



Embracing Change for the better

The Agile I³E³ factor

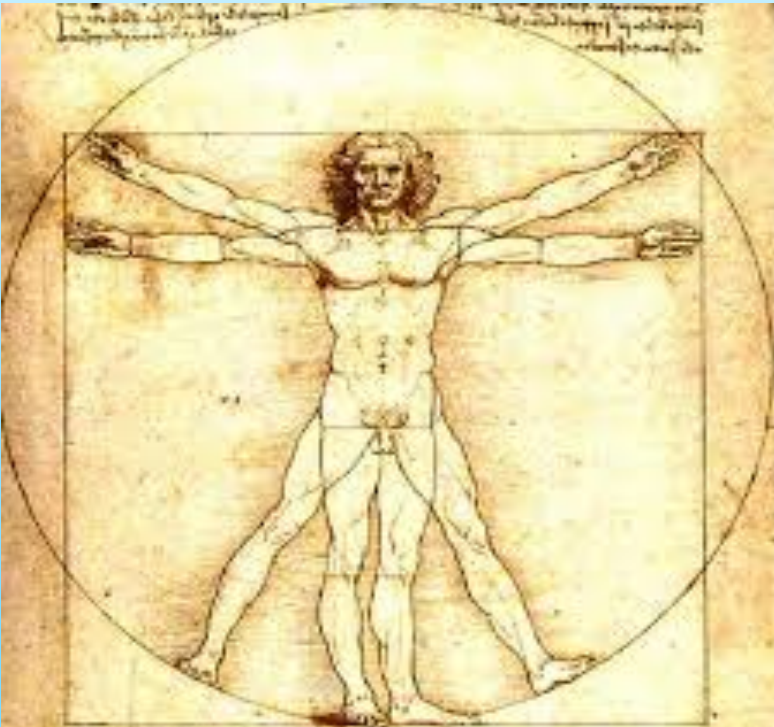
| *Seshadri Venkataraman* | 26/4/2017 |

*Enterprise Transformation Agile Coach & Business
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Certified Scrum Professional (CSP)
Certified Scrum Developer (CSD)
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Time to free yourself from a Traditional Mindset to a *Newer Energy paradigm*



Embracing Change for the better: The Agile I³E³ factor

The Transformation from AGILE to AGI³LE³ in Agile and Scrum

A (All)

G (Genes inclined to overcome the)

I (I factor thereby)

L (Lessening the)

E (Ego Factor)

Of Individuals

A (All)

G (Goals inclined to closely)

I (Involve, Imbibe and Incorporate thereby) I³

L (Leveraging the)

E (Engage, Empower and Energize factor) E³

Of Winning Teams

The Transition factor picture personified



From that Lone Ranger in the front



To this Perennial Winning Team

Opinion Poll

- 1 How many of us want to win every-time?
- 2 How many of us want winning a habit ?

Embracing the Wave of Change for the better - some prerequisites

- 2 sheets of paper
- A pen or
- A pencil 😊 😊

The 5 finger Syndrome



Activity

- Please take a look at your 5 fingers on either hand.
- See if the dimension of 1 finger is the same as dimension of another finger.
- Are all fingers alike?
- If all fingers are alike in every characteristic will I get a better hand?

The Hand and Finger -Some Conclusions

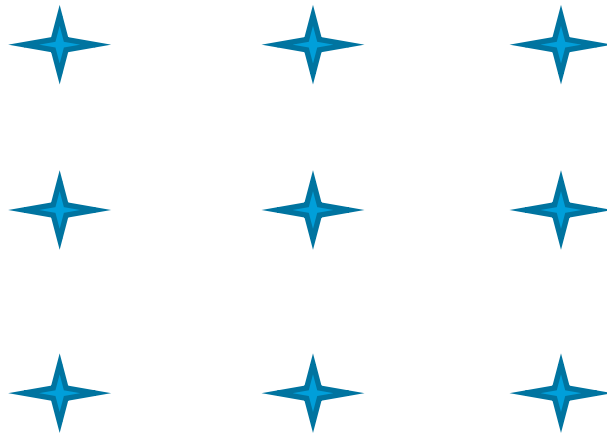
- It is your hand and fingers. If in your own hand, finger dimensions are non-identical, how come 2 or more people share identical wavelength of thoughts.
- Every individual is unique and **everyone** has the capacity to add to a transformation journey.
- Now scale this thought for an organization when undergoing any transformation – how many fingers is an organization seeing through?
- This is a Scalable proposition and it can **definitely be solved rationally** for mutual benefit of all stakeholders connected, both direct and indirect.

Agenda

1. The Obligation for Transformation
2. The Transformation Dilemma
3. The Change Factor
4. Common Impediments in a Transformation Journey
5. The Agile Mindset and the Inception to a Transformation Route
6. Activity
7. Conclusions
8. Questions and Answers

The Obligation for Transformation – A 9 dot Sprint

- You have 9 dots in the picture.
- The requirement is to connect all the 9 dots using just 4 lines **WITHOUT** lifting your hands off the paper.
- No OVERWRITING of Drawn lines permitted.
- The Time-box is 180 seconds

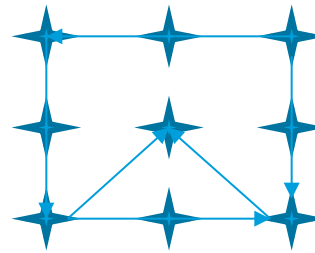
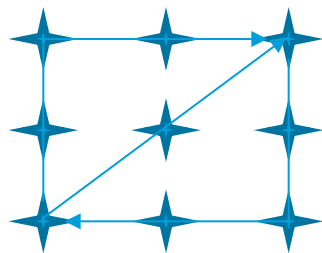
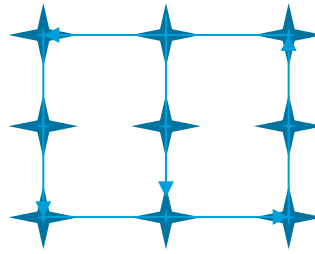
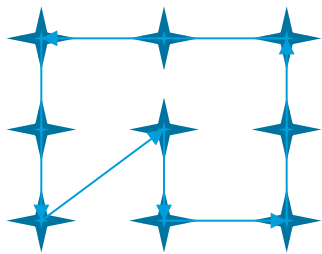


Opinion Poll

- Is it
 - Possible ?
 - Not Possible ?
 - Maybe Possible ?

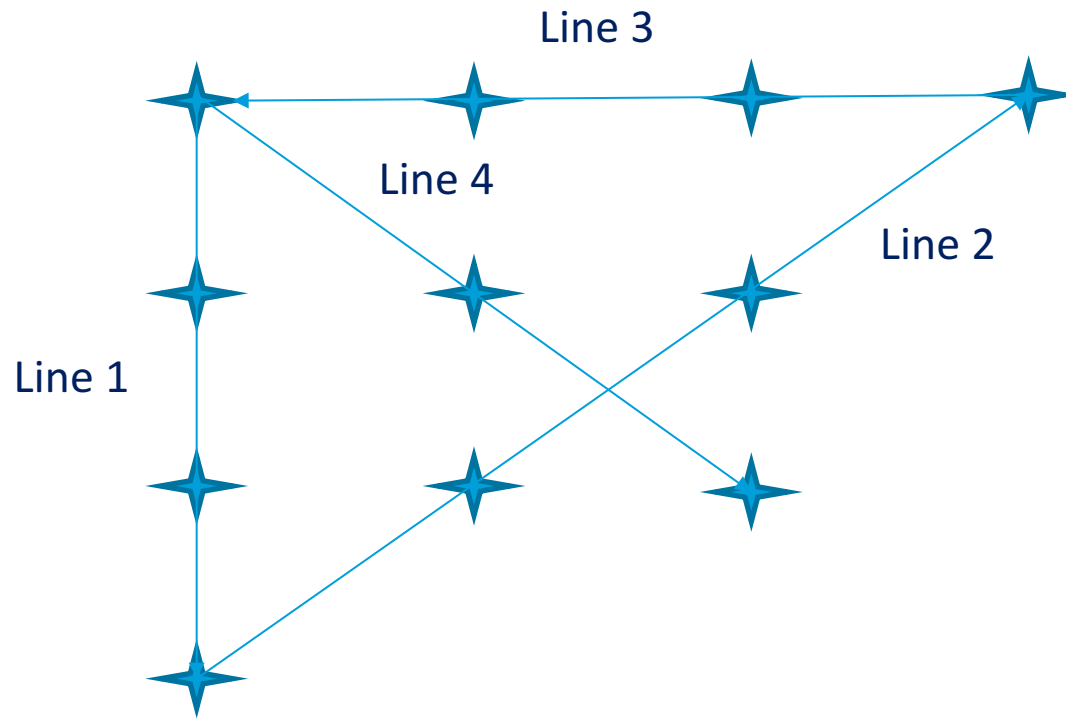
Different Dot patterns to be drawn

- Some Sample Patterns as seen in commonness



Solution

- The Transient Mindset – Illustrated.



The 9 dot activity – some thoughts

- How many of us **actually studied** the problem under consideration??
- How many of us actually **came up with a possible solution** in consideration to a Question given ??
- How many of us felt that the 9 dot **boundary condition** is not present here to limit our thought process in the requirement – it is now a mindset created seeing a problem statement
- How many of us felt that the 9 dots provided is just a **line statement** in a Customer Requirement. What is not mentioned in the Requirement (2 extra dots as outliers) may actually be a hidden solution pointer.
- How many of us actually **solved the problem** and how many of us were **trying to solve** the problem – calls for an out-of-the-box thinking pattern.
- How many of us overcame the **regular linear thinking paradigm** to come up with what is not linear towards the thinking process

The Transformation Dilemma

- *Will technology transformation make my industry irrelevant?*
- *Will my investment on R&D and Innovation help me ?*
- *Why should I transform my business ?*
- *I have been delivering value all these years, how come there is a change in pattern?*
- *How are my competitors able to provide solutions at such a low cost? Do I need to revisit my existing processes ?*
- *My customers have always been happy. What is this circus I am seeing?*
- *Will Agile make my position irrelevant?*

Bottom Line

- *If it ain't broke don't fix it !! If it ain't delivering revenue fully, FIX IT !!*
DSDI – Don't Say, Just Do It !!
- *Are we just delivering what our clientele wants ?*
- *How can I WOW my customer with my solution at an incredible price ??*

Exploring Possibilities



??



??

Turning Possibilities into Meaningful Actions (Willingness to dispose off whatever you created first)



The Change Rule

- Change as a factor considered in all the pictures has always been **constant**. It ***ruled***, It ***shall rule*** and It ***shall continue to rule***.
- This ruling of change is a perennial rule of time. No negotiations.
- Change has some rule engines in it's fold
 1. First you accept change willingly, because willingness is always better. Unwillingness will create a lot of distaste and you will be forced into it.
 2. Slowly imbibe the change and
 3. Become a proponent or a torrent of change
- Change is always for the better – things have always improved ever since change came in.
- Lack of acceptance to this **small** fact is a **big** challenge.

From an Individual Transition to a Group Transition



Making everyone realize the need for change

Converting the change resistors to change evangelists

The Transformation Enigma – The Emotional Intelligence (EI) Factor

Some transformation examples include but not limited to are as follows:

- ❖ From Vendor / Supplier to a Business Partner
- ❖ From My Profits (**ONLY**) to Our Victory (**My Customers and We Ourselves**)
- ❖ From a Parent Provider to an Empty Nester (A common problem)
- ❖ From a Father to a Father-In-Law
- ❖ From a Mother to a Mother-In-Law
- ❖ From a Daughter to a Daughter-In-Law and not to forget,
- ❖ From a Son to a Son-In-Law. ☹ ☹

Common Impediments to the Change Factor

- The Most Important Entity which we have to consider here is -
 - ✓ The 'I' Factor. If I don't change, how can I evangelize change?
 - ✓ Your People – both in office life and in social/personal life.
 - ✓ Existing Business Processes and Office Practices
 - ✓ Traditional and Redefined Business Rules of Engagement
 - ✓ The Customer and Stakeholder Mindset then and now !!

People – Tough times never last, however, Tough people do !!

- ❑ If your **technologies** fail you, never mind something else can fill-in. If your **people** fail you, you are in real hot soup.
- ❑ People comprise your life – both official and personal
- ❑ Mind sets, emotions, personal experiences matter to a good extent
- ❑ What you say and what you think need a lot of attention to understand

*The Agile Mindset and Transformation.
A Manager's Metamorphosis towards becoming an Inspiring Leader*

What differentiates Leaders from Managers - It is their psyche.

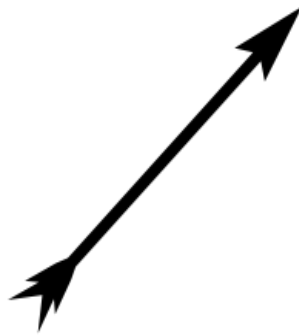
- ✓ *A Connect with you before I Communicate with you.*
- ✓ *I value you just like I value myself.*
- ✓ *I empathize with my people (Human beings have emotions).*
- ✓ *I acknowledge the discomfort factor you undergo during a change.*
- ✓ *I acknowledge I am not an expert and I need your expertise.*
- ✓ *All of us win when our customer wins.*
- ✓ *I understand a change journey is tough and I believe we together can overcome the difficulty.*

The Sharp Arrow Head Corollary



- ❑ The sharpness of the Arrow indicates focus.
- ❑ The turbulence of the Arrow head is first sensed by the arrow head and by applying proper course correction it hits the target successfully.

To strike a target we need



Course correction as per the wind



Bringing them all together.....



To achieve this we need ...

- ❑ Cooperation of all participants/players
- ❑ Multiple practices sessions and some failures eventually cascading to success

Conclusive Remarks - To cultivate the true feel for Agility in Quintessence The Hammer and the Key Syndrome



Questions and Answers ??

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Best Wishes for your transformation process

Thank you !!

Thank you for attending

Seshadri Venkataraman

26/4/2017

