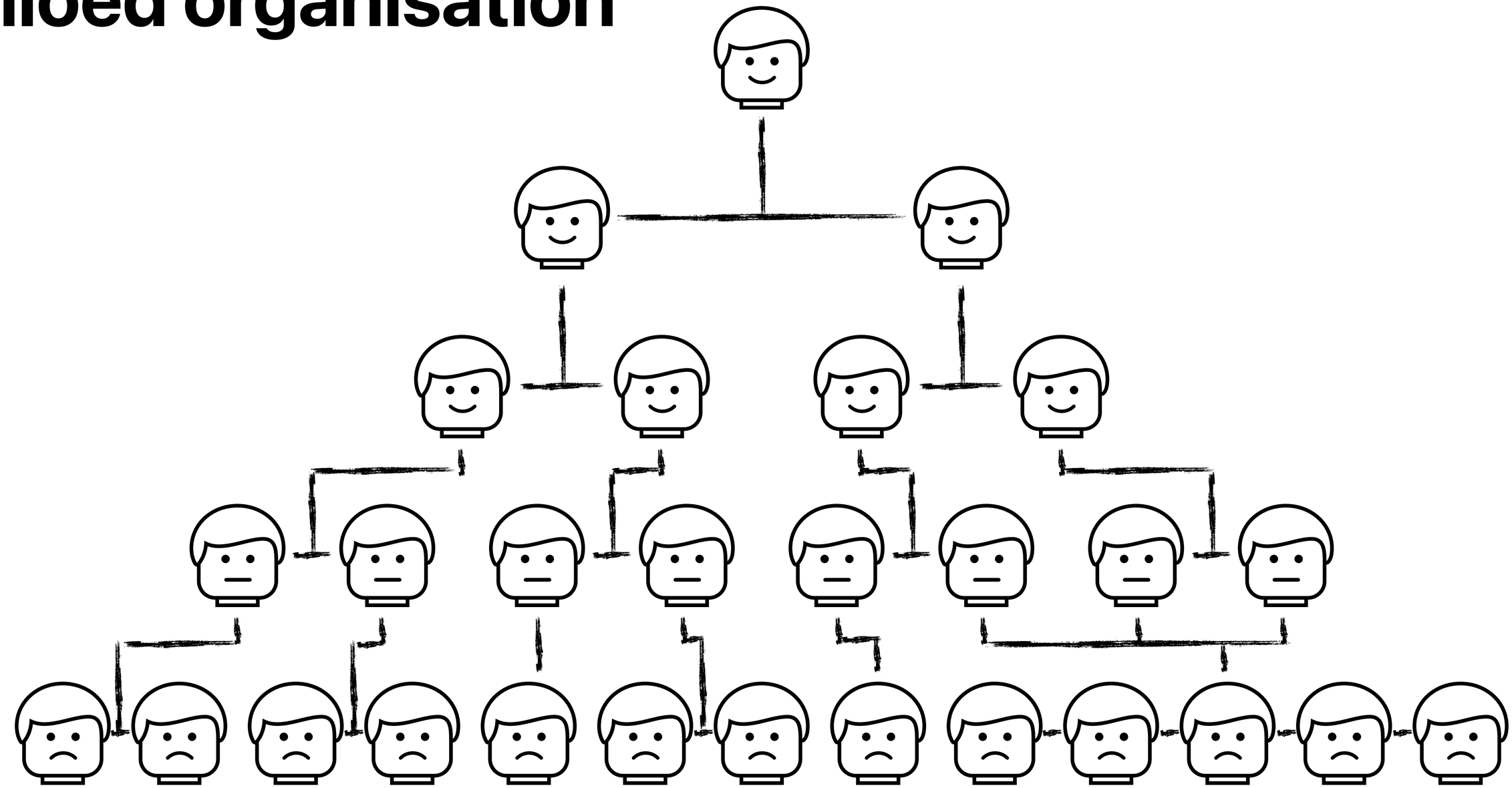
From agile teams to agile organisation

Jaka Kladnik, Nina Pozderec
SWITCH TO ELEVEN

“agile doesn’t work”

siloed organisation



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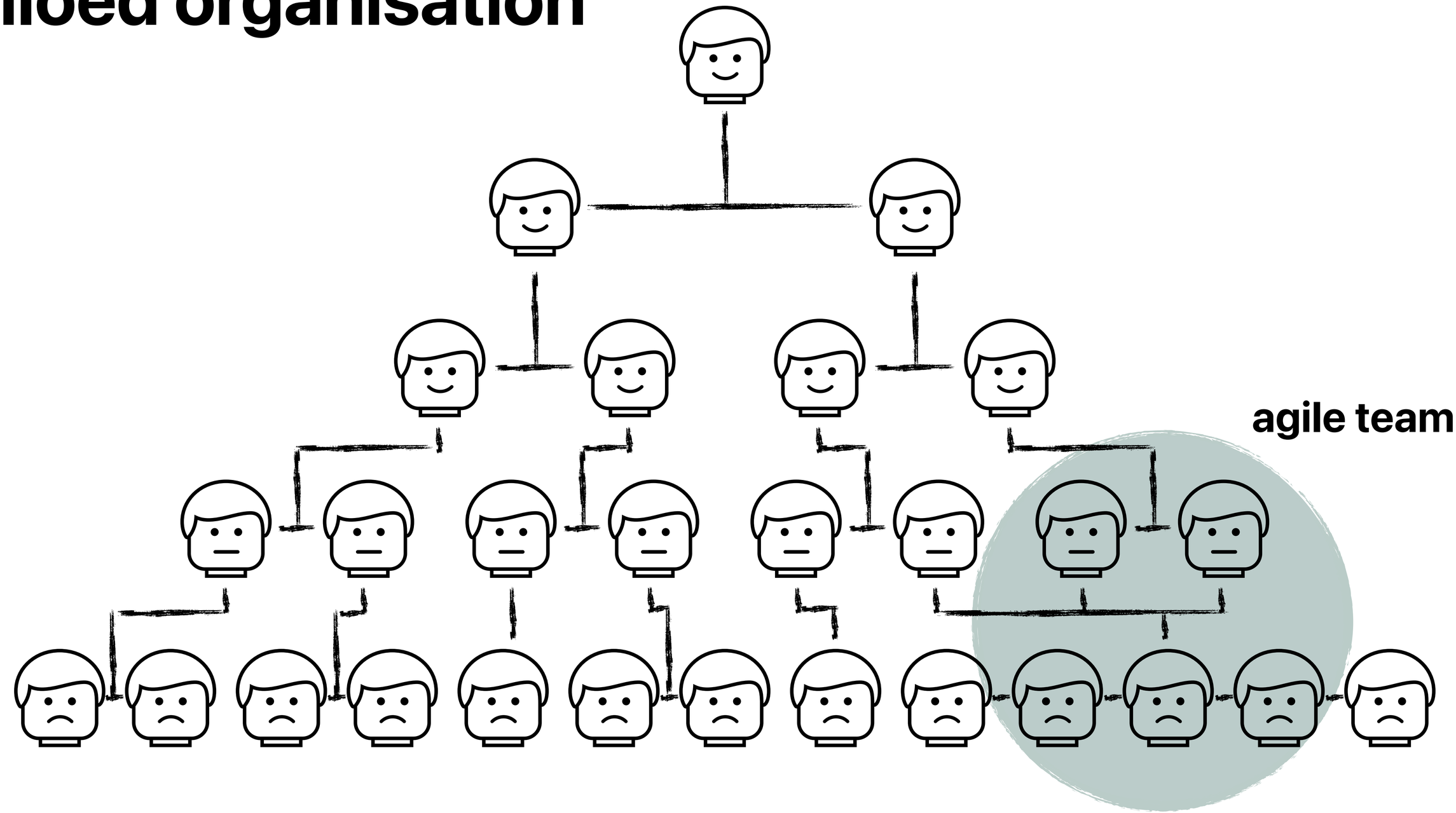
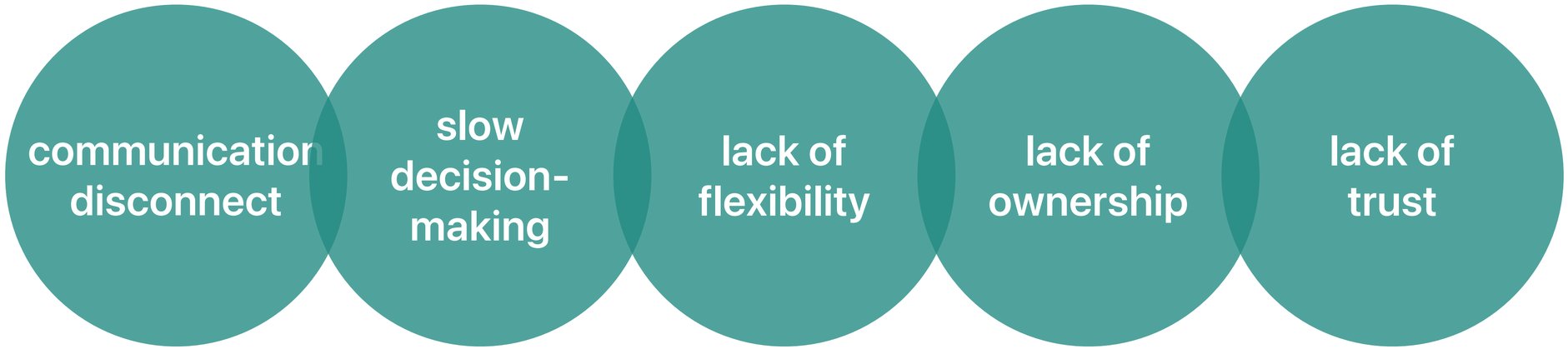


# of course it doesn’t work



“it’s a situational problem, not a people problem”

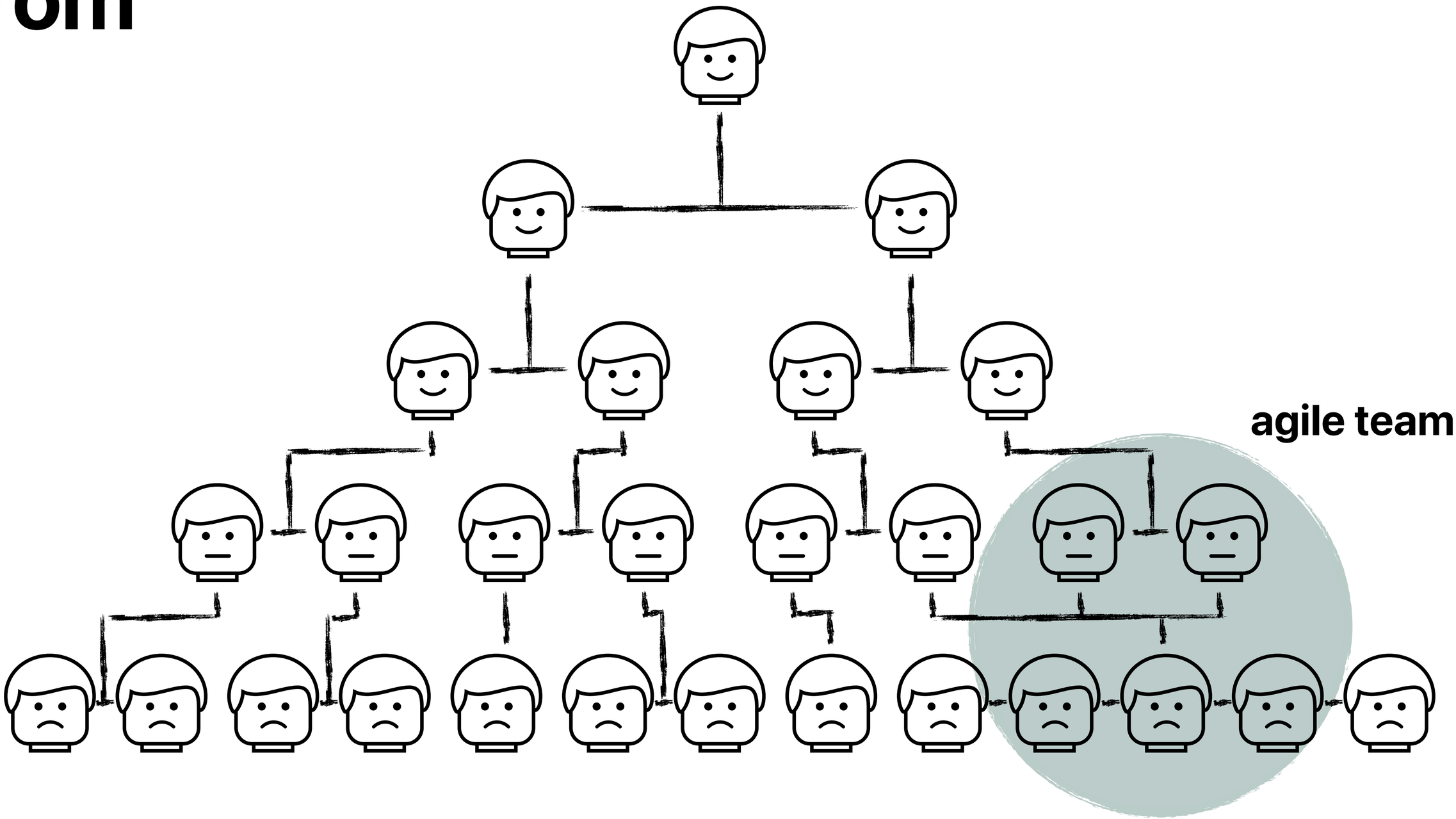
consequences?
disengaged
employees

change the system

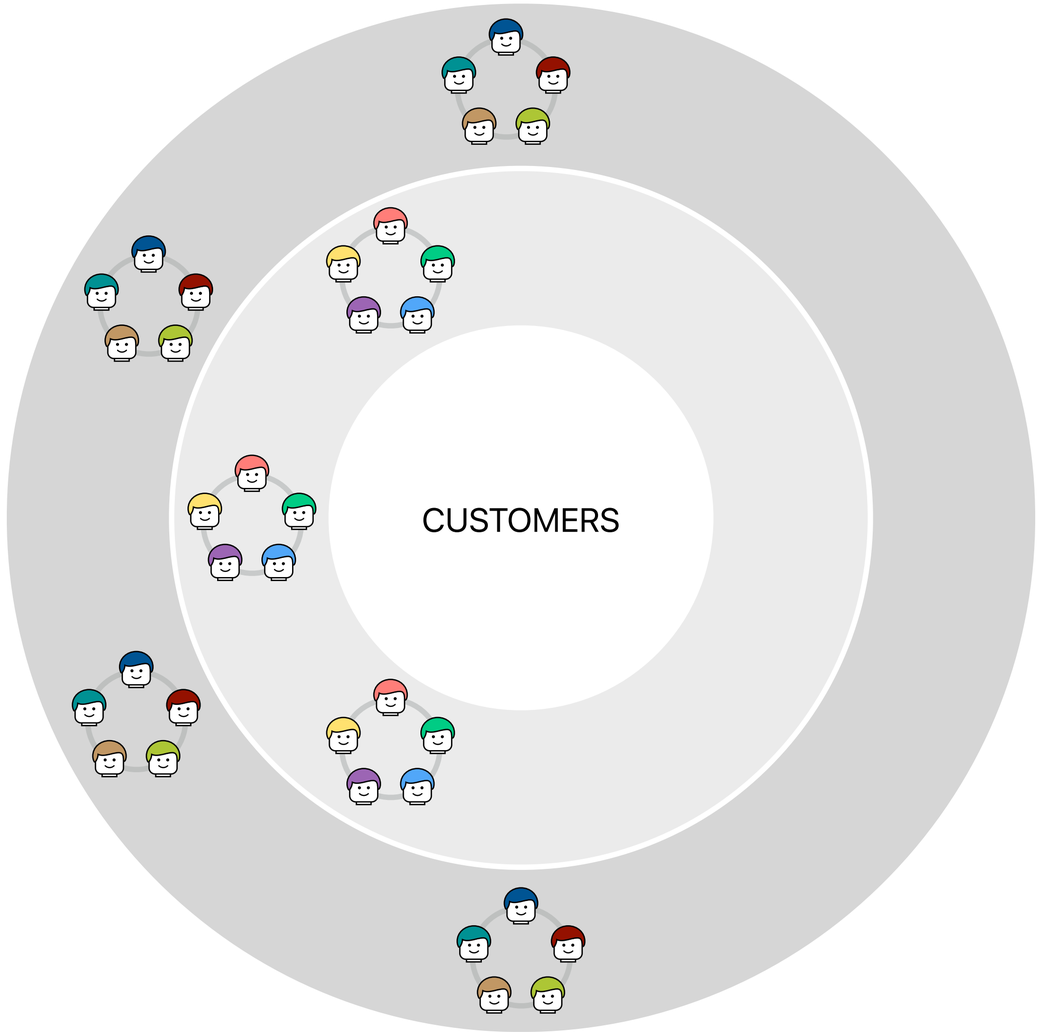
different system

different system

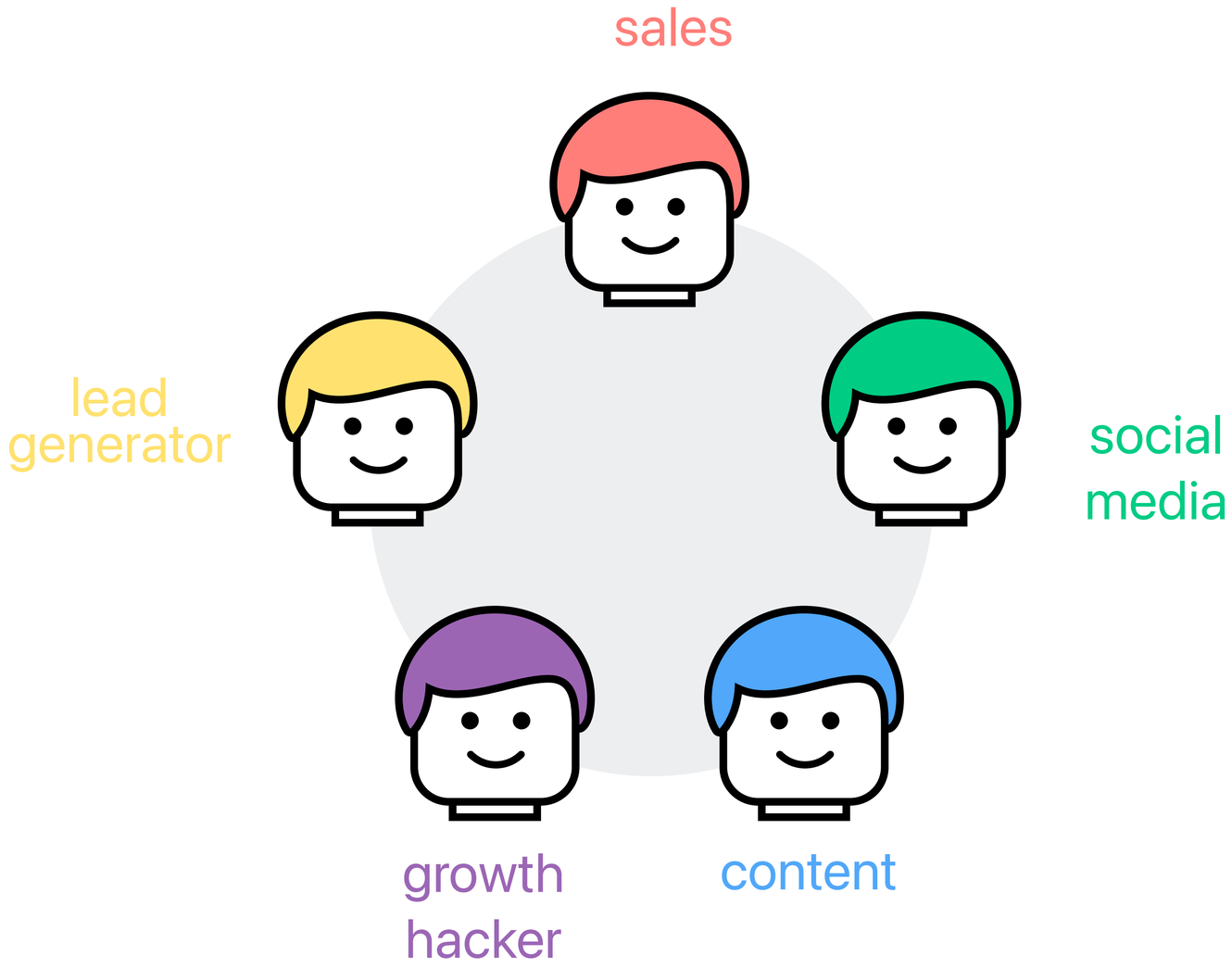
from



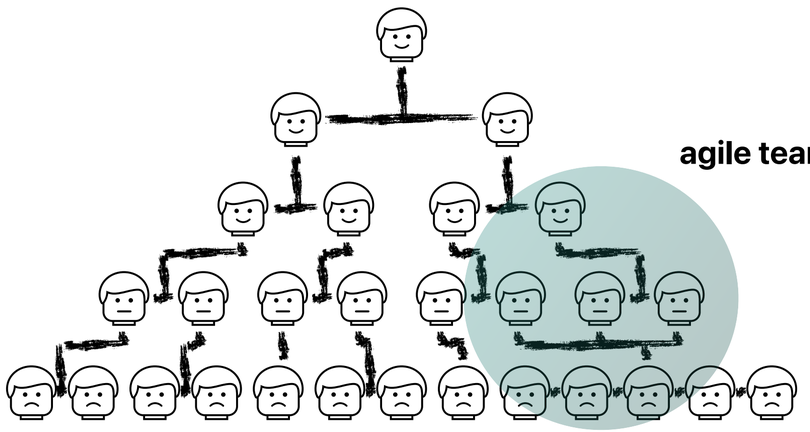
to customer-centric



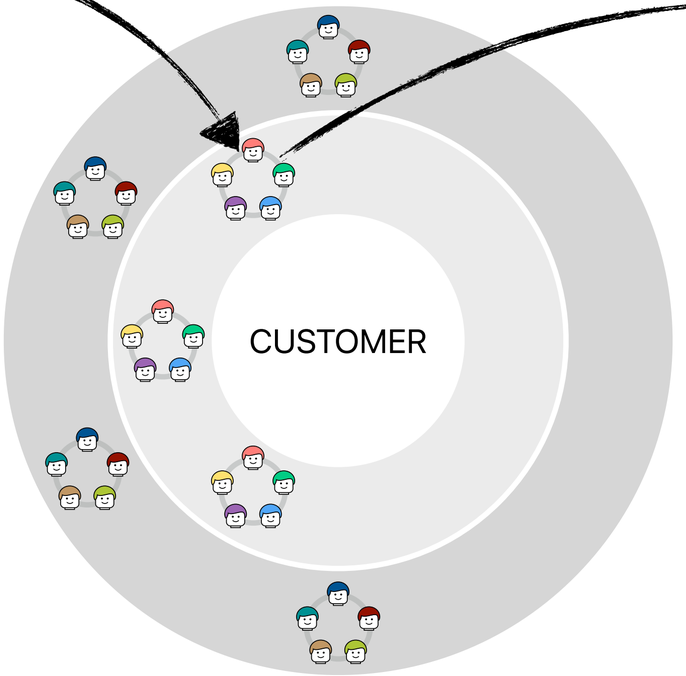
customer facing team

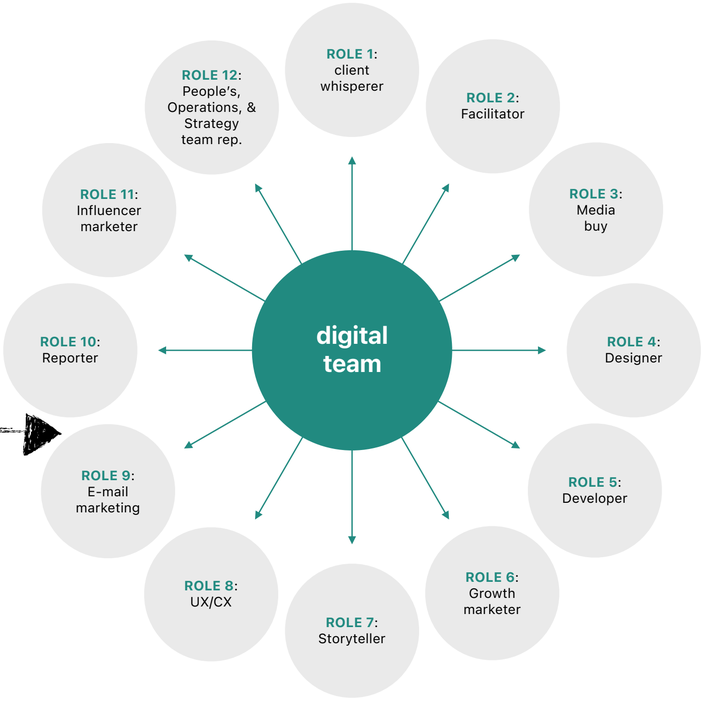


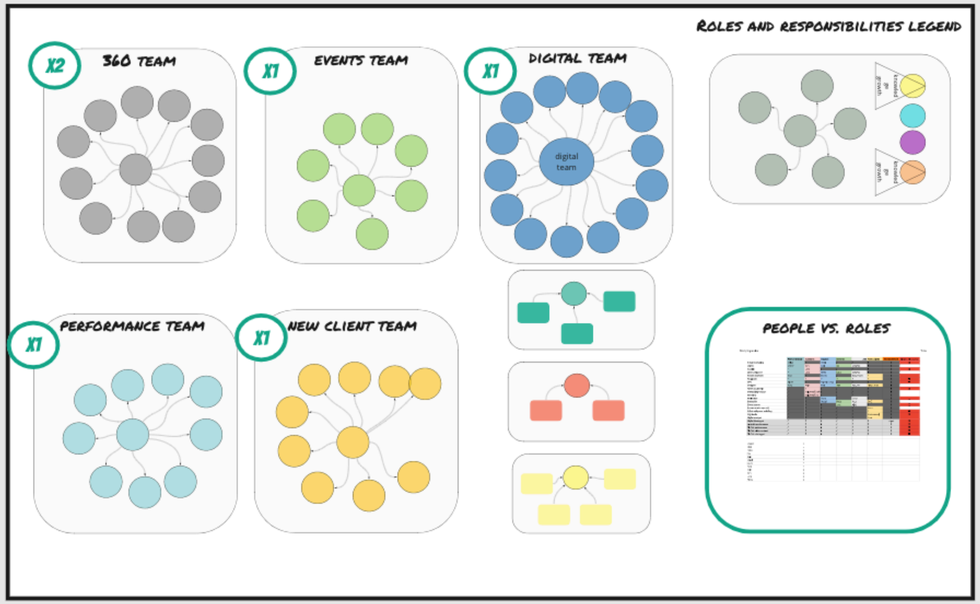
roles

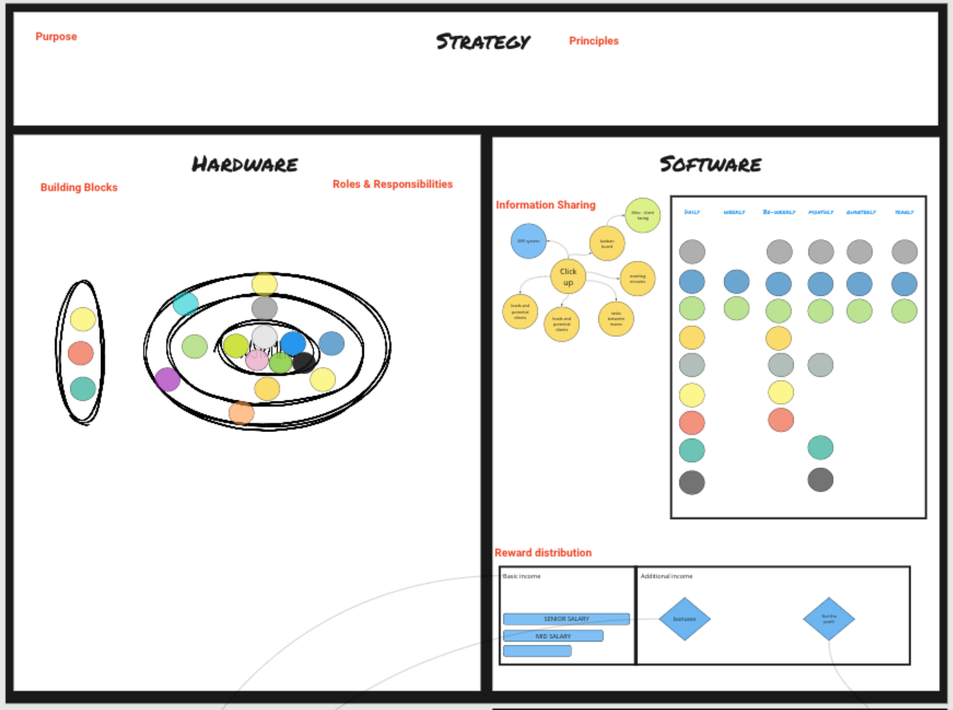


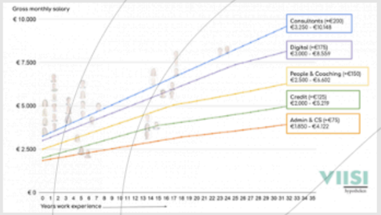
agile team





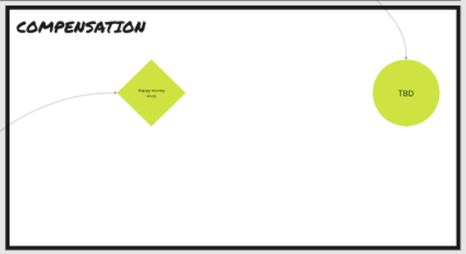






Top industry salaries

No individual bonuses only team bonuses

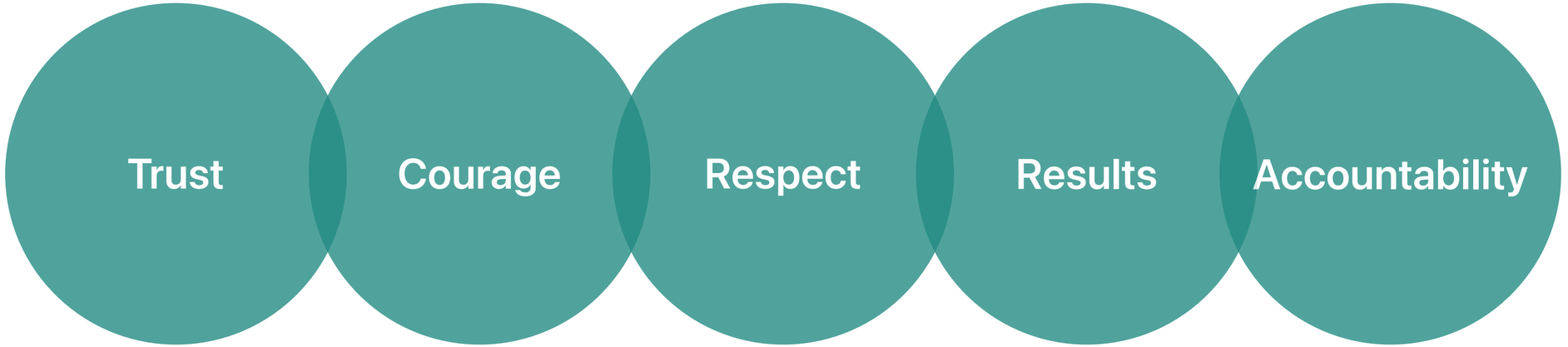


bold.group

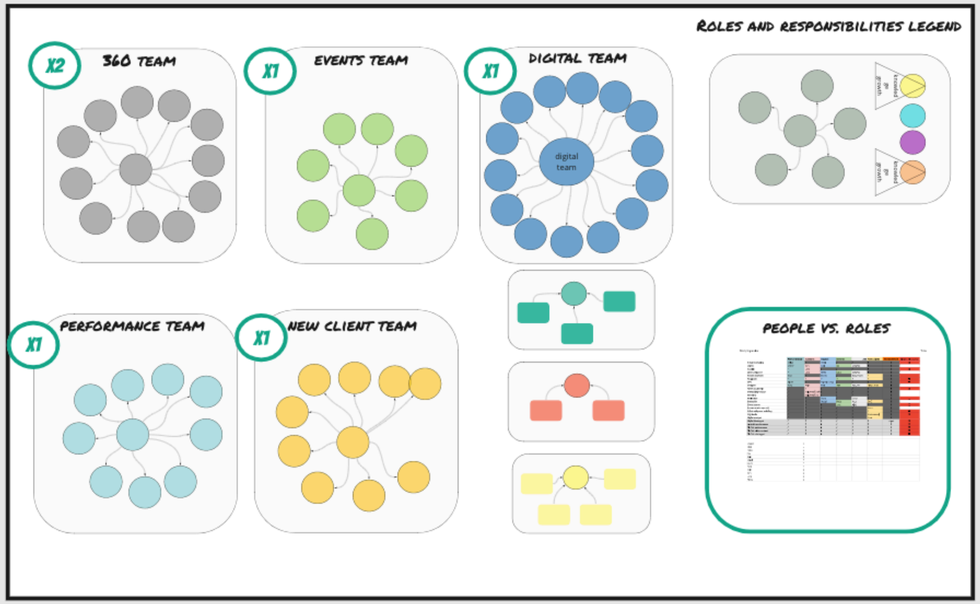
Company redesign | Organisation design canvas

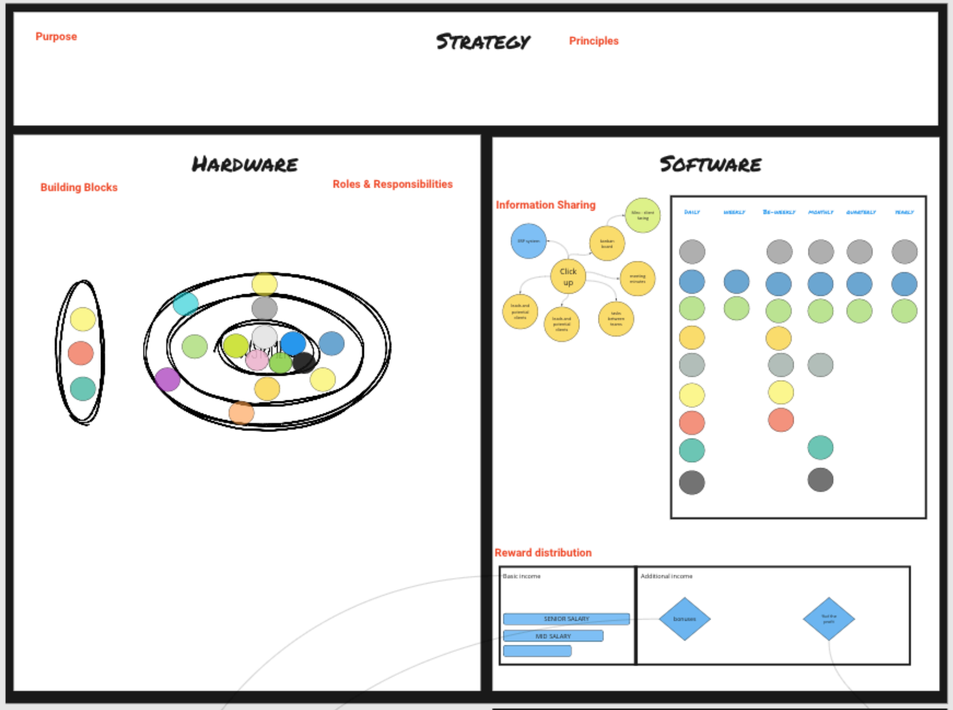
agile organisation

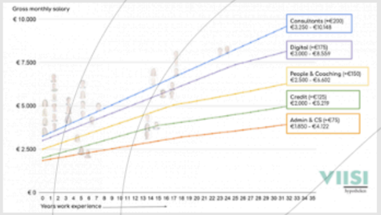
principles



- We deliver value to our customers & offer them what they need.
- Our team is aligned around a common purpose - happy customers.
- We respect all departments and have autonomy.
- We all want to be accountable & grow on a daily basis.
- Our goal is to reach our tagret goals and have happy customers at the same time.
- We test our assumptions, rely on feedback and improve constantly.







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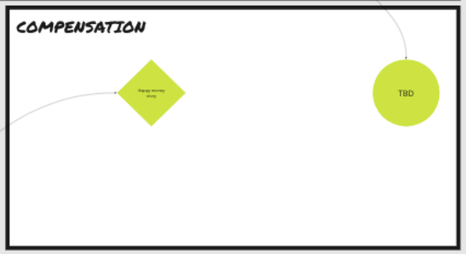
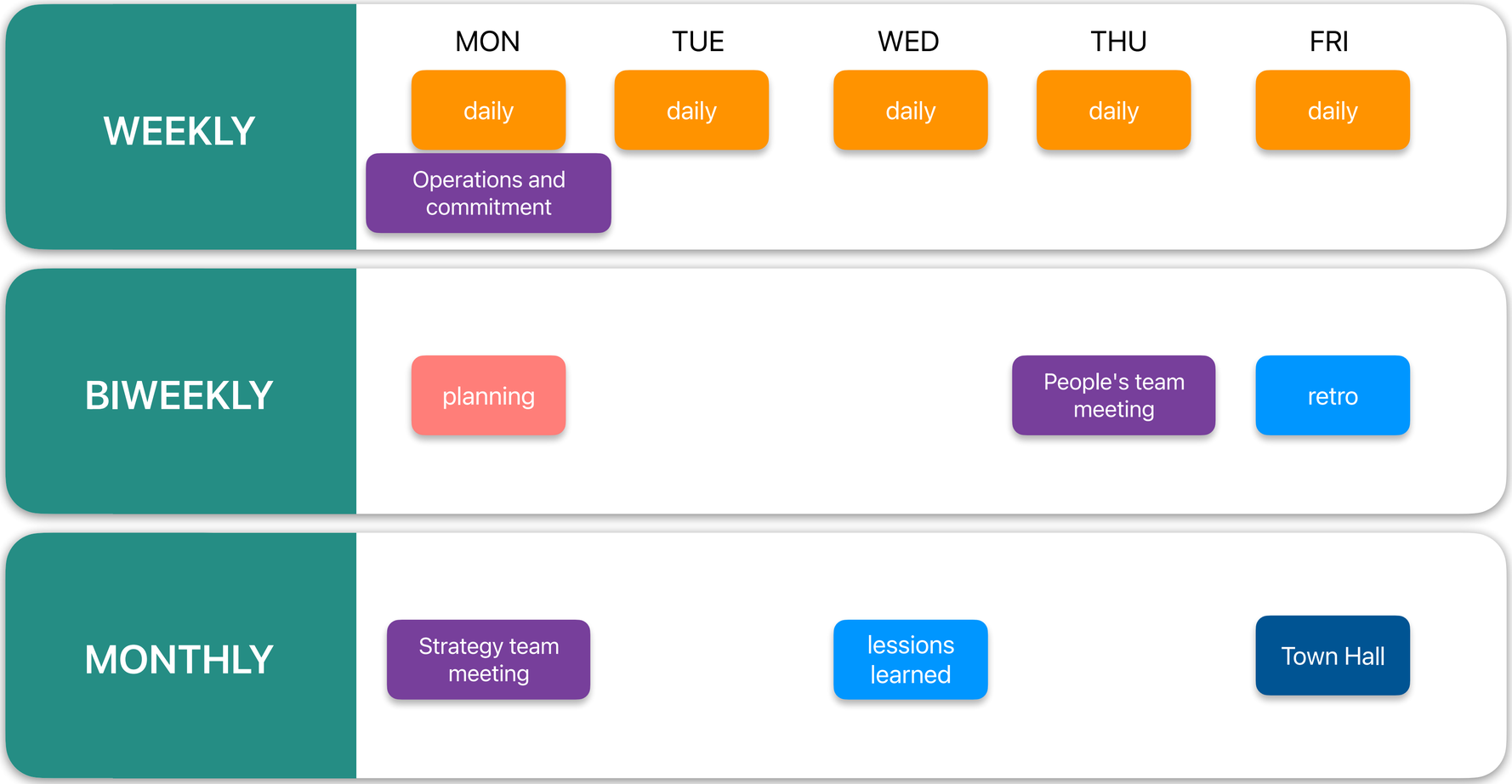


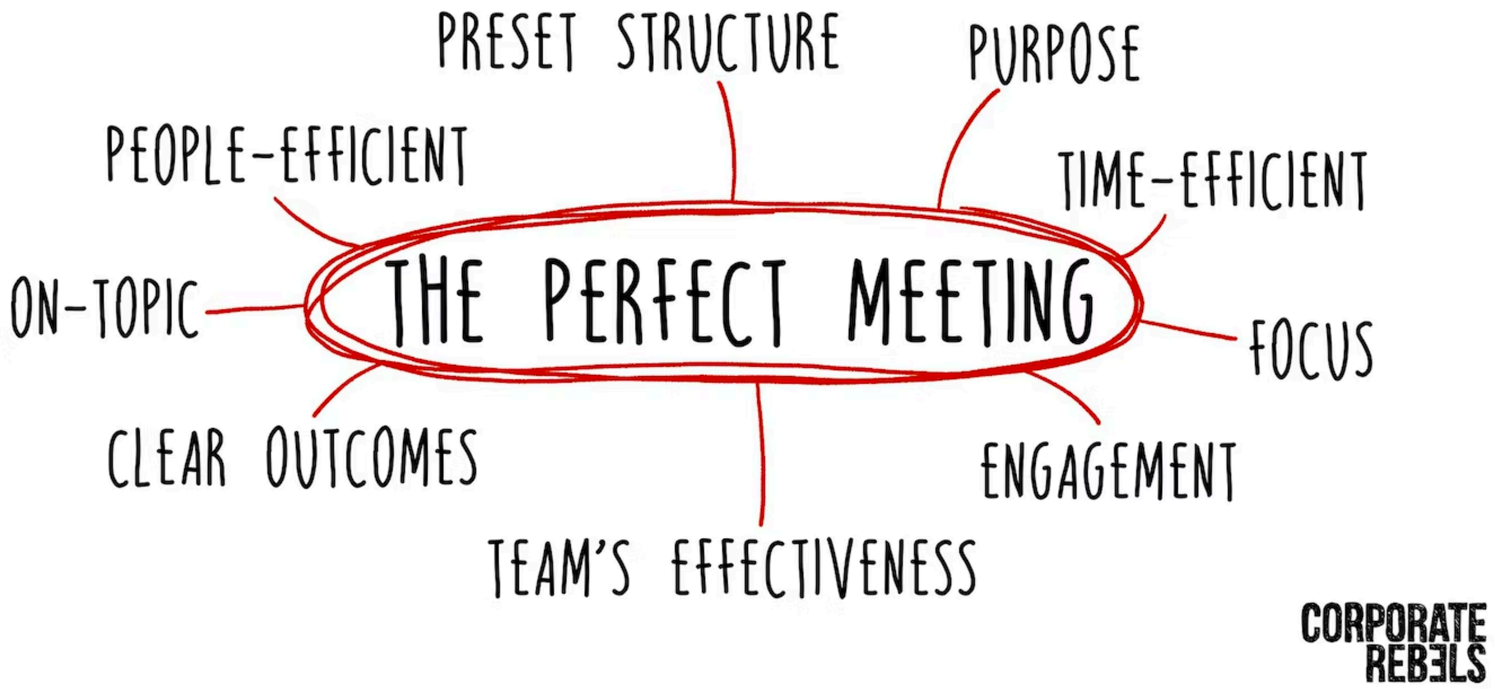
bold.group

Company redesign | Organisation design canvas

business rhythm



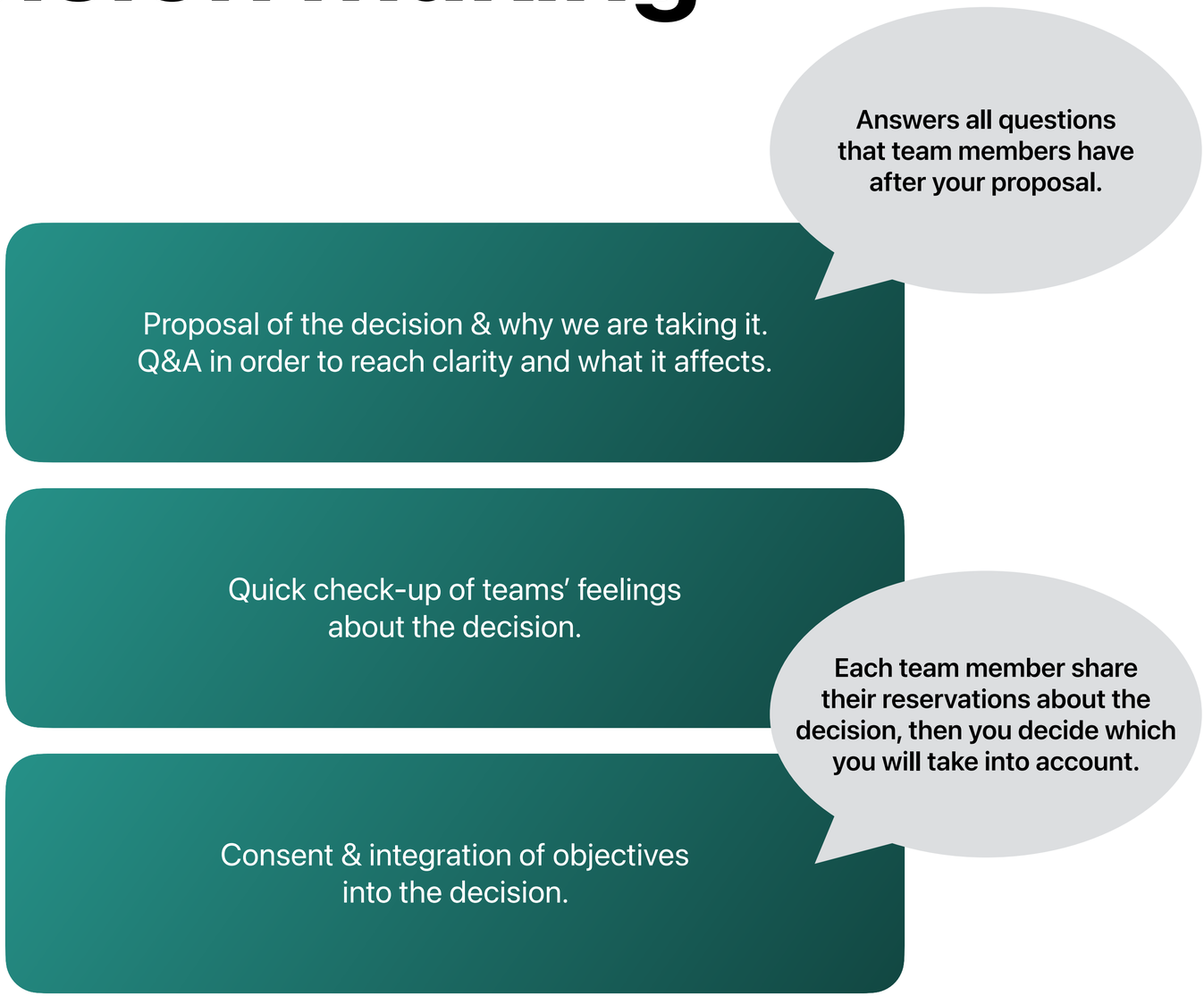
meetings



So, to run an effective meeting, you should:

- First, ask yourself, “Is this meeting necessary?”
- Think about “why”, “who”, “when” and “where” – and be clear about it towards the attendees.
- Use a preset meeting structure.
- Think about who should facilitate the meeting and how to decide this.
- Think about how you can cultivate psychological safety.

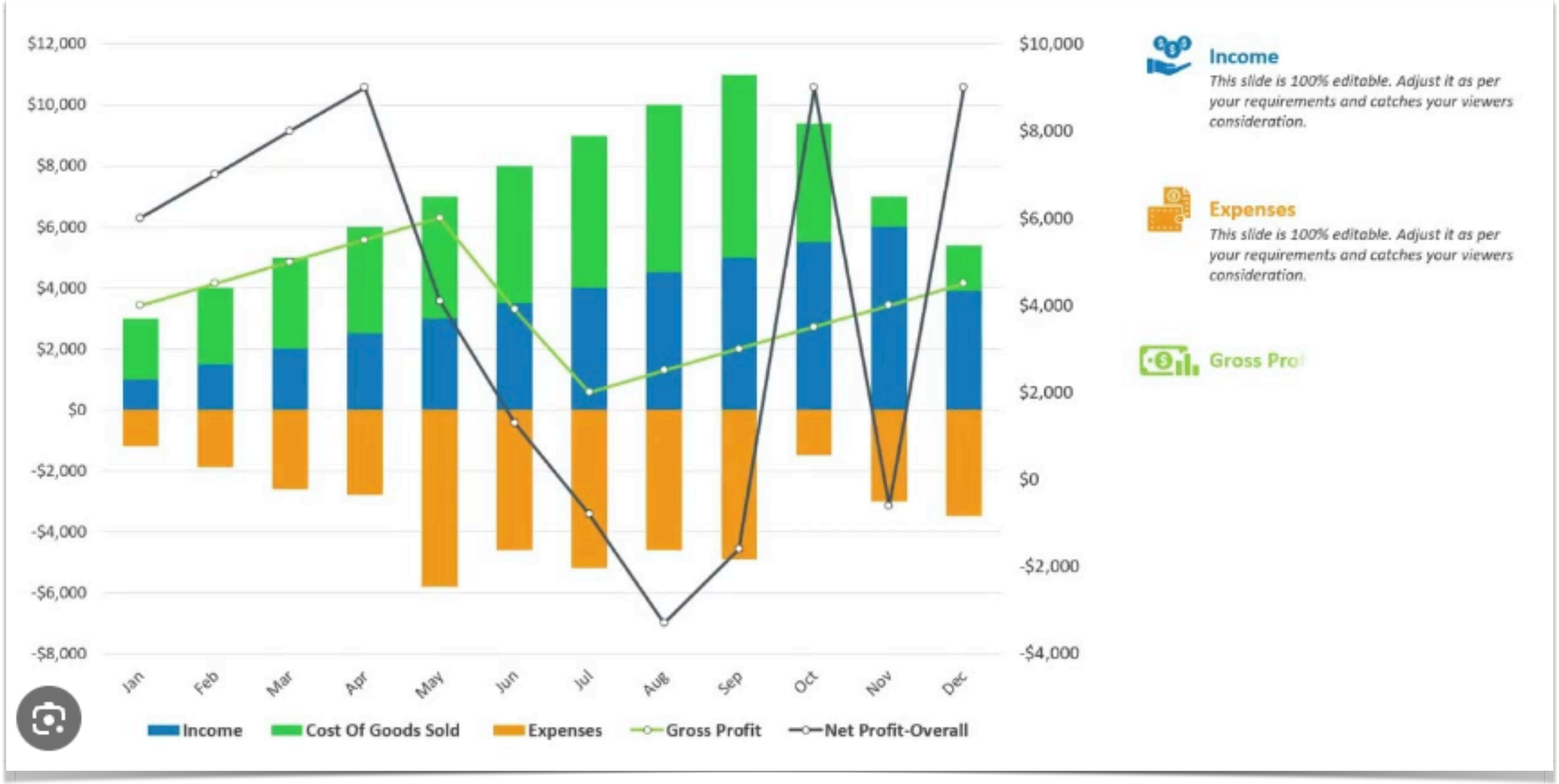
decision making



Accountability:

- after the decision is made the decision-maker follows through by communicating and measuring the results of the decision.

P&L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Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Income
Cost Of Goods Sold
Expenses
Gross Profit
Net Profit-Overall
Income
This slide is 100% editable. Adjust it as per your requirements and catches your viewers consideration.
Expenses
This slide is 100% editable. Adjust it as per your requirements and catches your viewers consideration.
Gross Pro

planning

CLIENT BRIEF X

PLANS, GOALS & WISHES

Clients plans and/or wishes

Target markets?

TOP 3 most important goals/wishes?

When does the client wishes to achieve these goals?

DECIDER(S) & BUDGET

Who is/are the decider/s?

What is important for the decider?

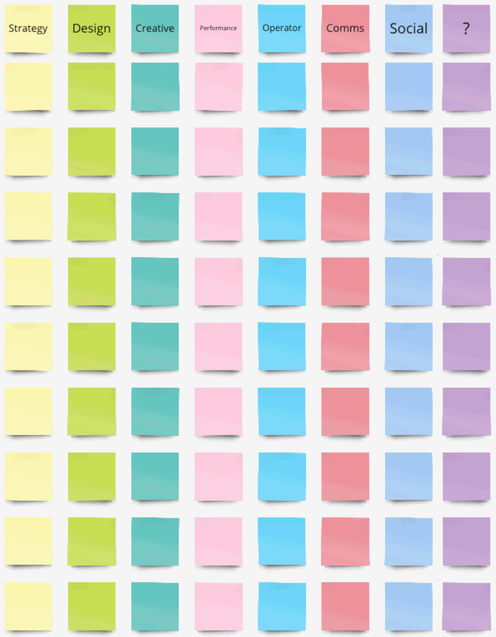
What is the budget?

Is there something that we need to be aware of?

Other notes:

TASK FORCE

DoD:



PRIORITY

MOST IMPORTANT TASKS:

KanBan

WIP LIMIT: X
IN PROGRESS
IN VALIDATION
DONE
NAME
NAME
NAME
NAME
NAME
NAME

team dynamics

Team alignment workshop

Aligned team

An aligned team is a team that aspires to:
- achieve the same vision and purpose,
- understand each others roles and responsibilities,
- understand the goals and priorities,
- understand strengths and weaknesses,
- share the risks,
- approache problems and conflict in an open constructive manner.

Team members&roles

Person 1 - role
Person 2 - role
Person 3 - role
Person 4 - role
Person 5 - role
Person 6 - role
Person 7 - role

Instructions

You will need 30 minutes for this exercise - 5 minutes for each section. Apply "together alone" rule and add voting or choose one facilitator and discuss it using circular meetings technique.

Before starting write down your names and roles in the Team members&roles section.

For each section put a timer for 5 minutes and simply try to answer the questions from the section.

Rules&expected behaviour:
- What behaviour do you expect from your team in order to achieve the team goal?
- Which rules do you have to follow in order to achieve the common goal?

Responsibilities&commitments:
- What activities does your team have to do in order to achieve the goal?
- What responsibilities do you have as a team?
- What can you commit to?

Performance&quality:
- How do you define quality?
- What kind of performance is needed in order to achieve this goal?

Strengths&resources:
- What kind of strengths, skills or resources do we have?
- What helps us in achieving our goal?

Risks&worries:
- What skills, resources do we lack?
- what worries us, where do we see possible problems?

*"Hint!
You can change the sections so that it suits better to your goal or the team!*

30 minutes

Team psychological safety workshop

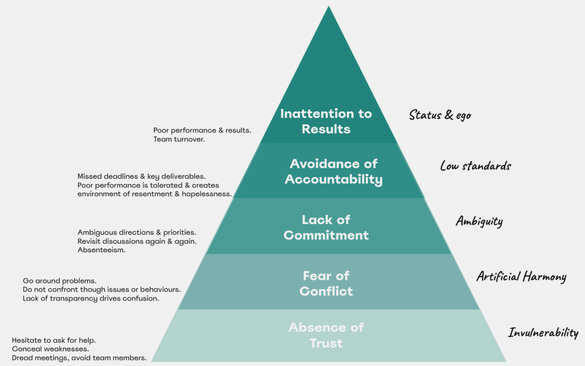
What is psychological safety?

Psychological safety is a shared belief held by members of a team that the team is safe for interpersonal risk taking (A.Edmundson).

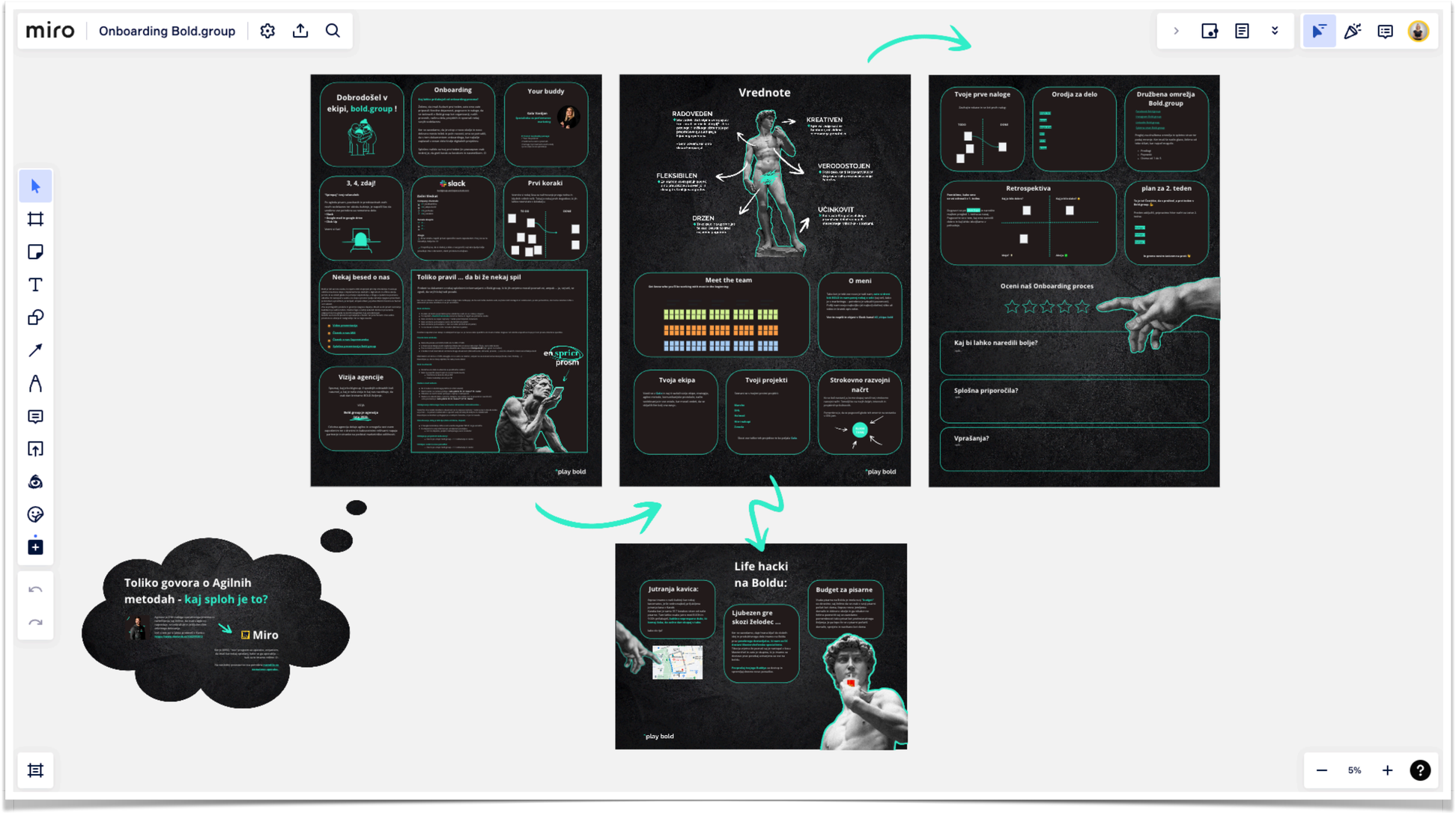
It means that team members can be authentic without the fear of negative social consequences.

Psychological safety is THE foundation for every high performing team!

5 dysfunctions of a team



people & culture



crisis situation

where we start?

Company overview

Organisational culture

Kazalnik predstavlja splošno vzdušje v podjetju.

Social connectedness

Kazalnik predstavlja formalni in neformalni vidik socialne povezanosti.

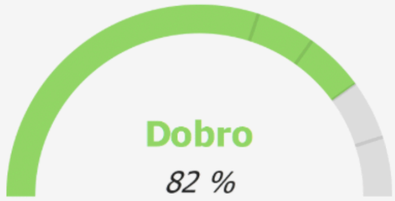
Motivational factors

Kazalnik predstavlja skladnost s predvideno strukturo motivacijskih dejavnikov.

Autonomy

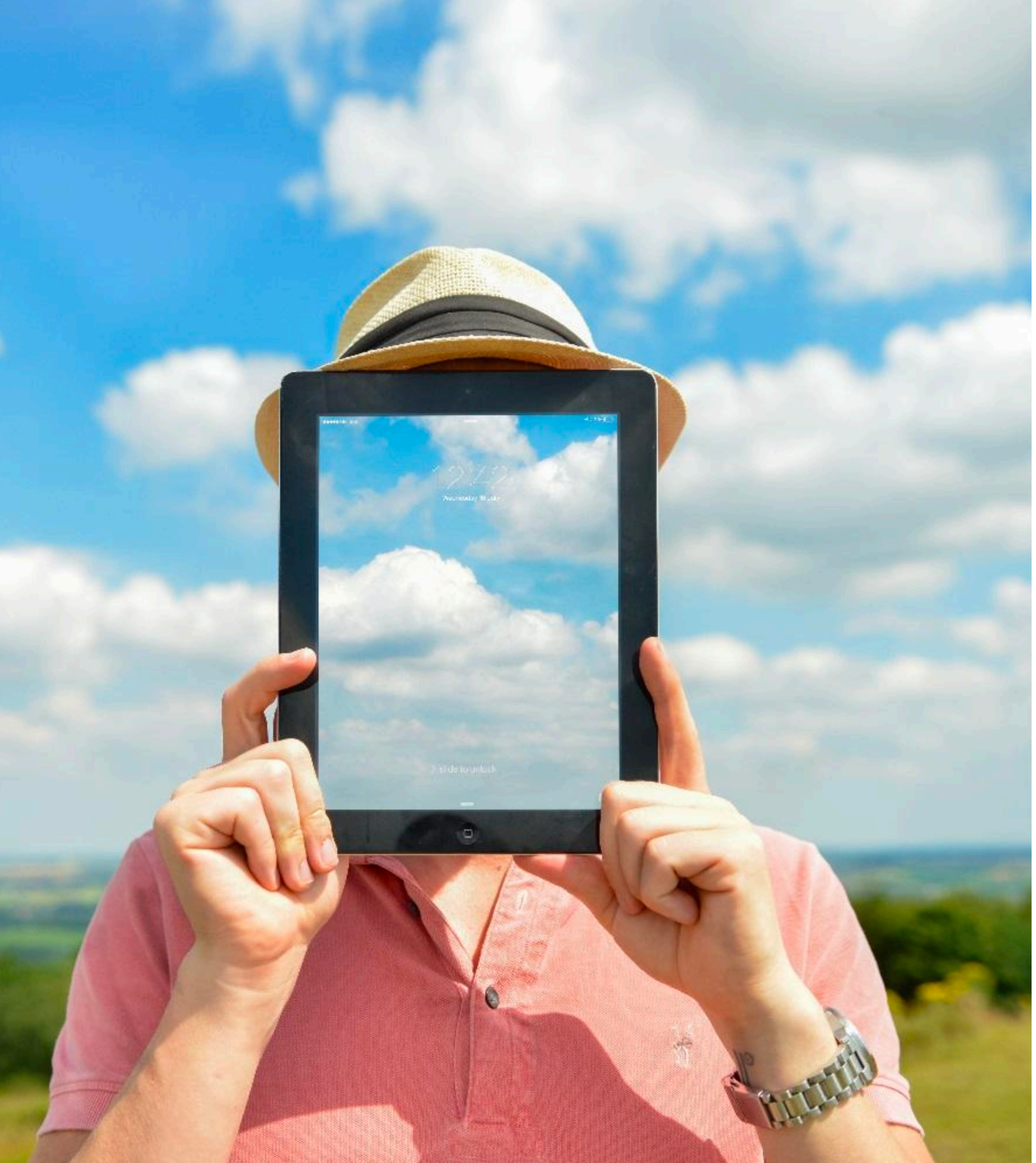
Kazalnik kaže svobodo, ki jo zaposleni občutijo pri delu.

Psychological safety



Kazalnik kaže možnost, da zaposleni izražajo svoj pristni jaz brez negativnih posledic.

Diagnostics

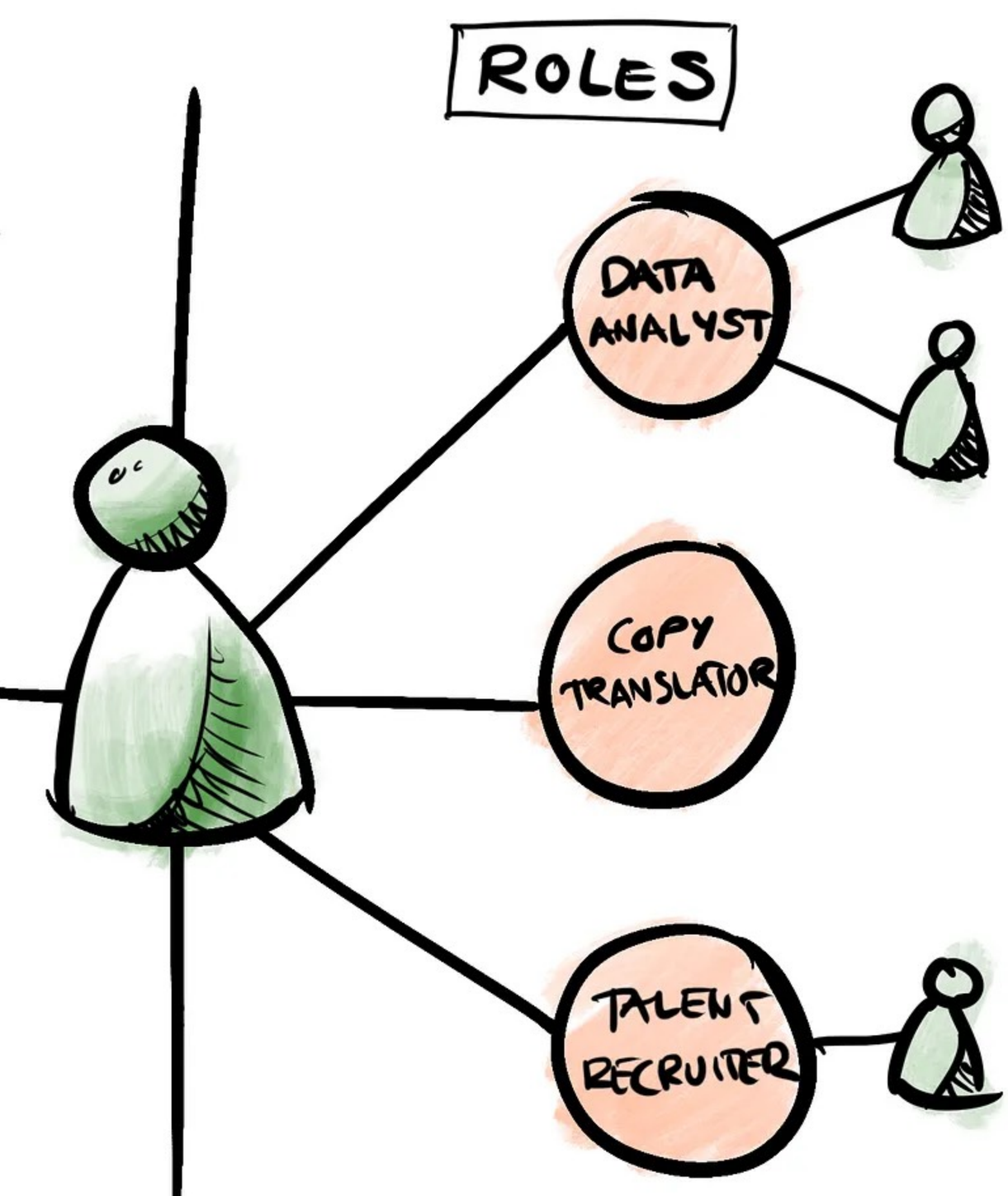


transparency

feedback & conflict resolutions

measurable goal

volunteers

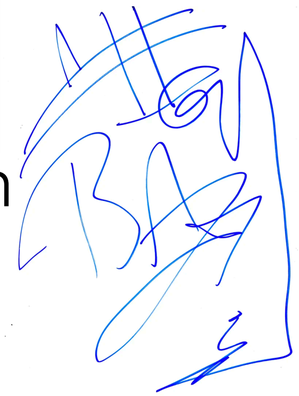


role-based leadership

consistency

Don't waste your time on jealousy. Sometimes you're ahead, sometimes you're behind. The race is long, and in the end, it's only with yourself

Baz Luhrmann



Thanks.

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