM, FLEXIBILITY, RESILIENCE



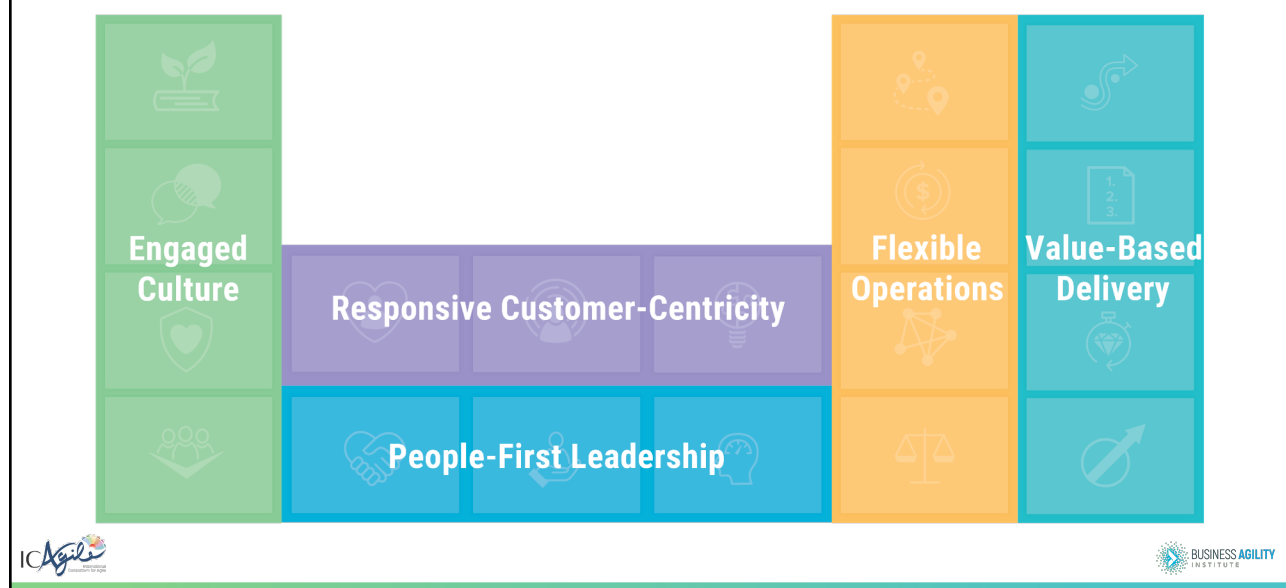
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84 BEHAVIORS > FREEDOM, FLEXIBILITY, RESILIENCE



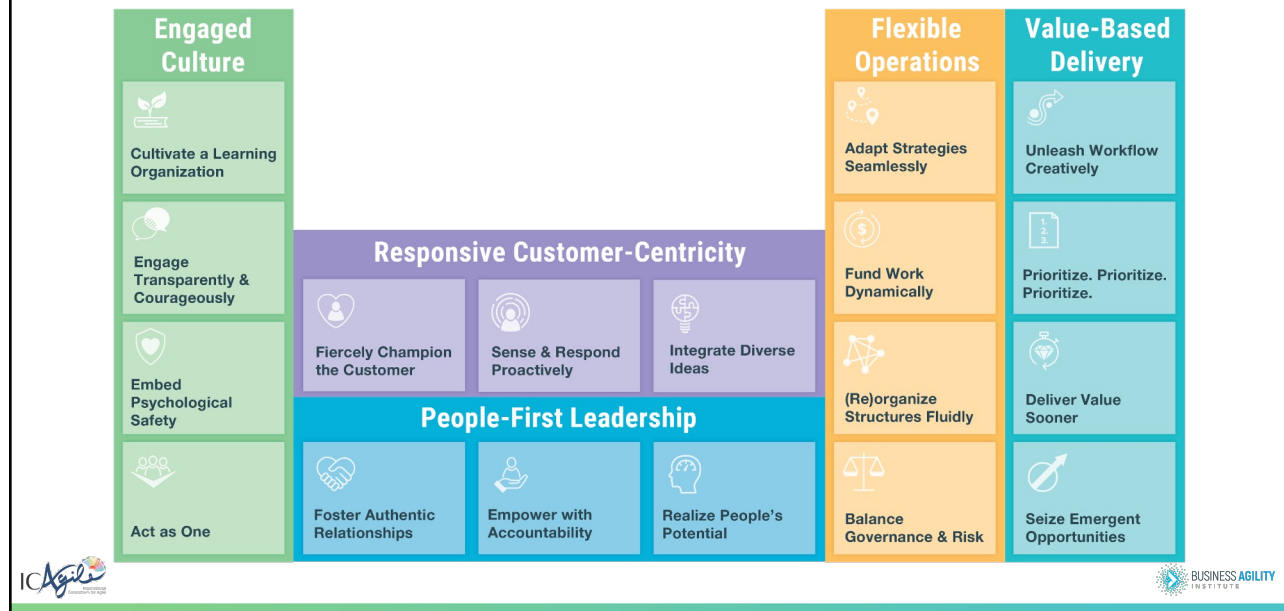
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DOMAINS OF BUSINESS AGILITY



75

DOMAINS OF BUSINESS AGILITY



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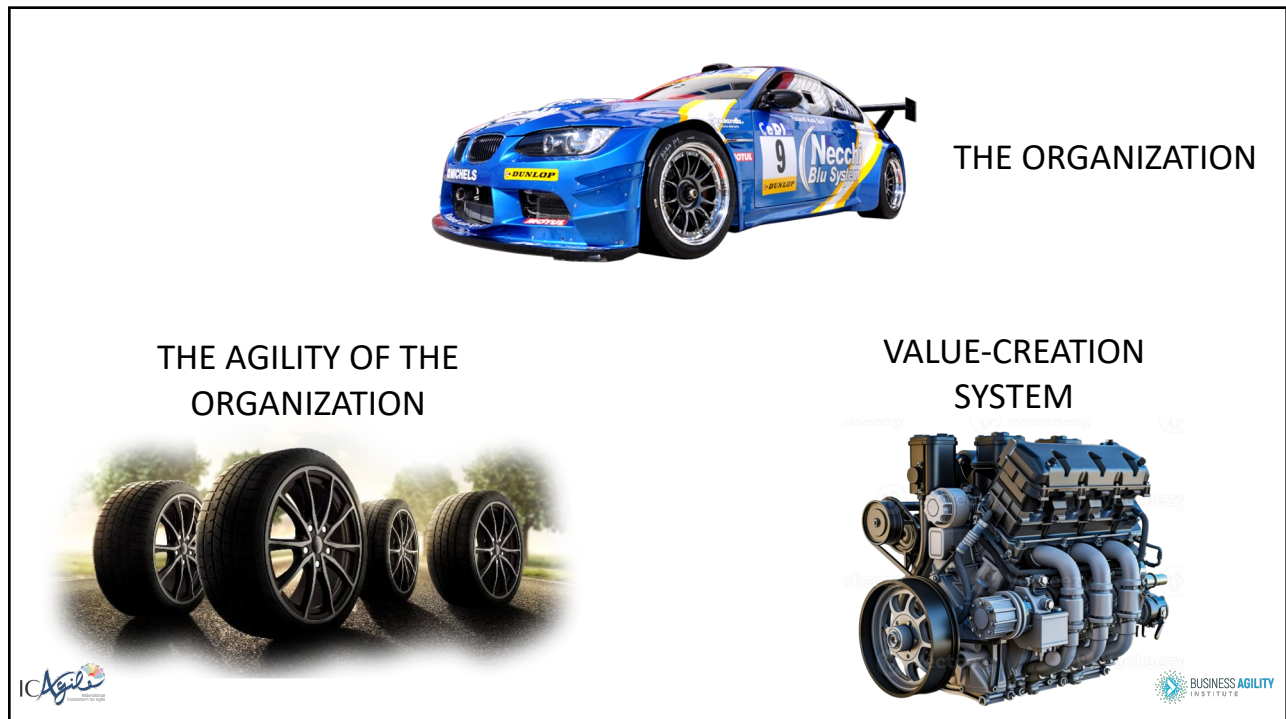
BEHAVIORS > CAPABILITIES > DOMAINS



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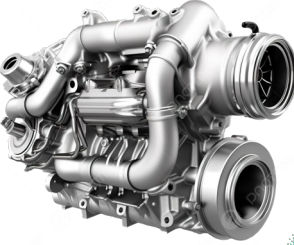


THE ORGANIZATION

THE AGILITY OF THE ORGANIZATION



VALUE-CREATION SYSTEM
FUELED BY AI

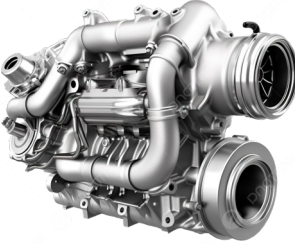


IC Agile

BUSINESS AGILITY INSTITUTE

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Without agility, AI turns speed into chaos



More data, more automation, more speed—without agility—means more **risk, rework, and misalignment.**

IC Agile

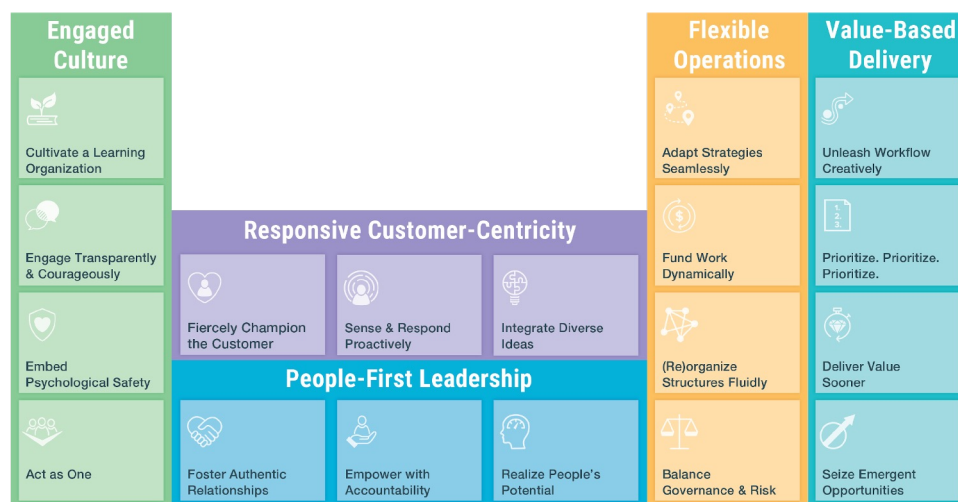
BUSINESS AGILITY INSTITUTE

81



82

DOMAINS OF BUSINESS AGILITY



83



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AGILITY IS **HUMANITY'S** RESPONSE TO COMPLEXITY.

85



86



87



OUR ABILITY TO **LEARN** IS WHAT KEEPS US **AGILE**— AND MAKES US **HUMAN**.

88

THANK YOU



89