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Expanding business consciousness

10 main methods
of how **NOT** to implement Agile

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The real conspiracy behind the invention of Agile

https://www.youtube.com/watch?v=7ihd439Boxs

- **<u>What</u>** is Agile?

- Can you implement **<u>just Agile</u>**? (not Scrum, Kanban, …)

- Is there a company that Agile **<u>does not fit</u>** it?

- What are the **<u>risks</u>** in implementing Agile?

- What is considered to be a **<u>success</u>**?

Not knowing what is Agile

- "I want Agile!"
- "How many ceremonies are in Agile?"
- "Can we be Agile in 3 months?"

Define what is Agile and what is NOT Agile

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Force it

- "You have to do it!"
- "I promise the corporate!"
- "Everybody is doing it!"
- "Agile is a must"
- "Waterfall is bad"

Create intrinsic motivation BEFORE you start

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Implementing it all at once

- "We have to do it within 3 months!"

- "<u>All</u> the teams will do Scrum"

Start with a pilot of up to 30 people

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Not setting concrete goals

"Which way I ought to go from here?'
"That depends on where you want to get to"
"I don't much care where".
"Then it doesn't matter which way you go"

- "Let us do it"
- "We have it!"
- "We succeeded!"
- "We failed!"
- "We need to define the role of Agile masters"

Set Goal…!

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Focus on the technical aspect

- "The program managers will be Product owners"
- "The Gantt chart is the backlog"
- "The managers will be the Scrum masters"
- "Let us <u>start</u> by buying Jira/TFS/…"

Define it as a phase

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Not explaining the WHY
(Treat people as if they are resources)

"Just do it!"

"Please fill the TFS/Jira/etc."

"Answer 3 questions!"

"Just show me the user stories"

Start with the WHY

Not mentoring mentors

"We have no time to mentor people"

"We understood what is Agile"

Lack of stickiness

Mentor the mentors!

Relying only on one person/company

"I know everything"

Coopetition
Coopetition or co-opetition is a neologism coined to describe cooperative competition.

- Wikipedia, the free encyclopedia

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No tolarance two mistackes

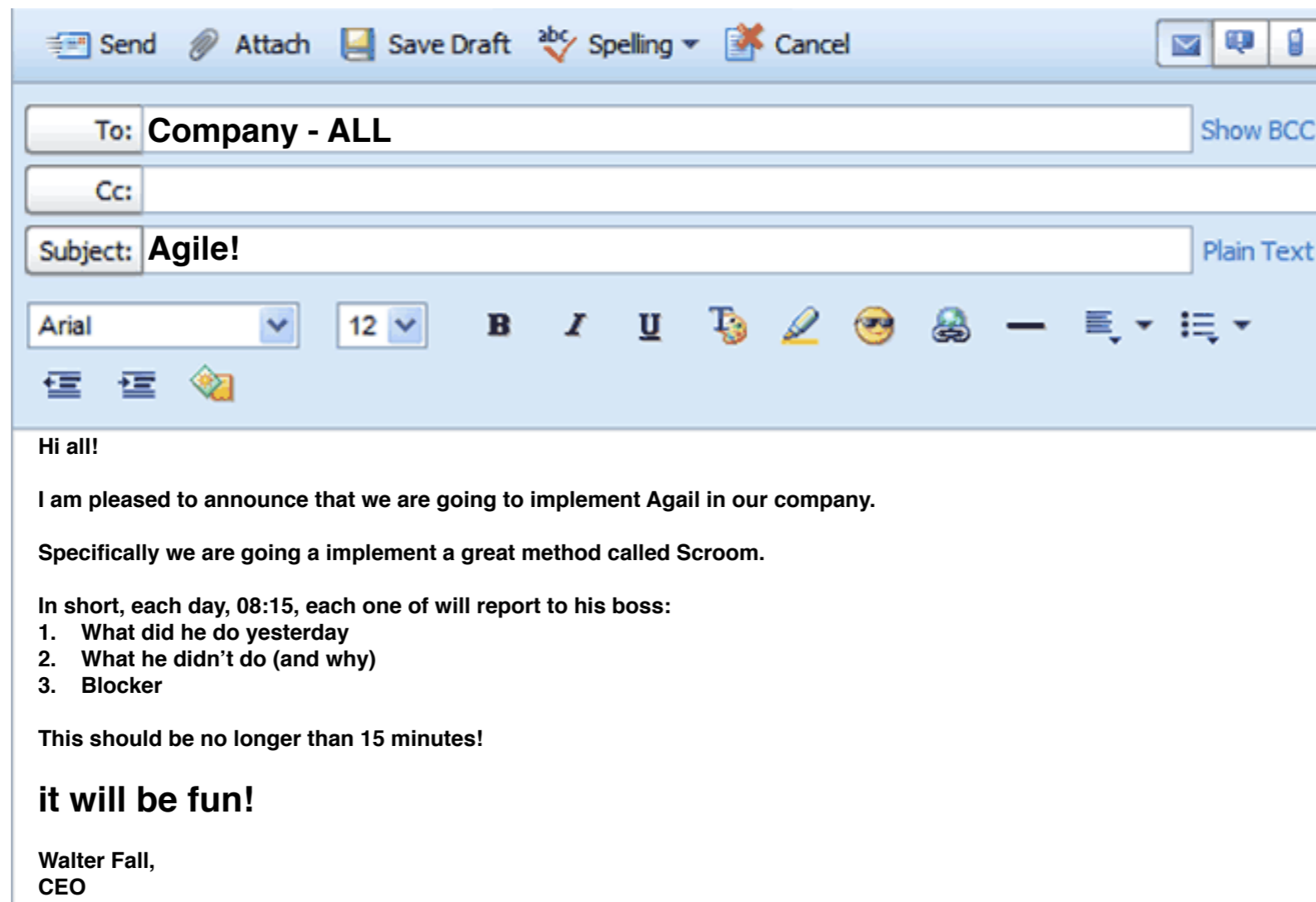"You'd better finish ALL the committed user stories!"

"Why didn't you implement the action items from the retrospective?"

"Why did you do it if there was no DoD?"

Consciousness regarding the process

No engagement

Complete freedom

"As from today,
you are a Scrum team.

Good luck!"

Take away picture slide

Not knowing what is Agile	**Define what is Agile and what is NOT Agile**
Force it	**Create intrinsic motivation BEFORE you start**
Implementing it all at once	**Start with a pilot of up to 30 people**
Not setting concrete goals	**Set Goal…!**
Focus on the technical aspect	**Define it as a phase**
Not explaining the WHY	**Start with the WHY**
Not mentoring mentors	**Mentor the mentors!**
Relying only on one person/company	**Coopetition**
No tolerance to mistakes	**Consciousness regarding the process**
No engagement	**Engagement!**
Complete freedom	**Conscious freedom**

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