

5 ESSENTIAL TOOLS FOR AN *Agile Transformation*

High Performance AGILE TRANSFORMATION TOOLS FOR SUCCESS

Our High Performance and Agility Survey has received incredible interest already, with consultants engaging multiple contributors daily. The positive feedback we have had on the experience with contributors gaining knowledge and insight whilst kindly providing their own perspective has been phenomenal.

Based on the interviews conducted and data collated to date, along with our experience of having worked with numerous leadership teams and organisations seeking high performance, we've learned some valuable lessons (sometimes the hard way) of what works when it comes to success, but through our experience we've distilled 'what works' down to 5 simple tools.

We actively use these techniques in our training and coaching, but these tools are something we would share with any executive looking to undergo this journey.

In this eBook we will address these tools with you, however we would like to preface all of this with: ***The true meaning of agile is one size does not fit all and true agility is about testing, learning and evolving, so choose how you might use these tools.***

1

AN EAR

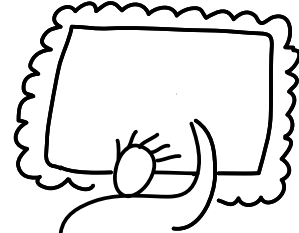


An ear... That's right, the number one tool any leader considering transformation can have is **listening** and what's great is it's something we already have!

To be successful in change we need to continually evolve our listening. Listening to our employees, listening to our peers, listening to our internal and external stakeholders, listening to our systems and most importantly listening to our customers. All of these sources have the answers, all we need to do is **listen**. One of the first things we do in any engagement is to listen, by doing so we gain an understanding of the environment we are in, we then coach the leaders to do the same.

2

A MIRROR



What do we do once we've done all that listening? Well, some of what we hear we are going to like and some we are not, but the only way we can improve is by taking a good **look in the mirror and accept what needs to change**.

It's never easy playing the role of the coach whether it's sports, leadership or ways of working, we will often be a mirror for those we coach and then it's for the coachee to decide how they respond. When coaching, we make it clear to executives that **agile doesn't always solve your problems**, it does however make them *really* visible, it's then up to you to decide how we might solve those problems.

As a leader of change we need to be willing to accept what we see in the mirror and then work with our business counterparts to solve the issues.

3

TIME MACHINE

We'll admit this one is harder than the previous to do, but go along with it and you will see what we mean.

Agile is nothing new in Technology. The manifesto is 20 years old and last year we celebrated 25 years of Scrum, most tech teams have seen the good and the bad of agile over the years. However, for our business counterparts this can be a new step in their journey.

With the rising pace of change in recent years, business agility has become very real and organisations are seeking ways to be successful in complexity. This is the sweet spot for agile and in some cases we will see our peers in other areas using agile without even knowing it, but we need to empathise with those in procurement, sales, finance or HR.

Remember the first time you heard about agile... That curiosity and somewhat skeptical questioning? This is where our colleagues might be, so we have to hop in the *Delorean* and meet them where they are at. This is not the time for egos so let's use our new found listening skills to listen and identify small improvements.

We love the idea of 1% shifts, if we can make small but regular incremental improvements we will get to our destination.



4

A BATON

Nope, no violence here... We are referring to one of those orchestra conductor batons...

As mentioned previously, being in technology we have a privileged position. Technology has shifted from being the **reactive service provider** to the **strategic enabler**, but once again we have to remind ourselves this is not our show and we need to leave the agenda (along with the ego) at the door. The best we can be is a facilitator or orchestrator of transformation.

So, how might we do this in a waterfall organisation? We'll often start by picking a process that crosses the business, recruitment is always a good one... hosting a workshop with the relevant business stakeholders helping them to listen and mirror what our current system tells us vs what it could look like with agile is a great way of helping to bring together the orchestra.



5

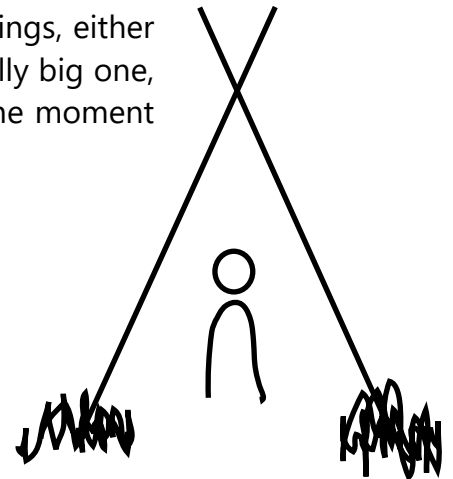
THE TEEPEE

Let's assume you've made use of the previous four tools and they've worked well. Our final tool, which could also be my first from another perspective is the teepee.

With every team we work with we highlight the importance of psychological safety. This goes hand in hand with listening which creates an equal voice. Don't like psychological safety? That's cool, but I'll let you know now you probably won't like agile and your success is going to be limited.

So what do we do... the teepee creates **psychological safety and as leaders we need to create a safe space** for those we are working with to experiment and learn. We are going to be intentional with what we experiment with and are going to set good boundary limits to manage our risk, but we are going to ensure full psychological safety to ensure our teams are able to step up and learn.

You'll notice as your transformation progresses one of two things, either you'll begin to get a village of teepees or even establish a really big one, but the best organisations we've worked with create safety the moment you walk in the door working with anyone from any area.



EXPLORE FURTHER...

We hope these tools are helpful. If you would like to explore any of the above further feel free to register for our high performance insights or high performance information session.

ABOUT TWENTY2 COLLECTIVE

Founded by Marcus Ward, an experienced Coach, Business Agility Consultant, Trainer, and Facilitator of Lean, Agile, and Organisational Change, Twenty2 Collective enables organisations of all sizes to achieve high performance with lean, agile, and collaborative techniques. They put people at the centre of everything and they provide successful transformations because their advisors listen and guide clients through their journey.

Twenty2 Collective supports and empowers individuals, teams and organisations to embrace new ways of working by offering solutions that are designed to help clients visualise their goals and rapidly achieve them. Leveraging several innovative education, motivation, and application techniques to support clients and partners embrace change, they provide the tools needed to improve their individual or organisation performance so they can achieve success.

As the name suggests, Twenty2 Collective uses a collective approach to share knowledge, identify opportunities, solve challenges and ensure customers have access to specialist expertise in an ecosystem model. They create unique online and in-person experiences for leaders and team, putting people before process and on focussing on coaching over commanding, to help guide organisations through transformation success.

Embracing their purpose of achieving high performance and happiness, Twenty2 Collective offers a unique methodology that includes visual and haptic techniques such as drawing, LEGO Serious Play, and Playmobil to unlock creativity and promote innovation within teams and organisations. They also hold unique customer insights and data on what creates high performance.

ACHIEVING HIGH PERFORMANCE
and happiness!

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www.twenty2collective.com
1300 491 022