



Agile Leadership & Sustainability

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Agenda

Agile Leadership

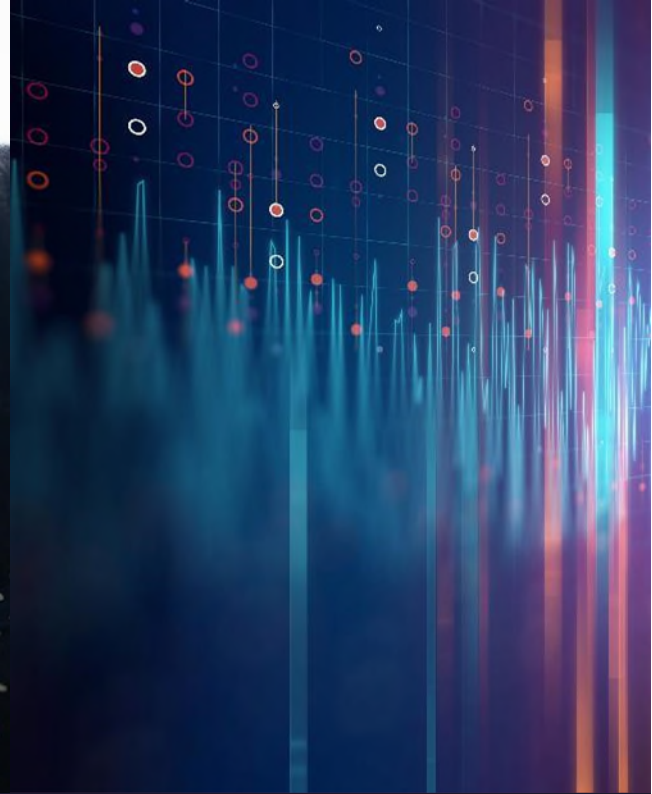
Agile Leadership & You

Agile Leadership & Your Team

Agile Leadership in Your Organization

Sustainability

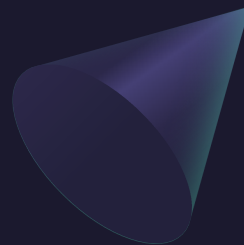




Introduction

Ten years ago, Agile Leadership & Sustainability was the next buzz phrase. Currently in 2022 we are even more in a world of changing business and sustainability strategies. In an ever-evolving environment, leaders must learn to adapt and stay ahead by being agile. Agility not only applies to business but also to sustainability leadership.

*Agile Leadership encompasses **mindsets**, **leadership styles** and practices, as well as the characteristics and competencies of leaders, which are designed to support a rapid response of an organization to changing environmental conditions.*

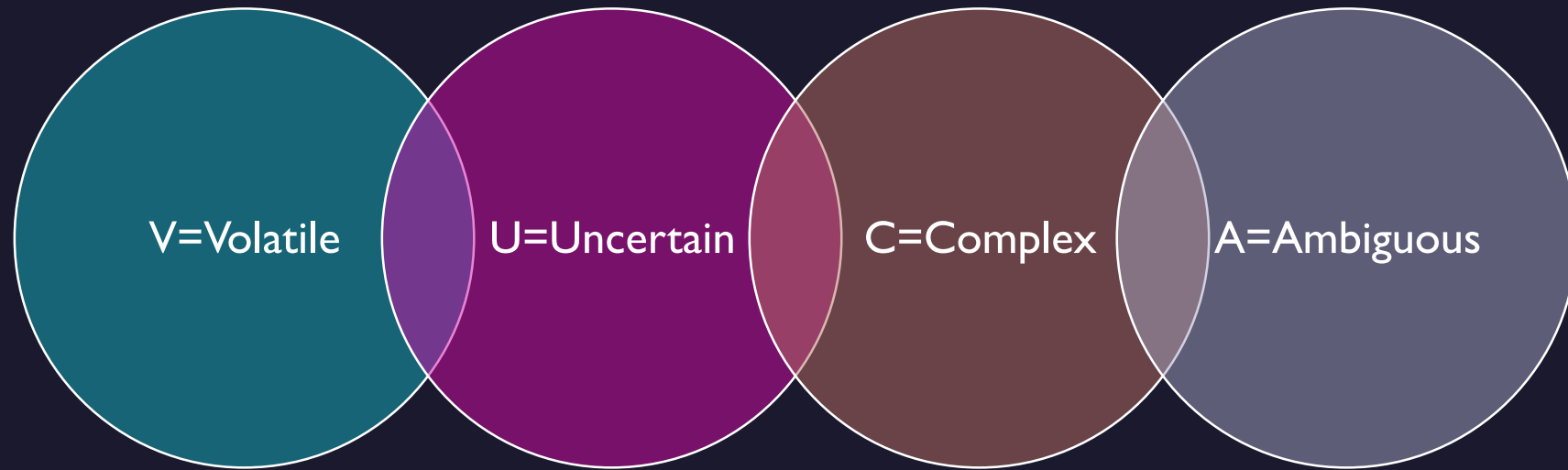


Agile Leadership

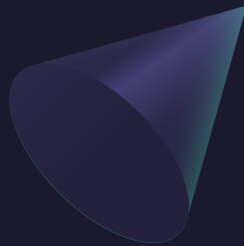
“Learn from yesterday, live for today, hope for tomorrow. The important thing is not to stop questioning.”

Albert Einstein

Is VUCA the New Normal?

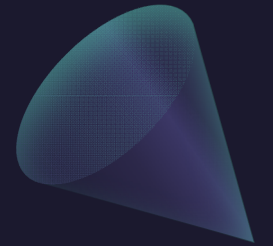


AGILITY: *A set of cultural values, principles and behaviors, rather than specific practices*



So What IS Agile Leadership

1. Leading with Agility
2. Exploring new ideas and meaningful innovations
3. Inspire with Vision.....Align with Mission
4. Shared decision-making AND joint accountability
5. Lifelong learning and development of people
6. Operating with Trust, Openness & Empowerment



Why Is Agile Leadership Important?



Allow flexibility & thought innovation



Encourages teams to operate with high levels of autonomy & self-organization



Teams are better able to pivot to address problems



Spreads authority equitably across the team



Empower individuals to use their own problem-solving and decision-making skills

Agile Leadership & You





Can anyone be an Agile Leader?

Mindsets

Fixed Mindset



Take
less
risks

Don't
deal w/
failure
well

Super
results-
oriented

Recognition
for intellect/
talent

Growth Mindset



Focus
on
effort

Love
trying
new
things

Embrace
feedback

6 Questions to Assess A Leader's Agility Quotient

Do you encourage
& build authentic
relationships?

Do you favor long
term effectiveness
over immediate
efficiency?

Do you actively
seek AND act-on
feedback?

Do you encourage
cooperation over
competition?

Are a
changemaker?

Are you actively
eliminating
motivational debt?

How to Become an Agile Leader



Build your resilience.

Name your emotions

Be selective of your information intake

Focus on what you can control



Invest in the essential.



Develop your emotional intelligence

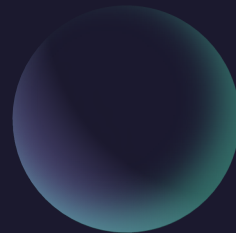


Create empowered teams

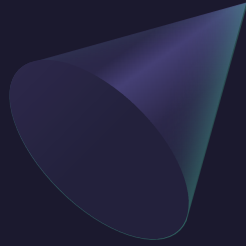


Become a leader-coach

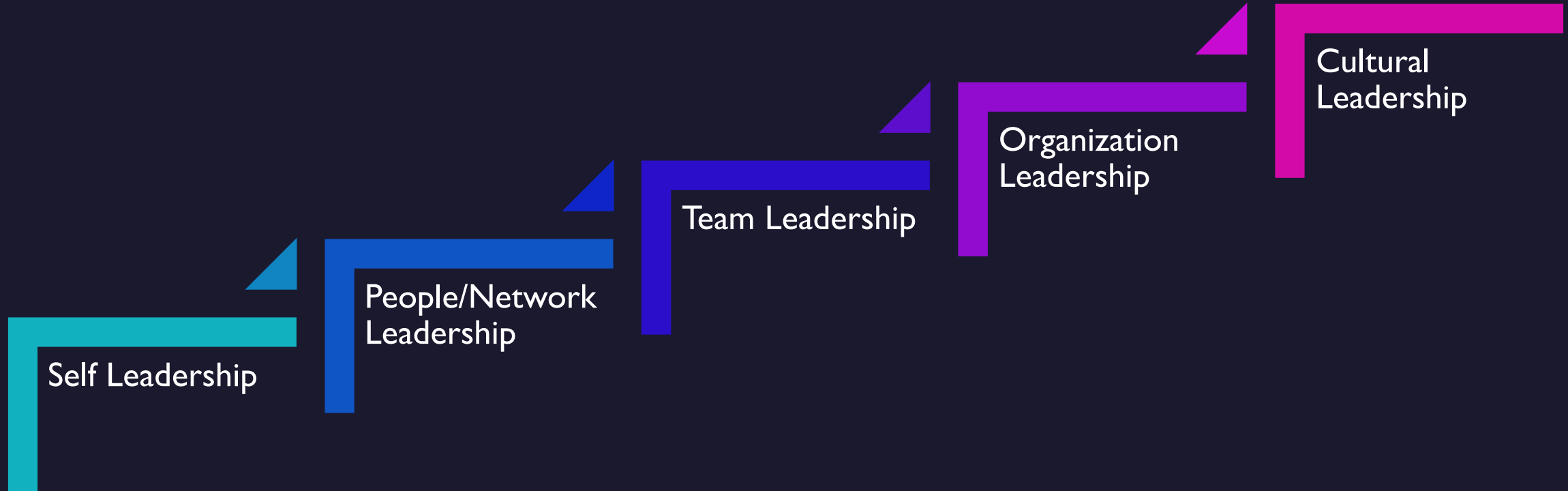
*“What is Urgent is
Seldom Important
and What is
Important is
Seldom Urgent”*



The Eisenhower Decision Matrix



Five Roles of an Agile Leader

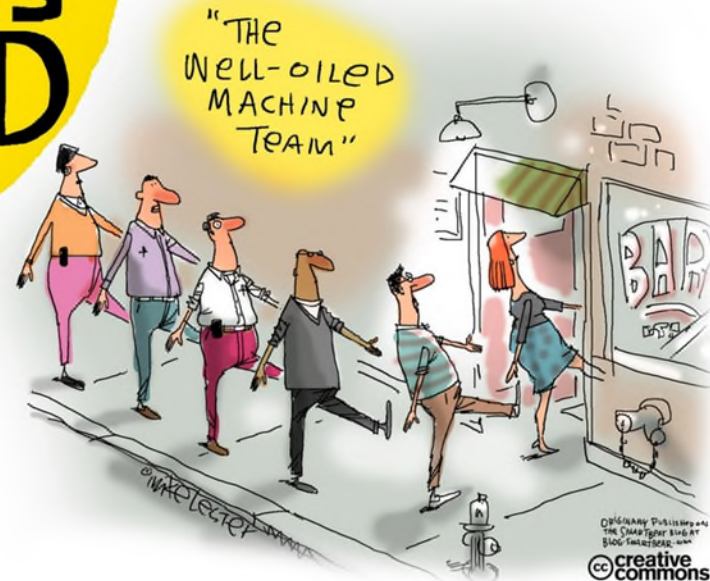




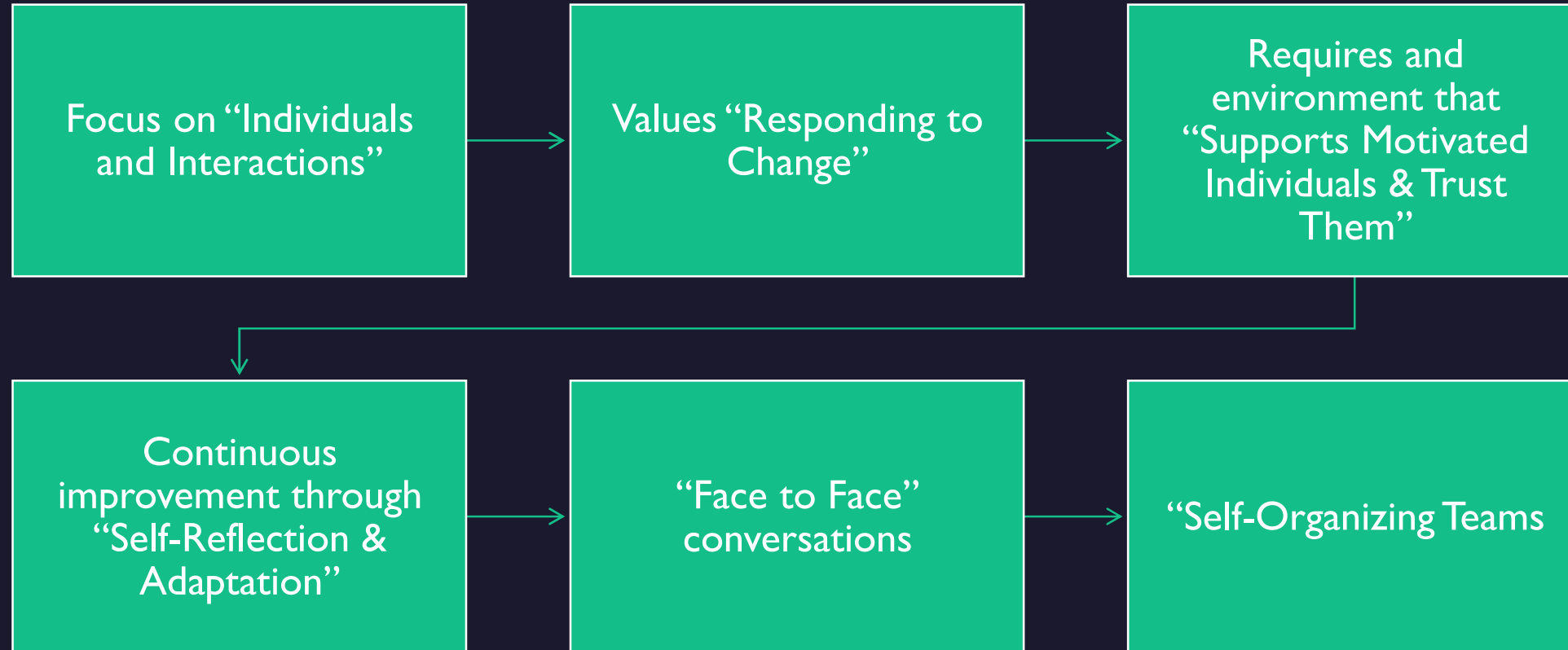
Agile Leadership & Your Team



TYPES OF AGILE TEAMS TO AVOID



The Human Side of Agile



10 Agile Leadership Tools that Free Up Time for Strategy

Setting &
Communicating
the Vision

Core Values

Monthly Vision
Meetings

Team Building

People
Analyzer

GWC
Get It, Want It,
Capacity to Do It

5-5-5
5-Core Values
5-Immediate Goals
5-Key Accountabilities

Carving out
Time

Delegate &
Elevate

Clarity Break



Self-Organizing Teams



Setting overall direction



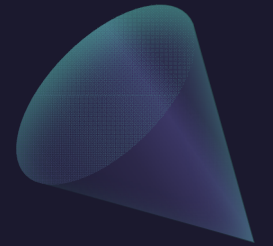
Designing the team and its organizational context

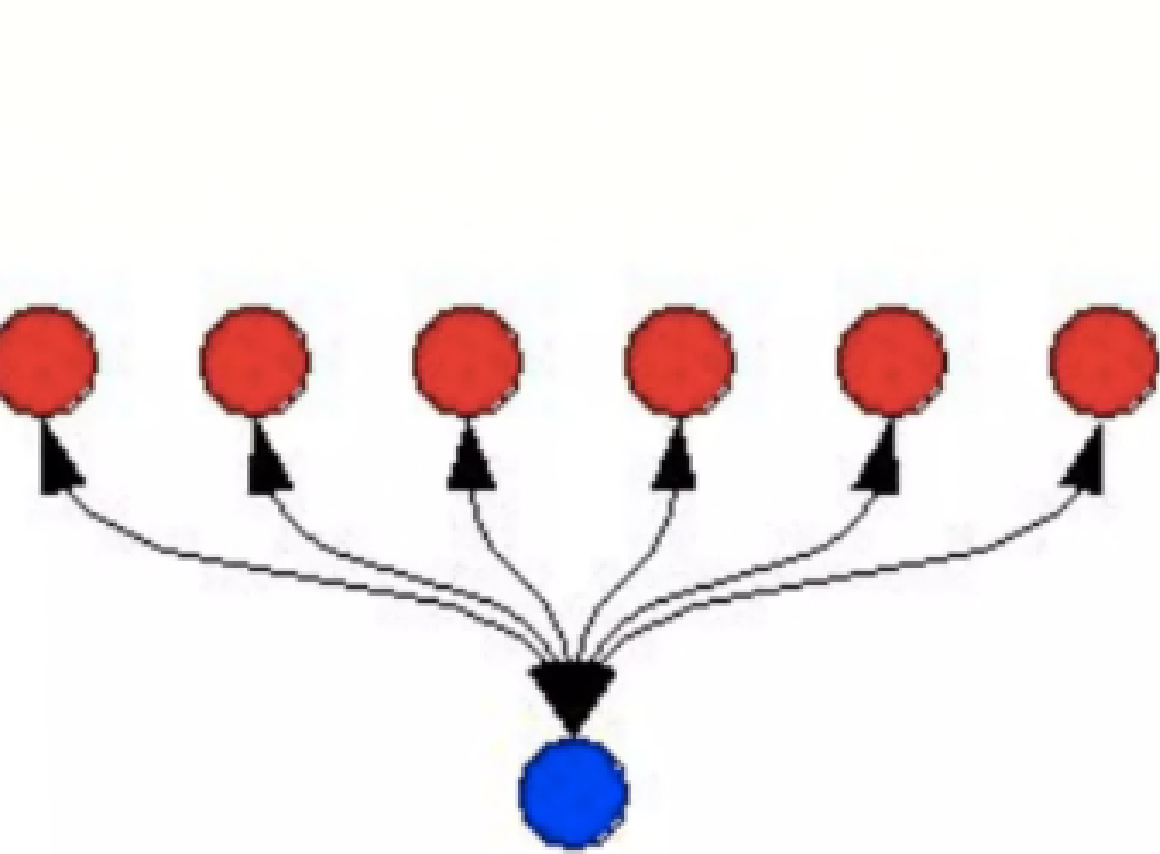


Monitoring and managing work process and progress



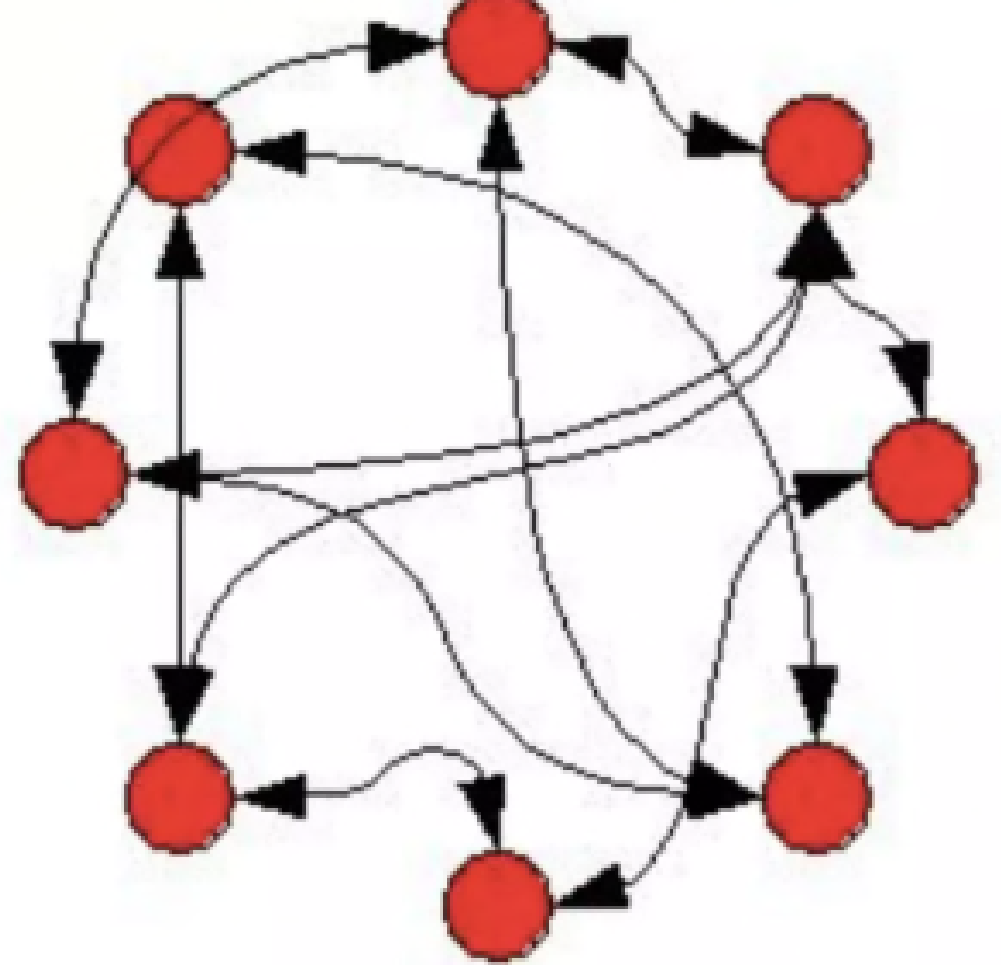
Executing team task





GROUP

people working towards a goal whose work is coordinated by someone else (e.g. a manager) for them



TEAM

people working towards a common goal who coordinate their work amongst themselves

Agile Leadership & the Organization

Are You Truly Agile

Do you have the right roles held by the right people?

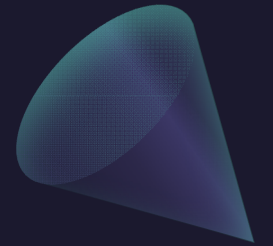
Is your company committed to encouraging a collaborative environment?

How does your company respond to a crisis?

Is customer satisfaction at the heart of everything you do?

Are your teams self-organizing?

Is the company constantly striving to improve the process?



The Agile Organization.....



- thrives in an unpredictable, rapidly changing environment.
- is both stable and dynamic.
- puts the needs of customers first.
- easily adapts to environmental changes.
- values inclusiveness and transversality.
- embraces transformation, change, uncertainty and ambiguity.

Can Agile Work in My Organization?

Agile leadership thrives on experimenting and iterating continuous improvement. An element of chaos can come with that culture.


Control by:

- Use a clear process
- Maintain documentation
- Review the data

Before Implementing an Agile Culture



WHAT'S THE REAL PROBLEM

- Write out the problem.
 - Clear your mind
 - Ask yourself:
 - am I able to define the problem we are trying to solve on my own?
 - Is this a conversation I need to have with others?
 - If I'm going to involve others, how am I going to frame it?
- 

BREAK IT DOWN

- Look at what that means to a greater depth beyond a problem statement. .
- Ask yourself:
 - What are the nuances of that problem?
 - How do others see it?

WHAT OUTCOMES DO WE WANT FROM A SOLUTION

- How the core tenets of Agile may be a fit.
- Keep an open mind.
- Review organizational or team values, and the outcomes that you want out.
- If aligned there is a clear path to achievable outcomes.

And Remember, *“ROME WAS NOT BUILT IN A DAY”*

How to Implement Agile Leadership



Encourage Innovation

- Create environment conducive to innovation

Encourage Collaboration

- Create opportunities for employees to work together

Encourage Flexibility

- Create a culture that values change with resources to be flexible

Encourage Continuous Improvement

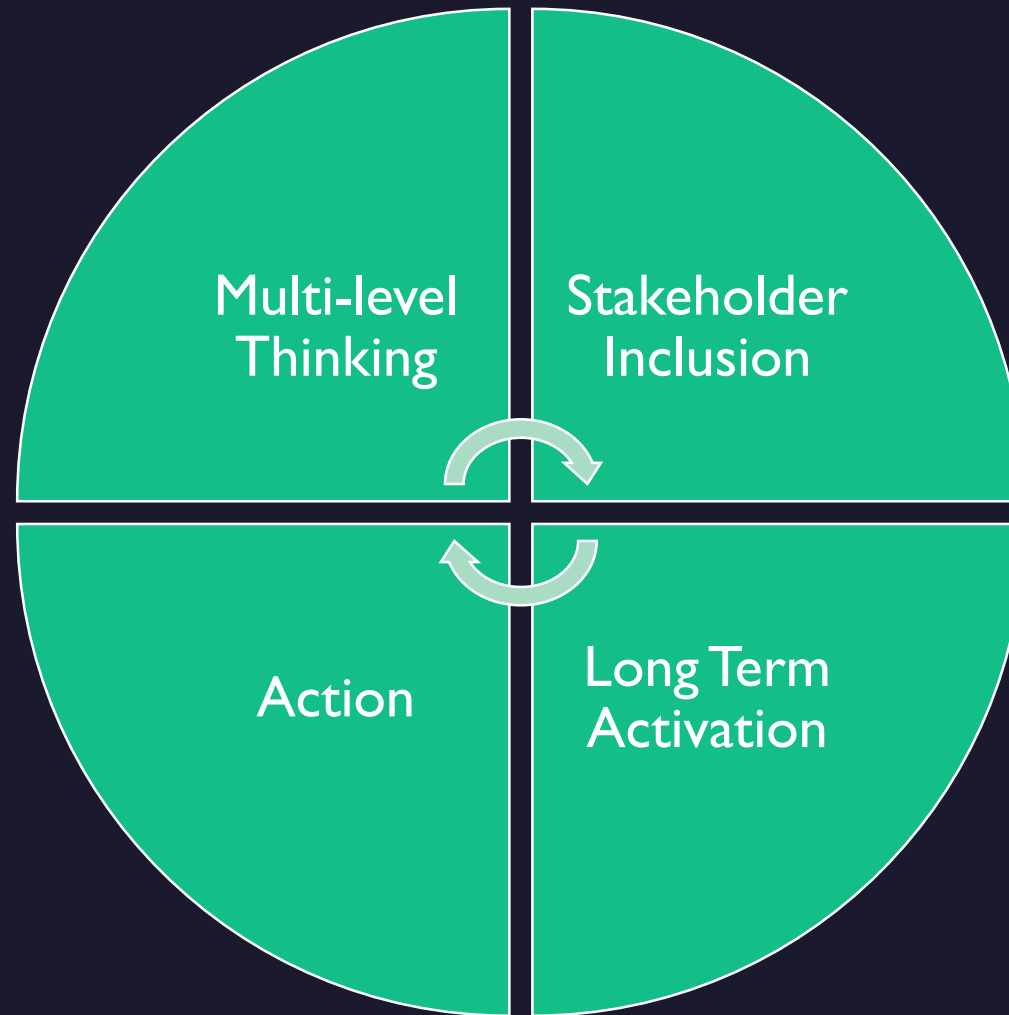
- Improve skills & knowledge
- Set goals & measure progress



When the Smartest Person in the Room IS the entire Room!

Sustainability

Sustaining Agile Leadership



Thank You

