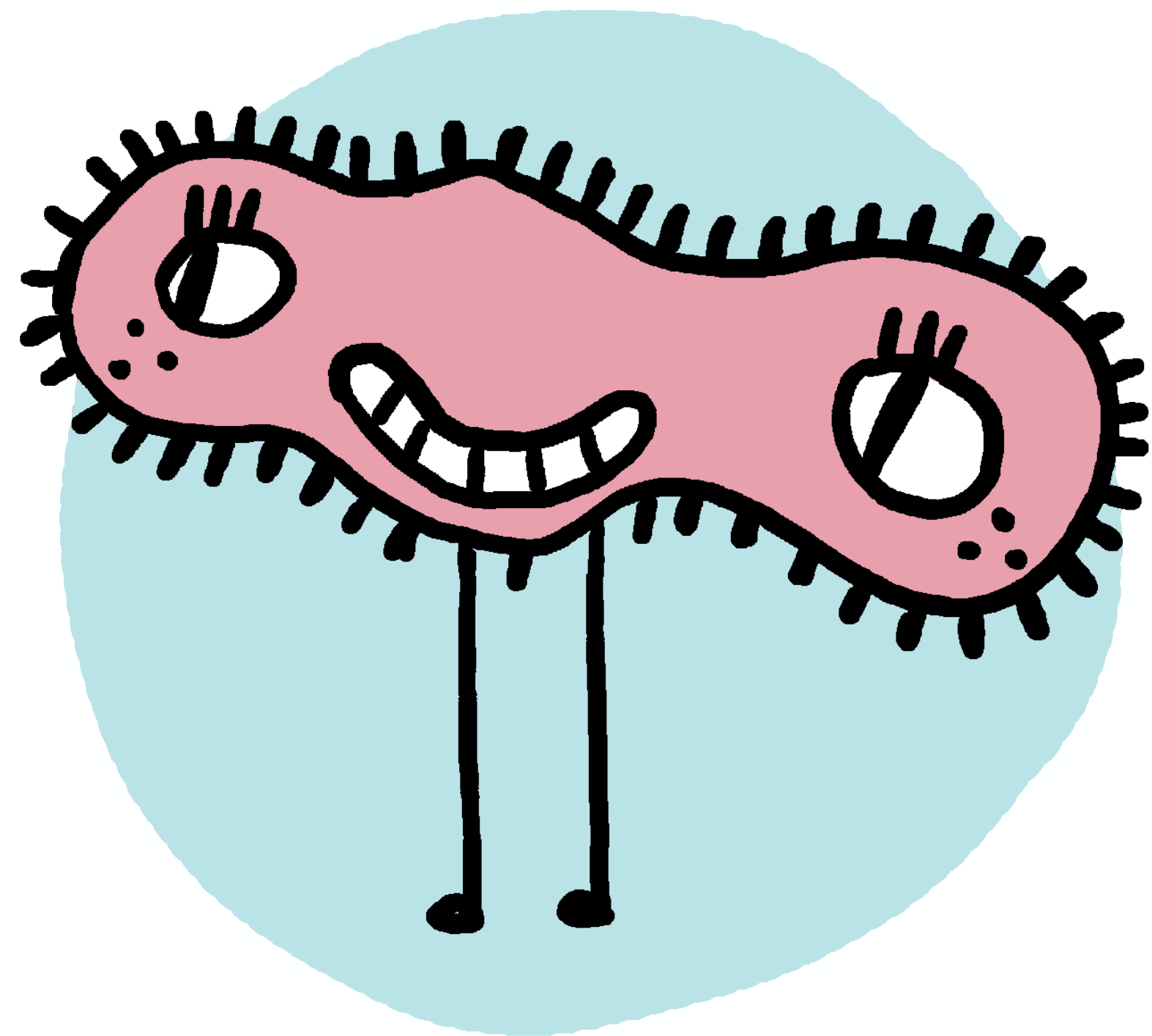


Why You Should Not Start an Agile Transformation

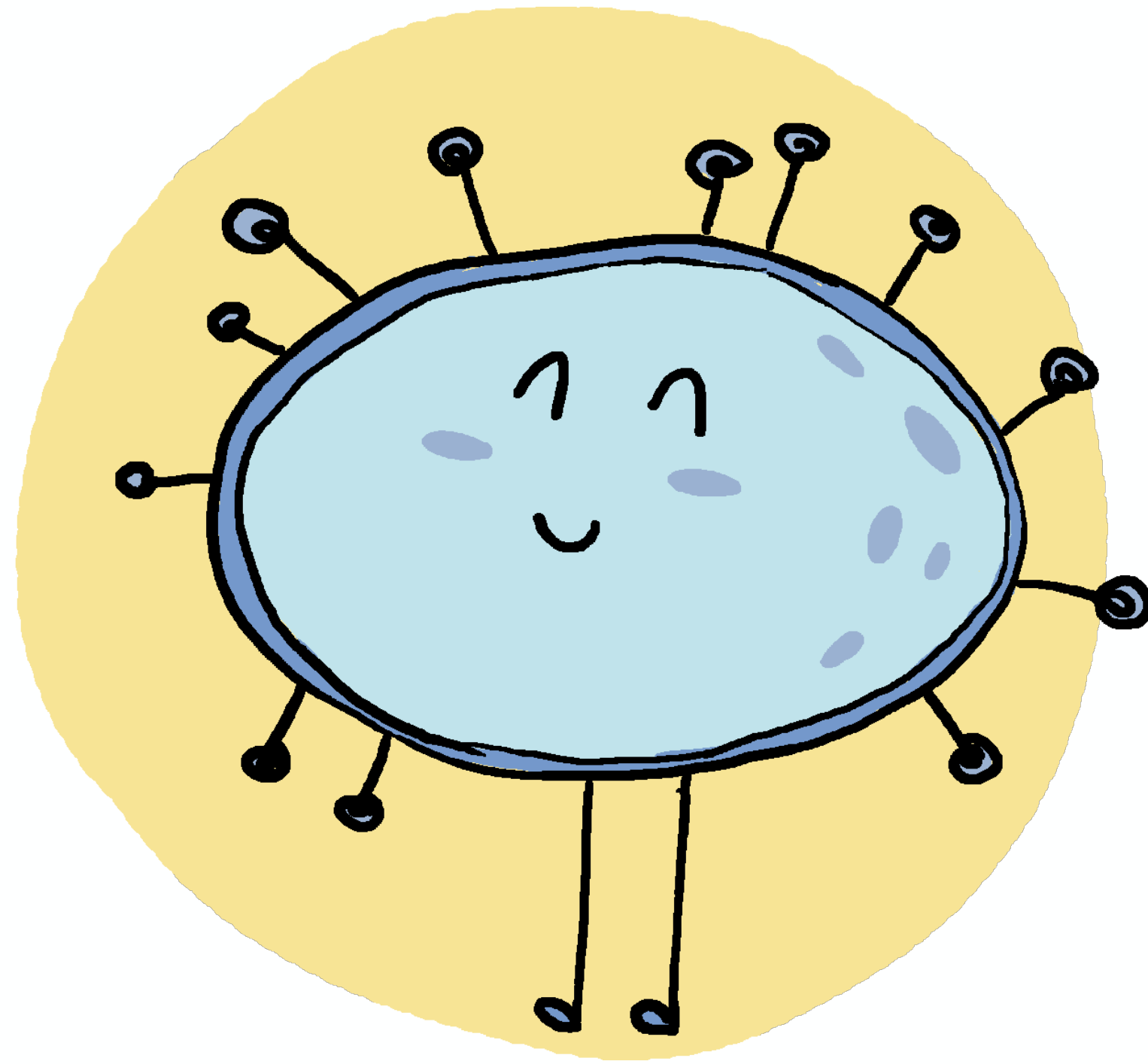
Anton Zotin
#agileism



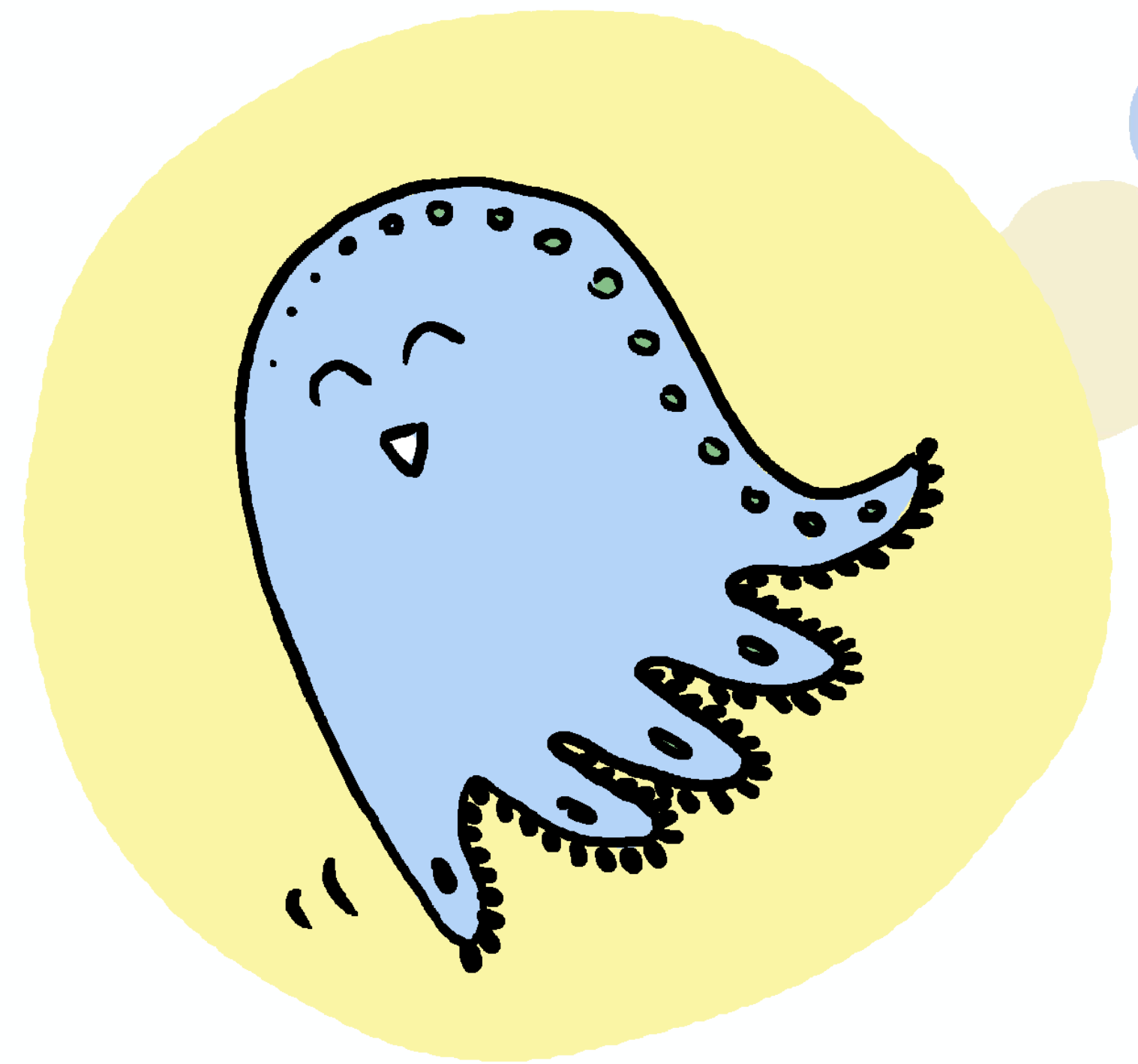
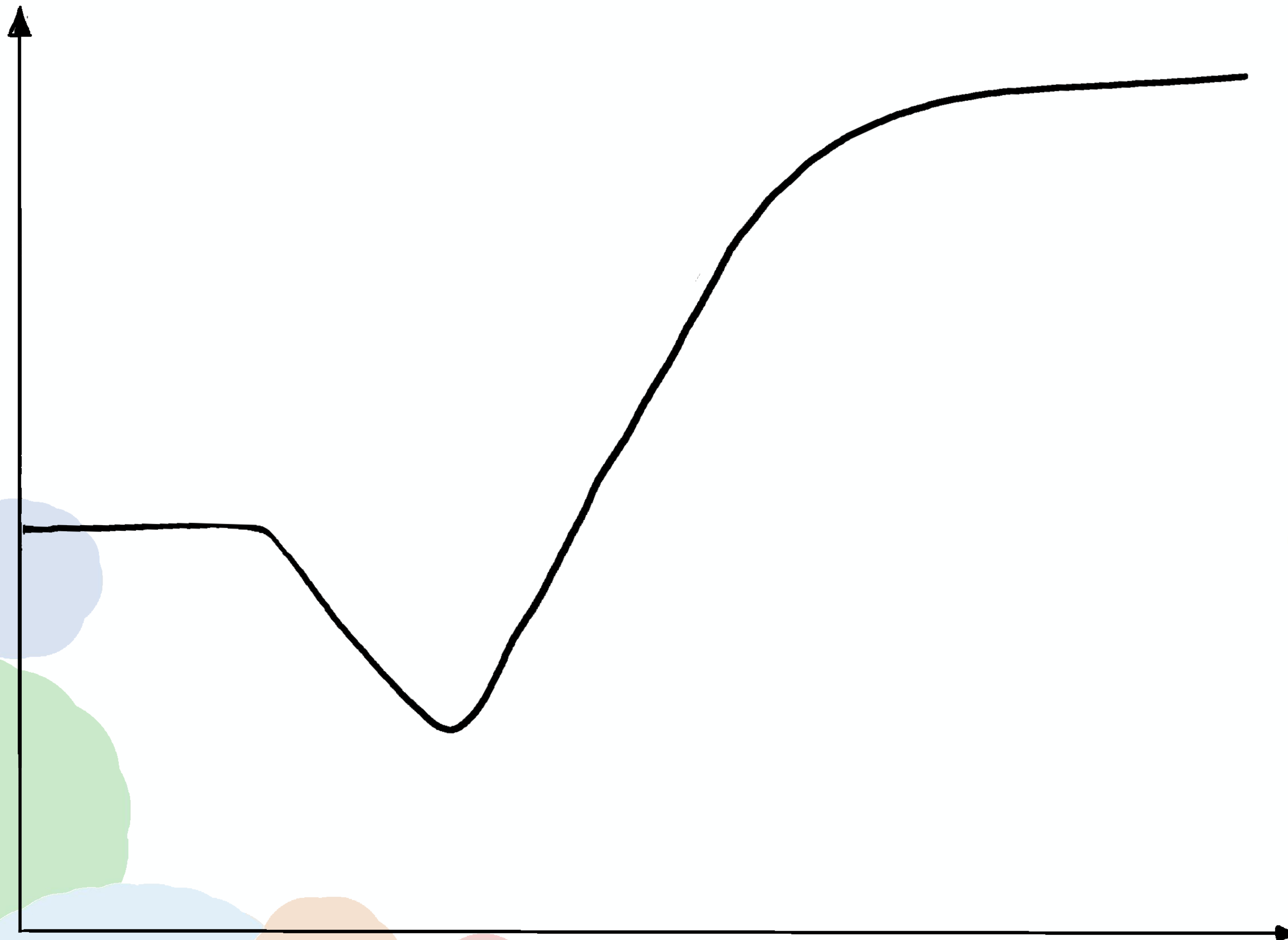
About myself



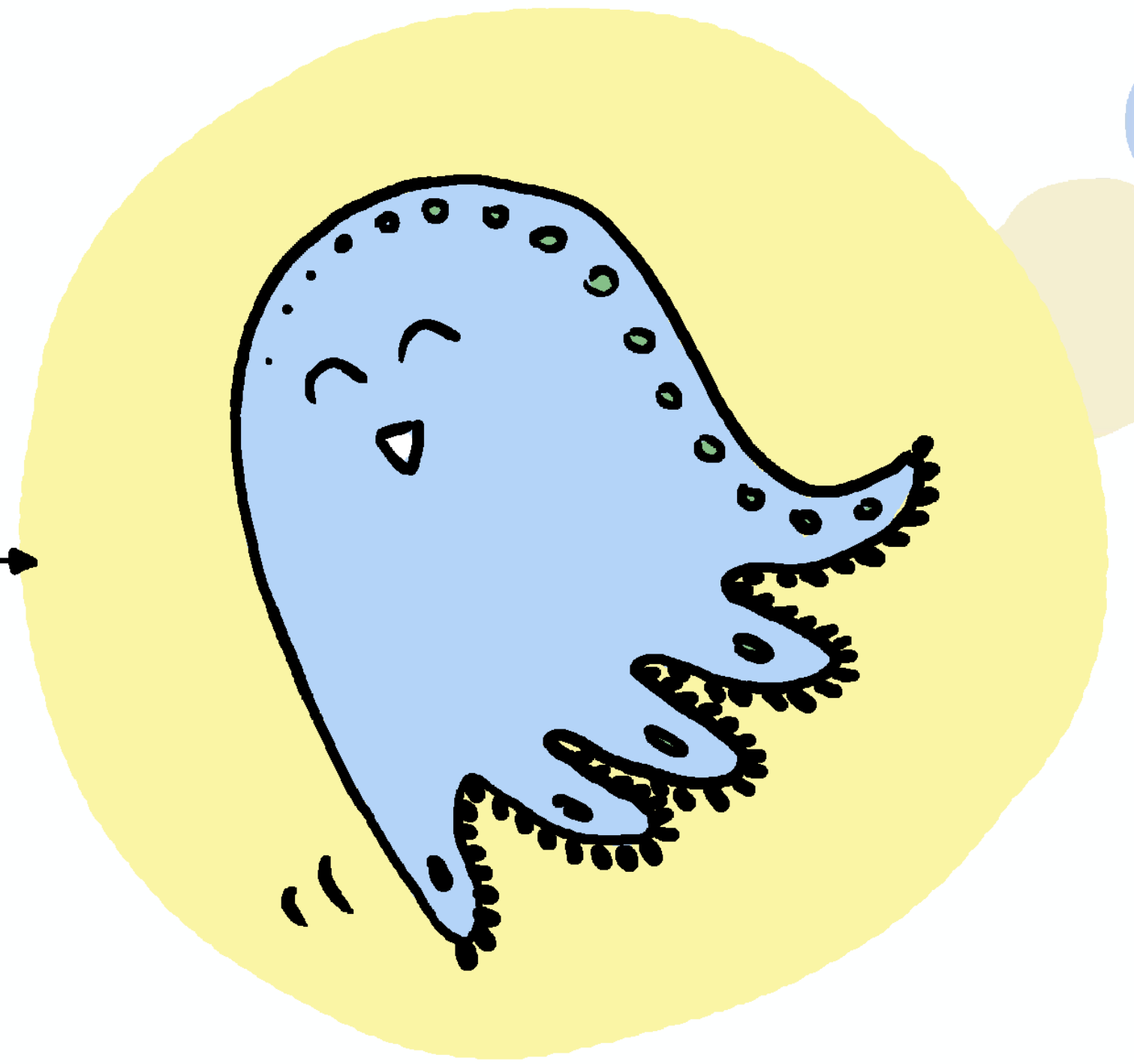
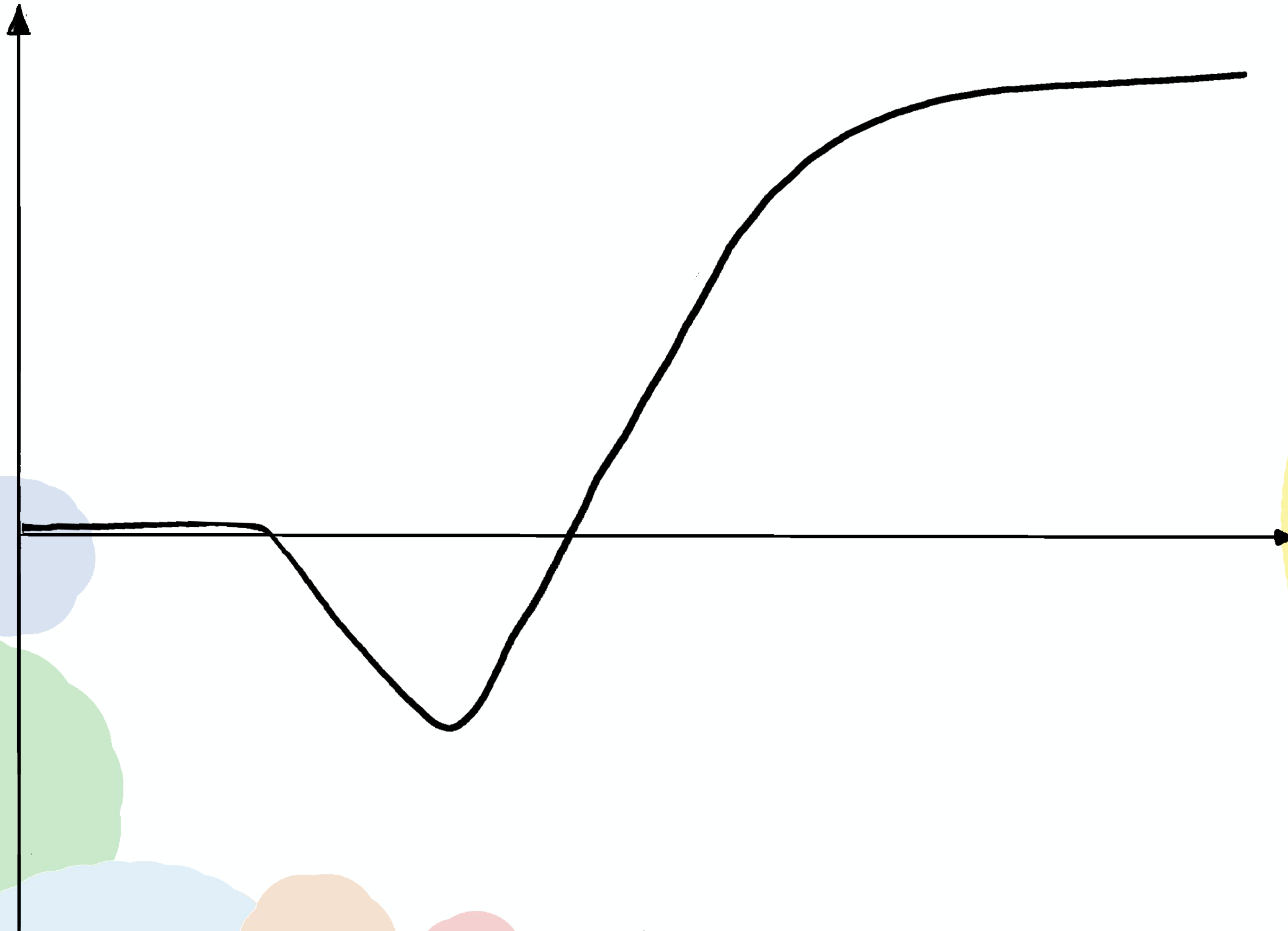
For whom?



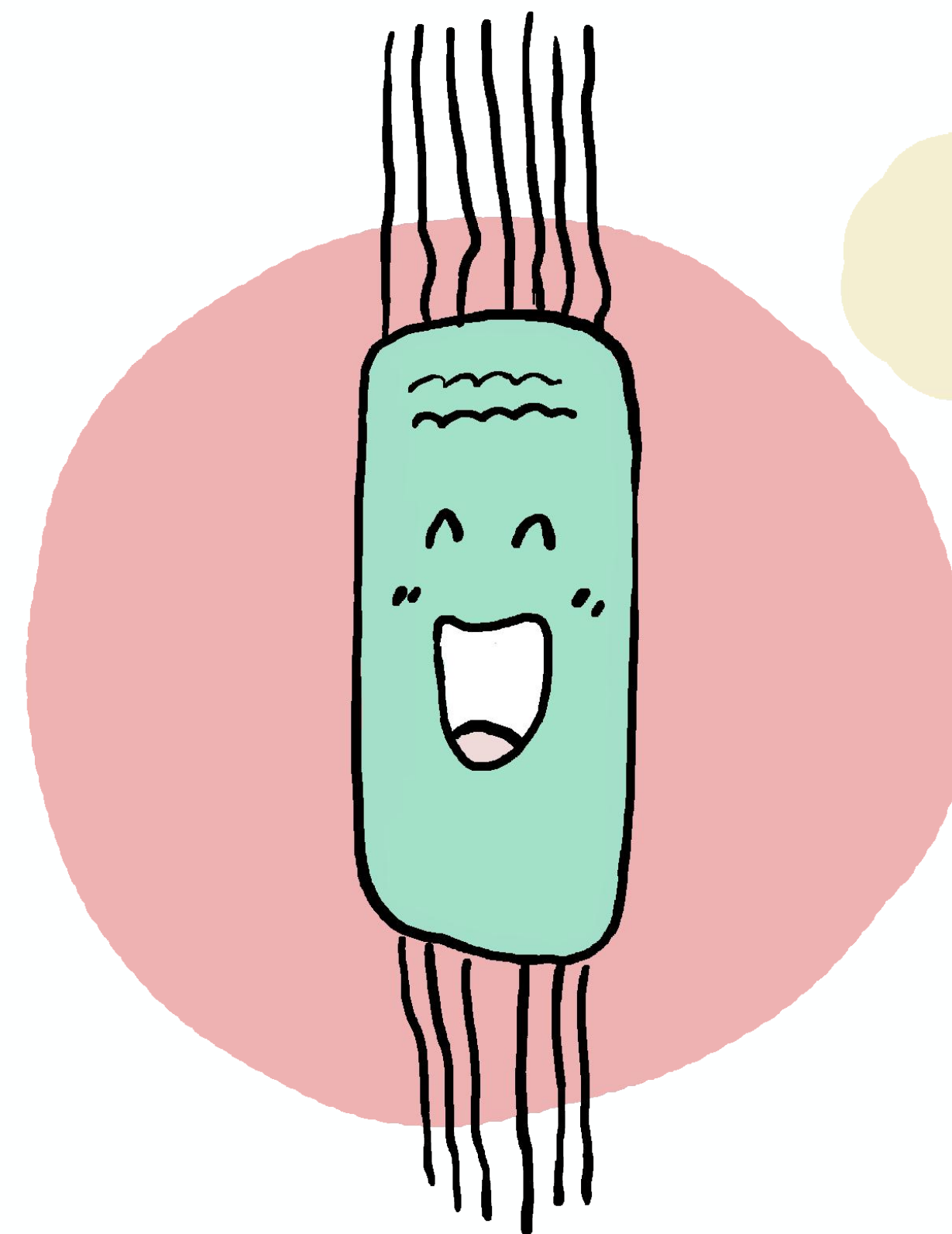
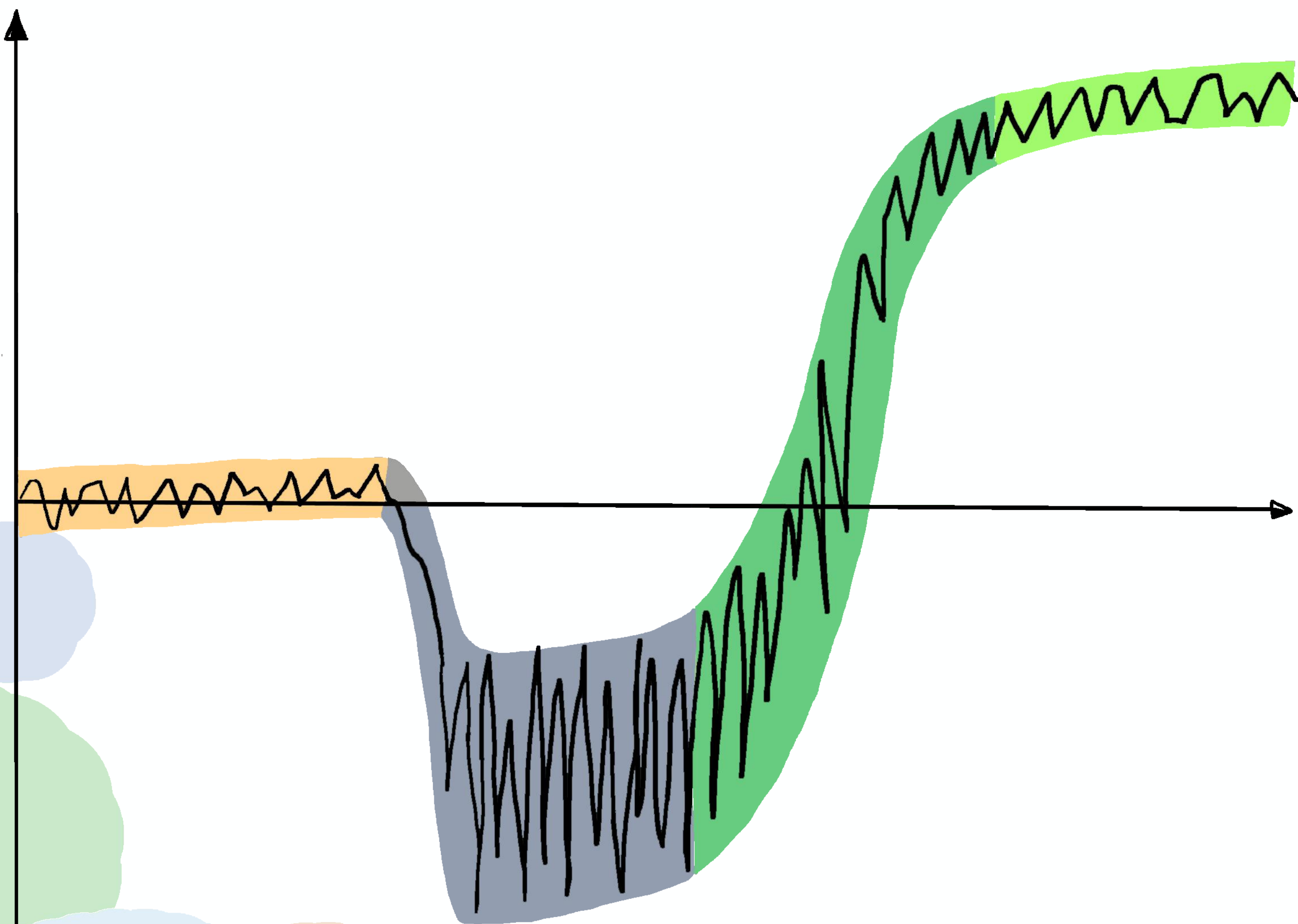
Typical promise



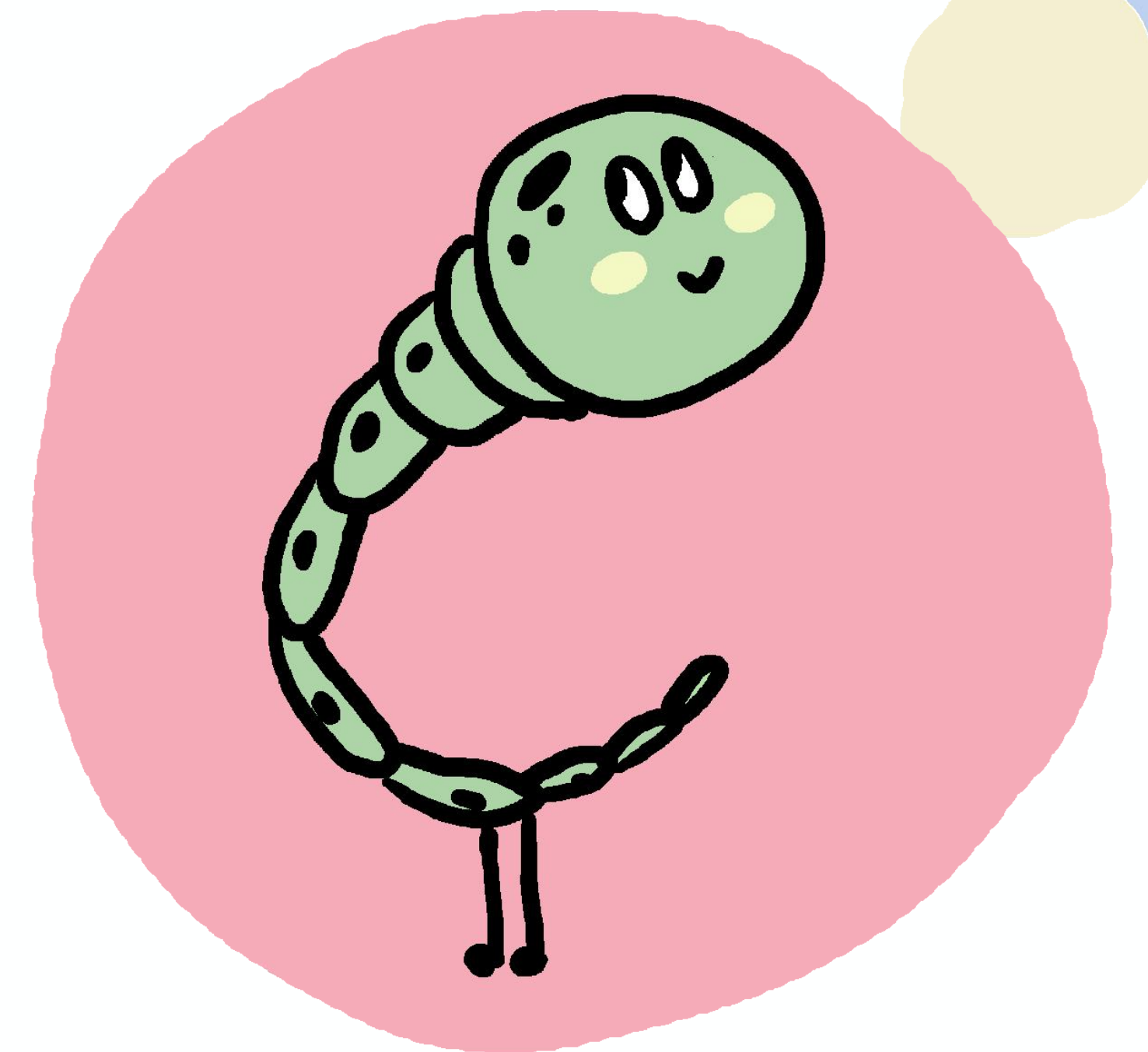
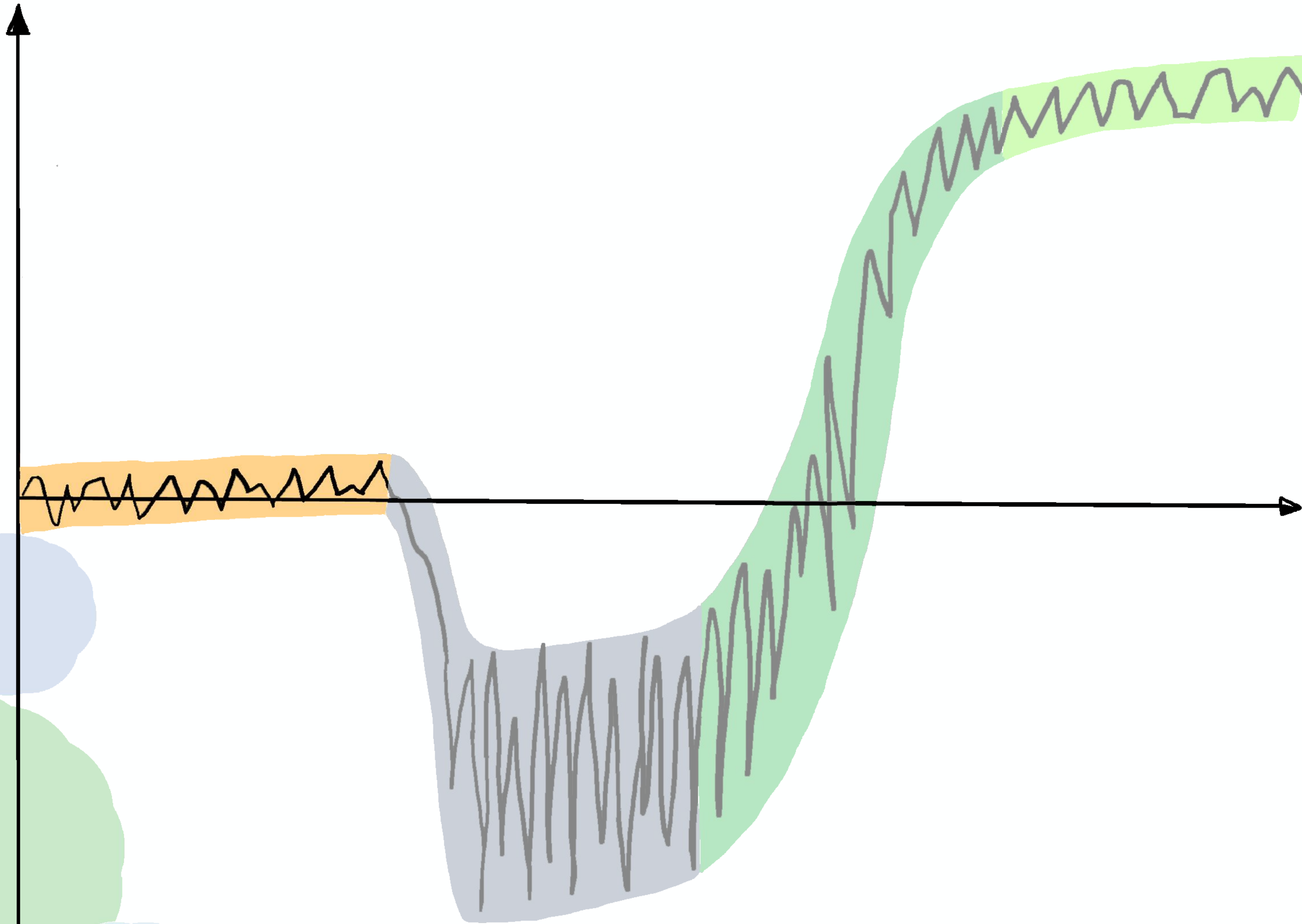
Closer to reality



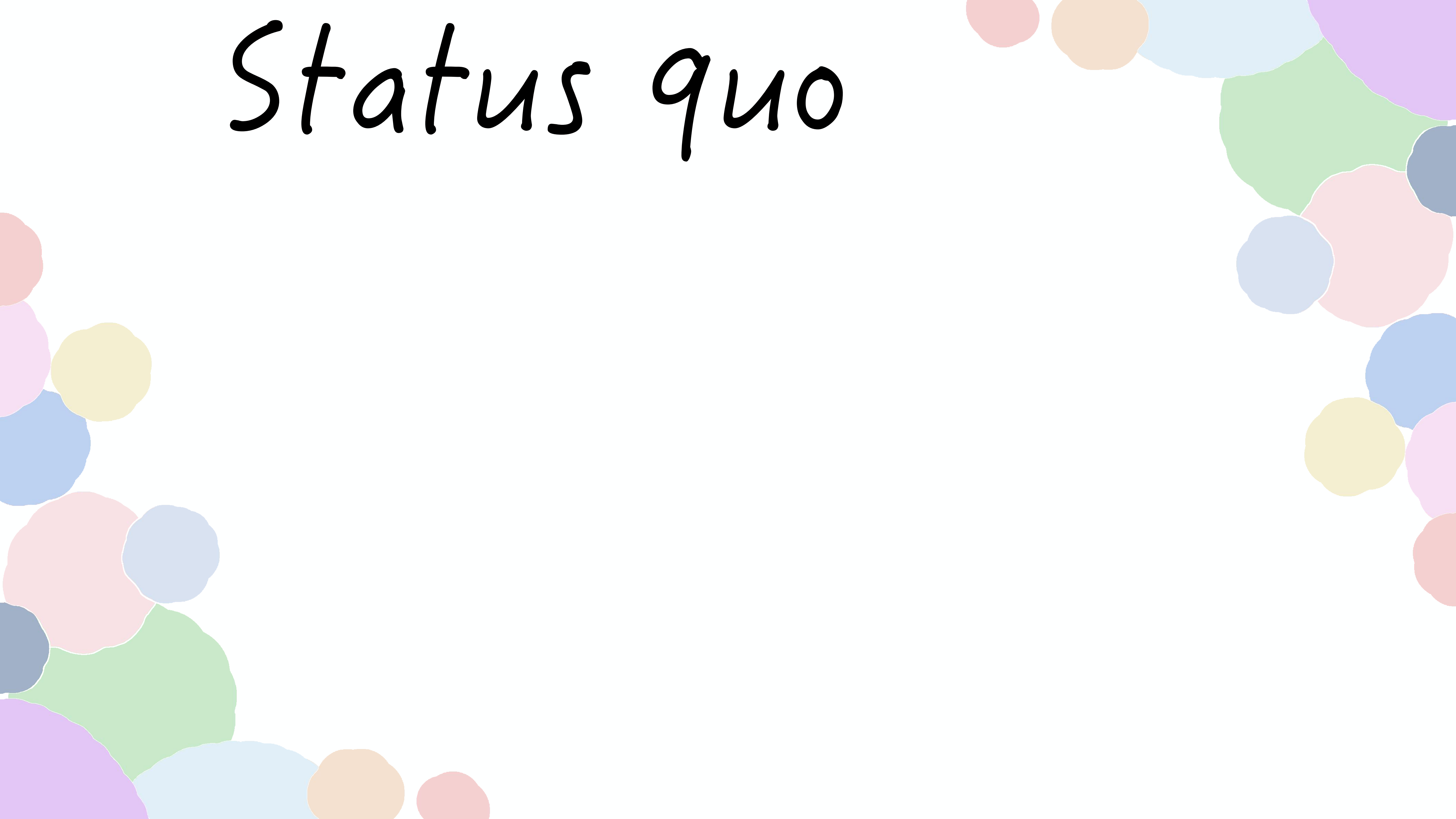
Reality



Status quo

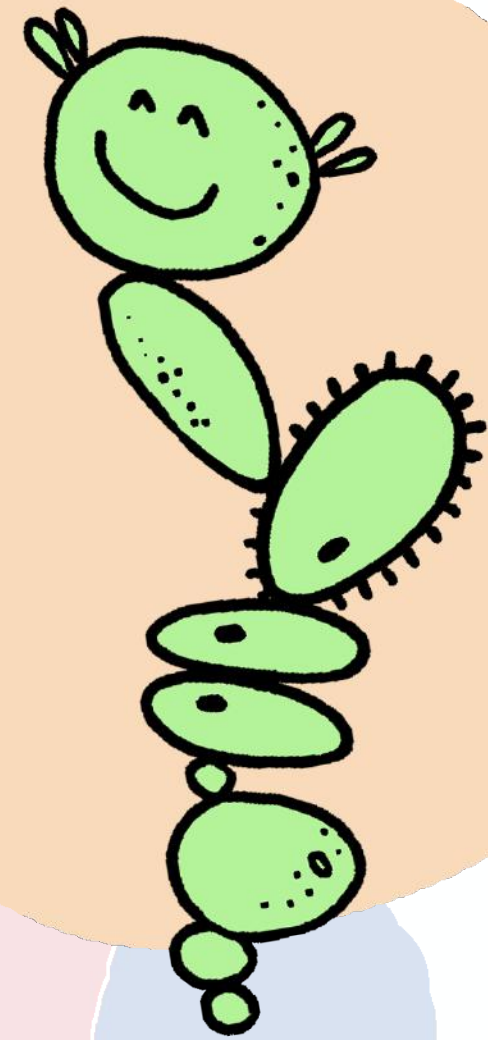


Status quo



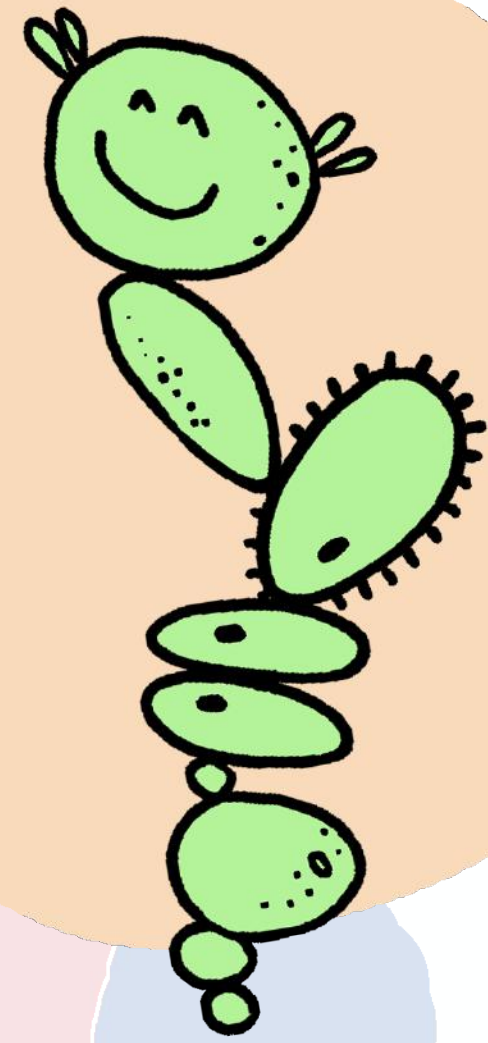
Status quo

stable



Status quo

stable

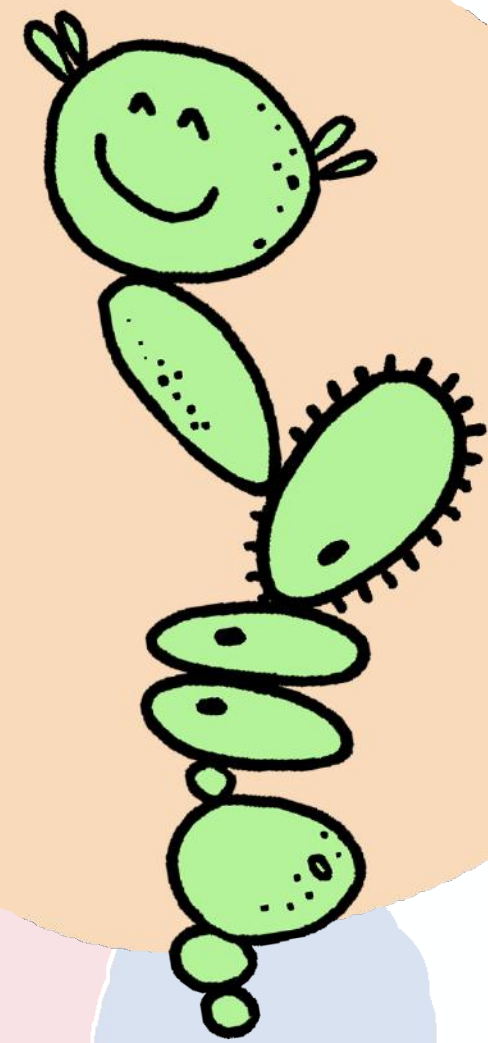


for a long time

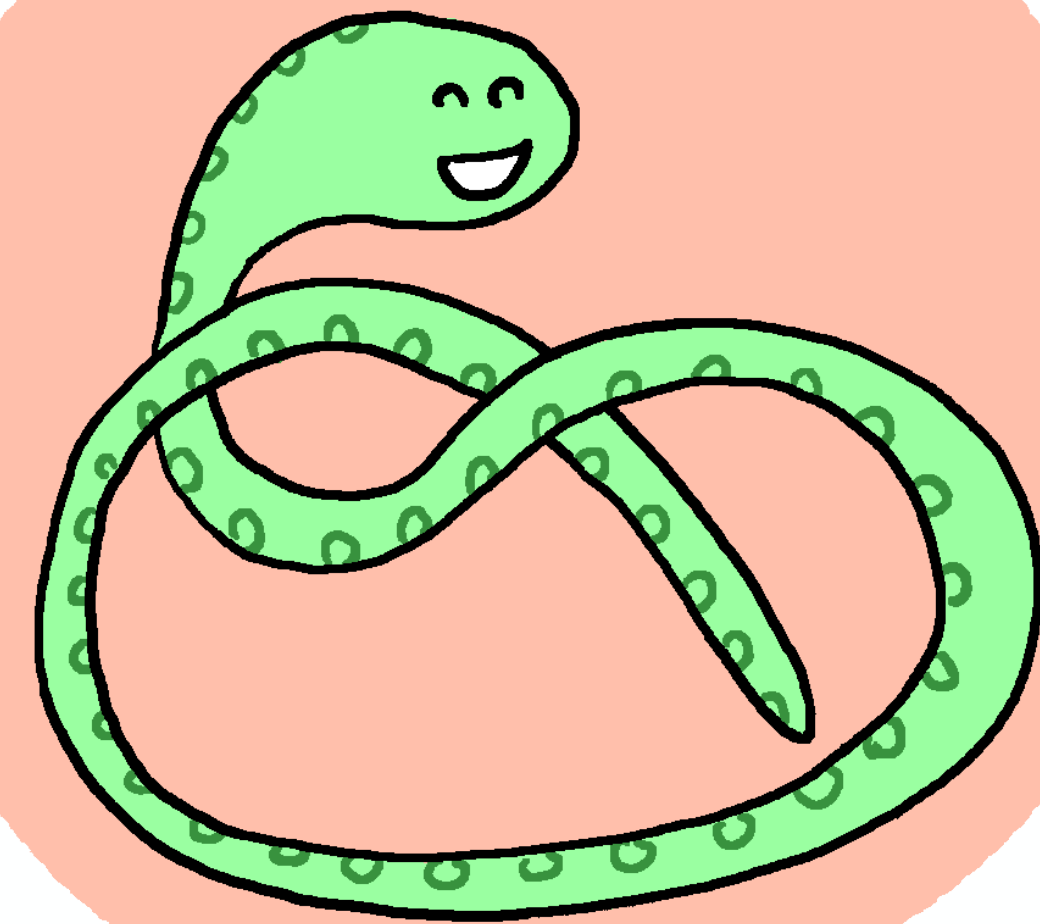
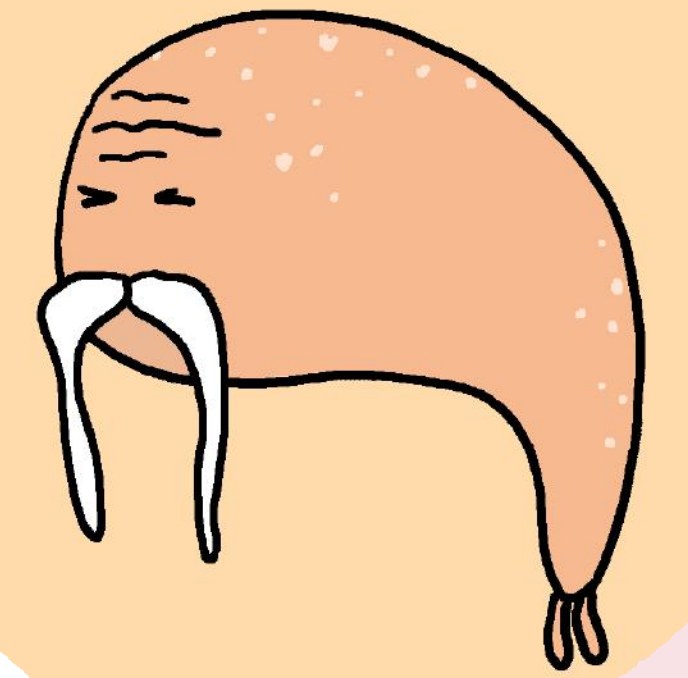


Status quo

stable



for a long time



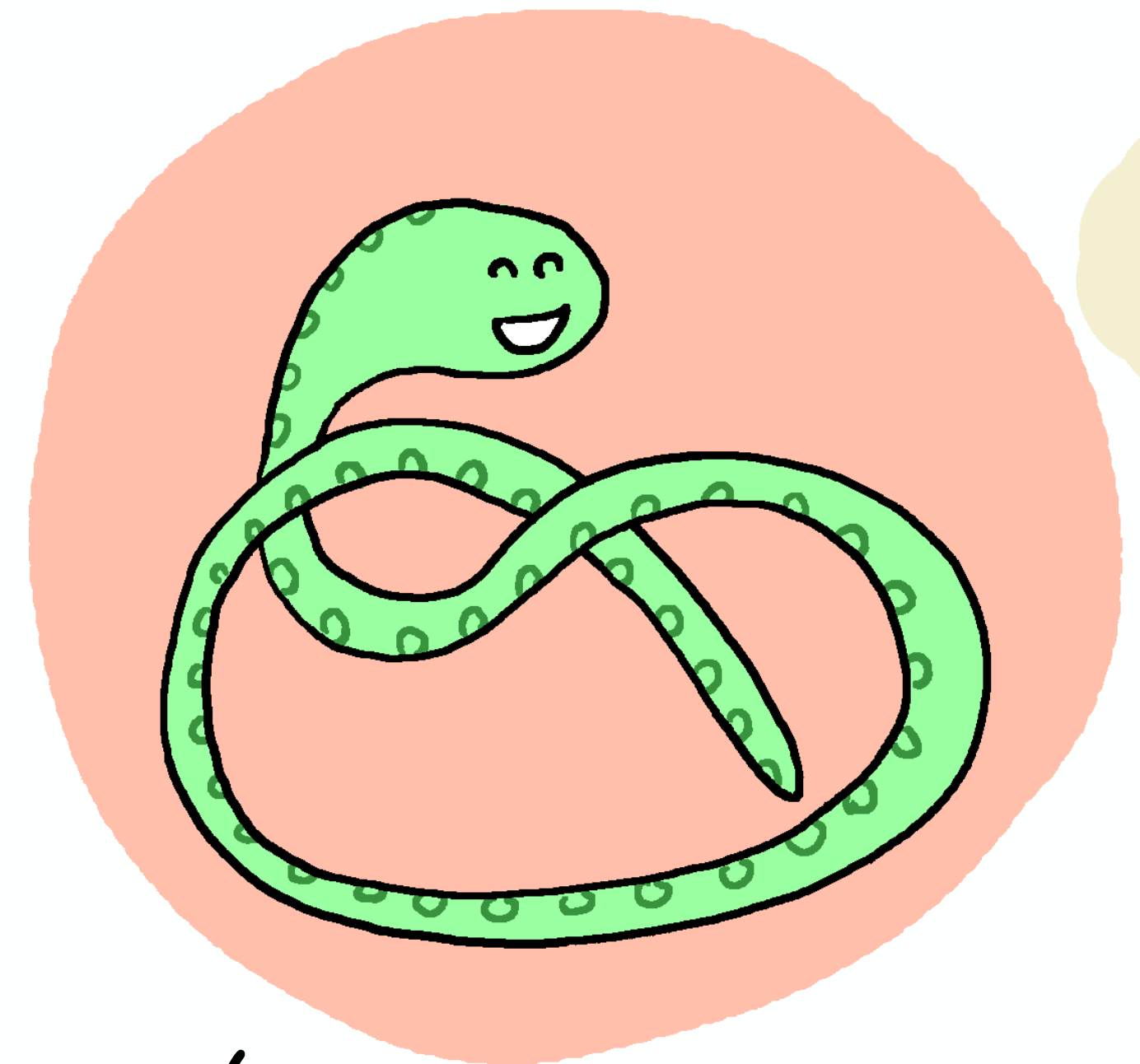
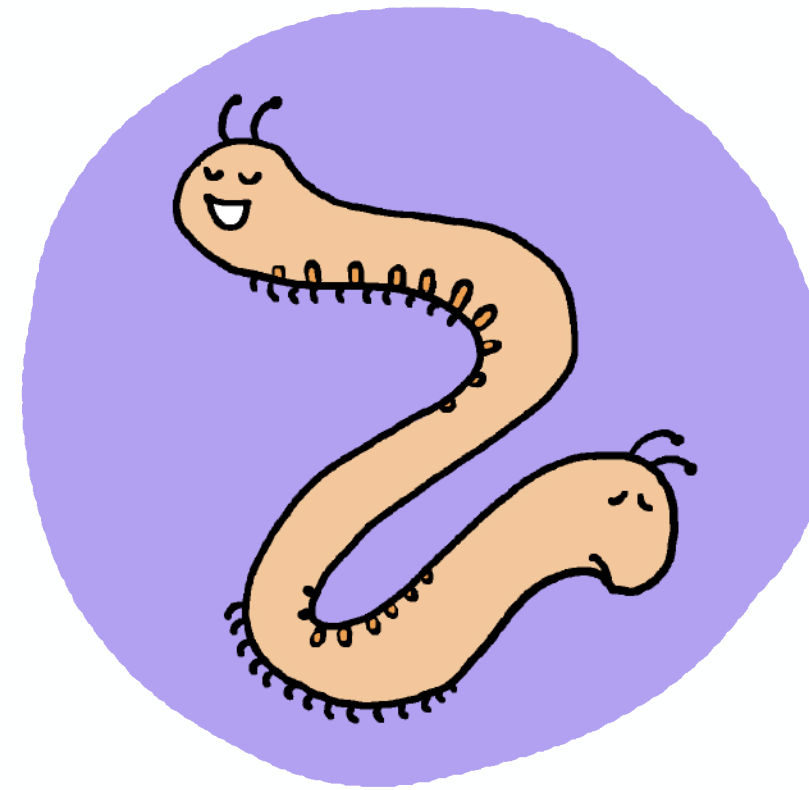
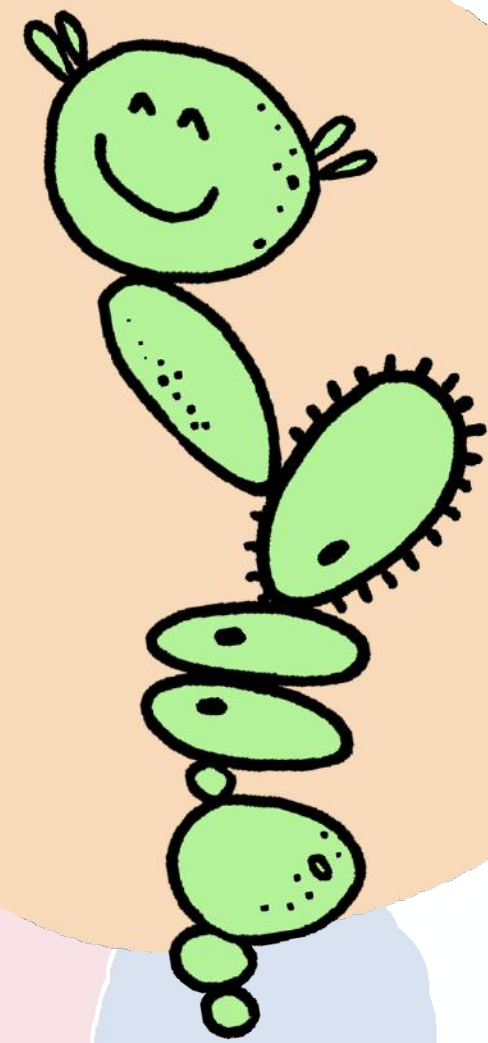
know 'what/how to do'

Status quo

for a long time

stable

different parts of the system
pay different prices



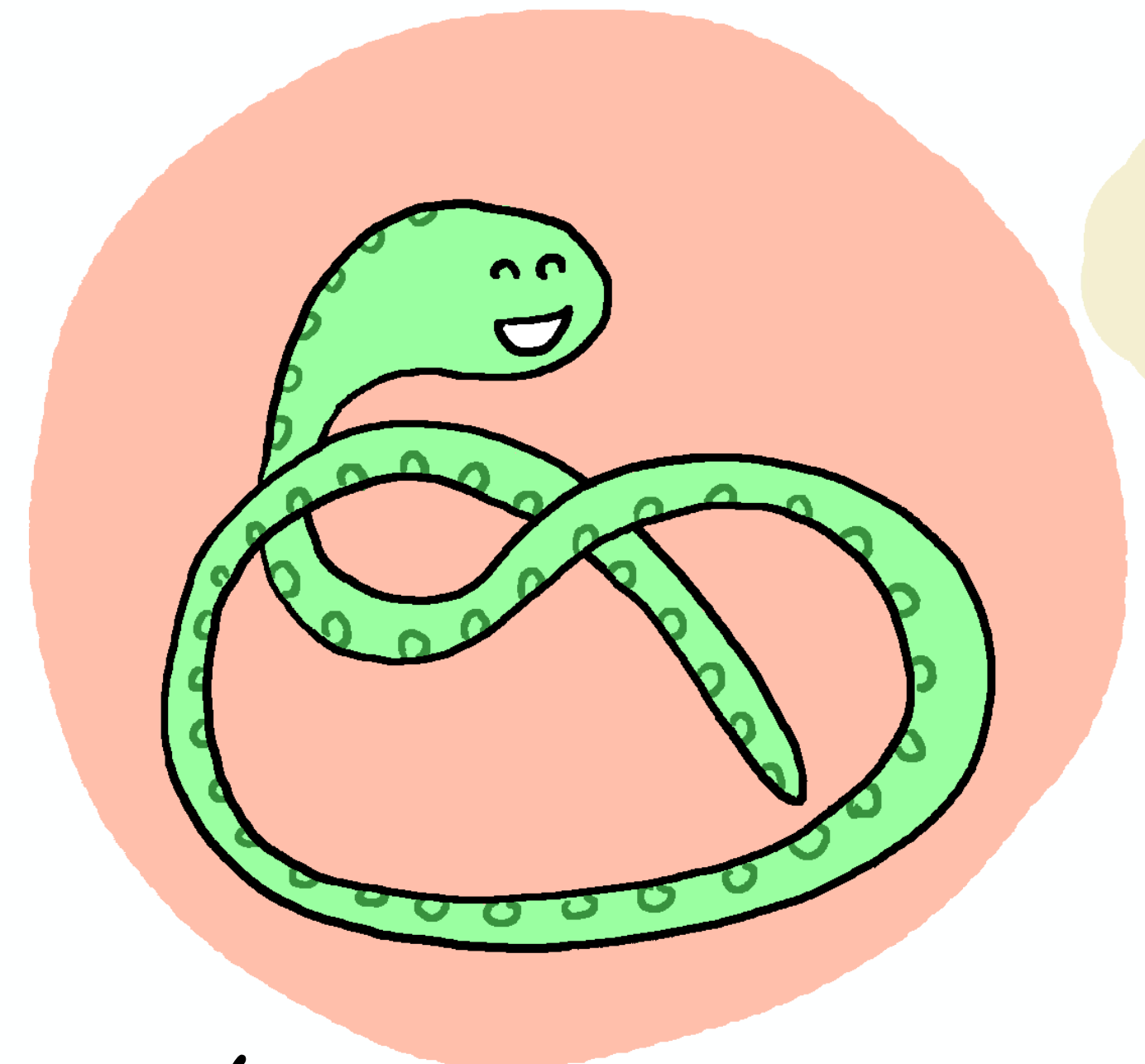
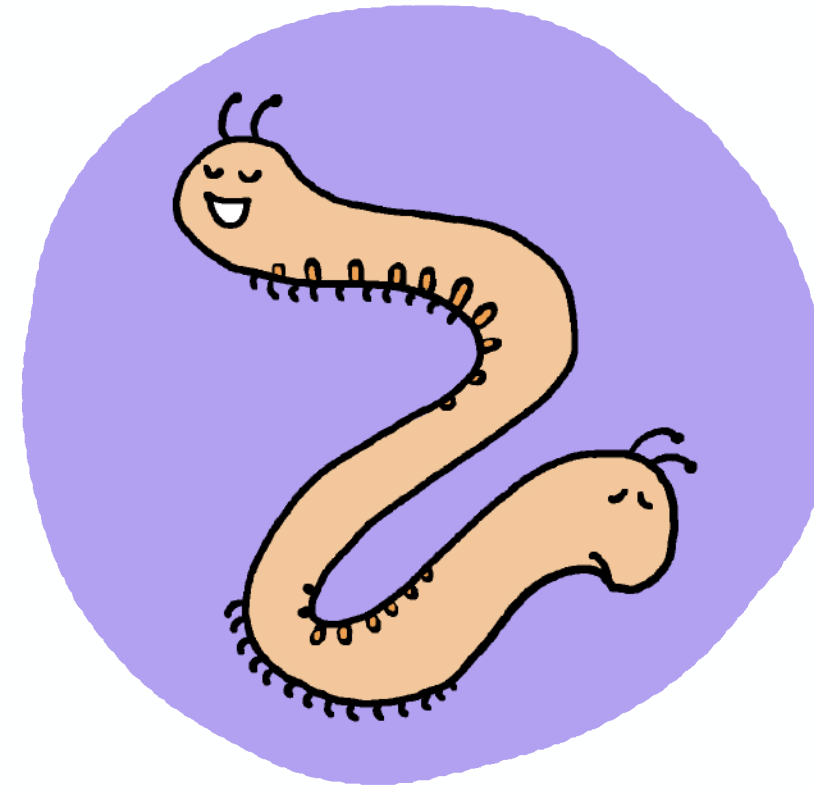
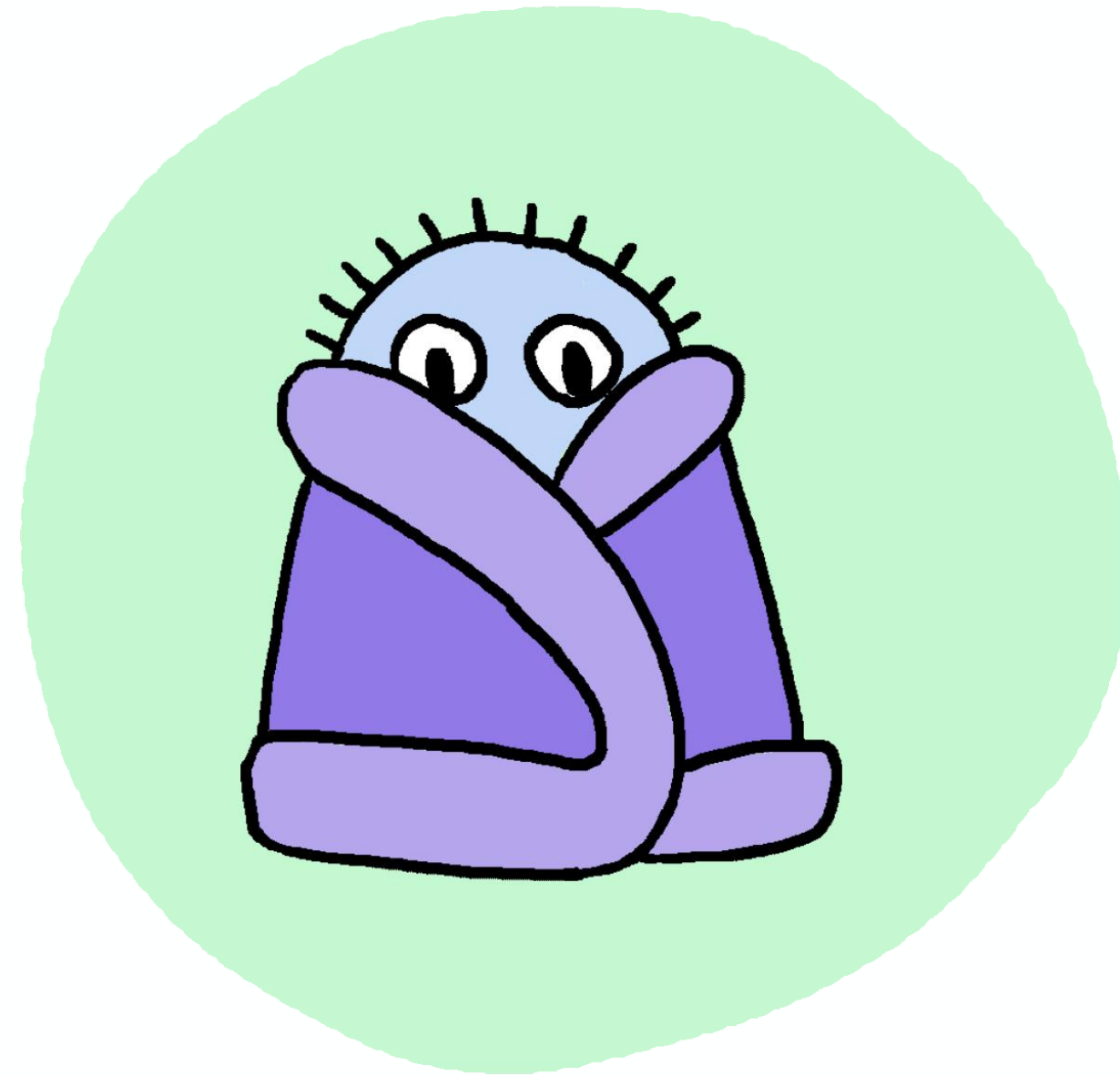
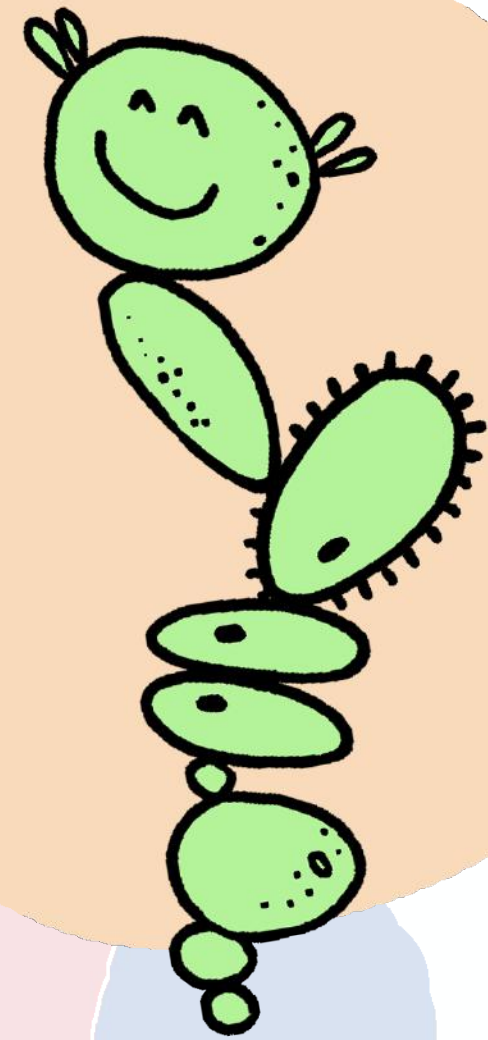
know 'what/how to do'

Status quo

for a long time

stable

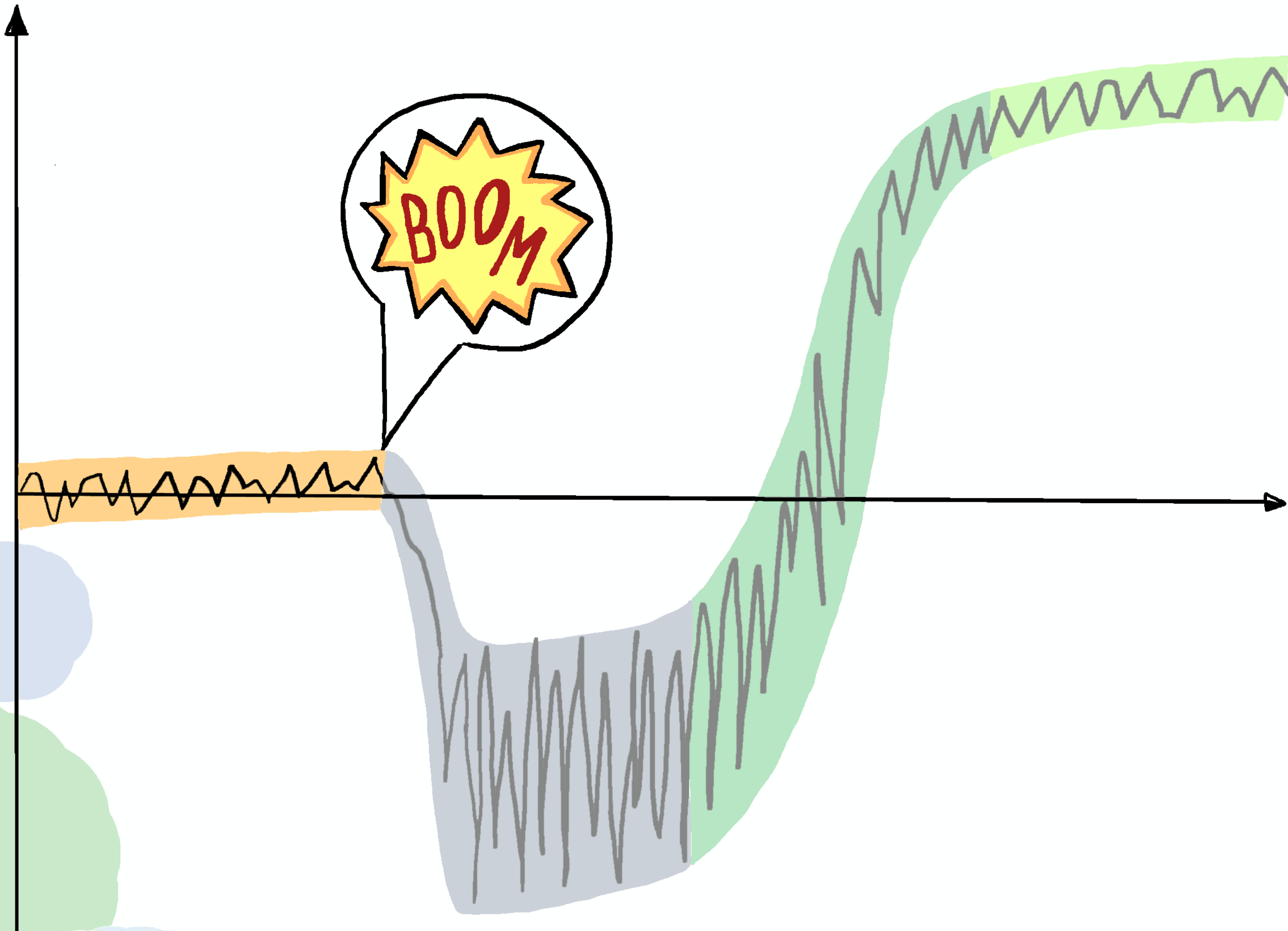
different parts of the system
pay different prices



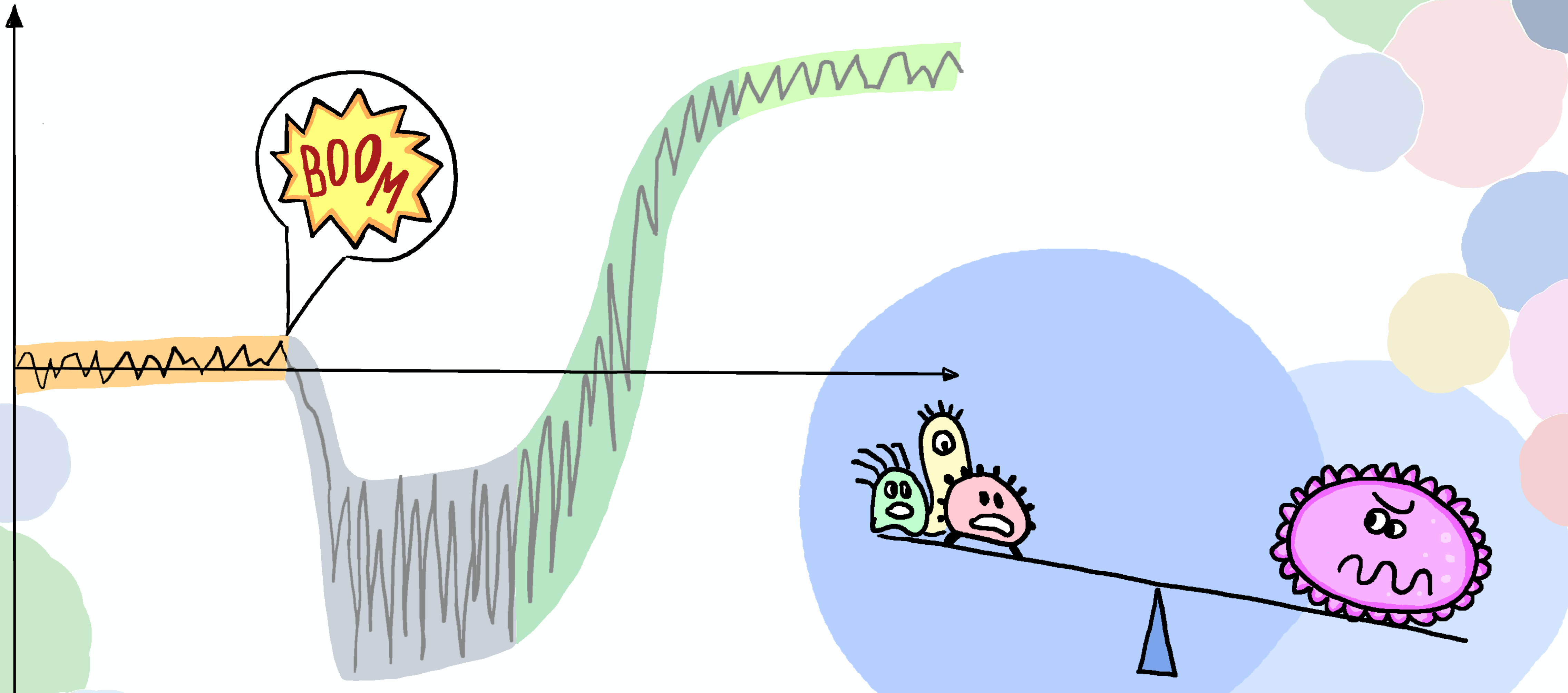
comfort > happiness

know 'what/how to do'

Foreign element (e.g. Agile)

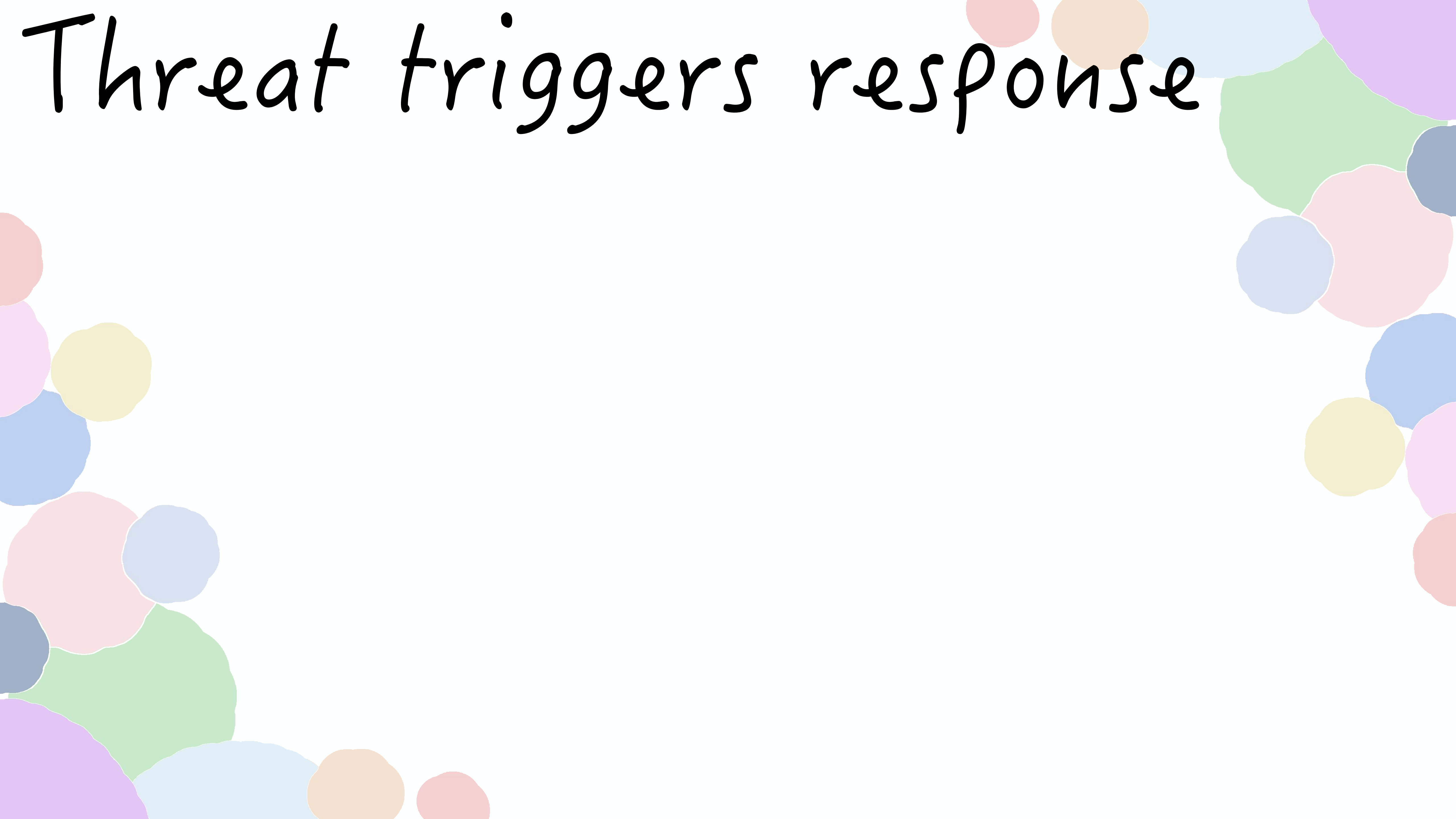


Foreign element (e.g. Agile)

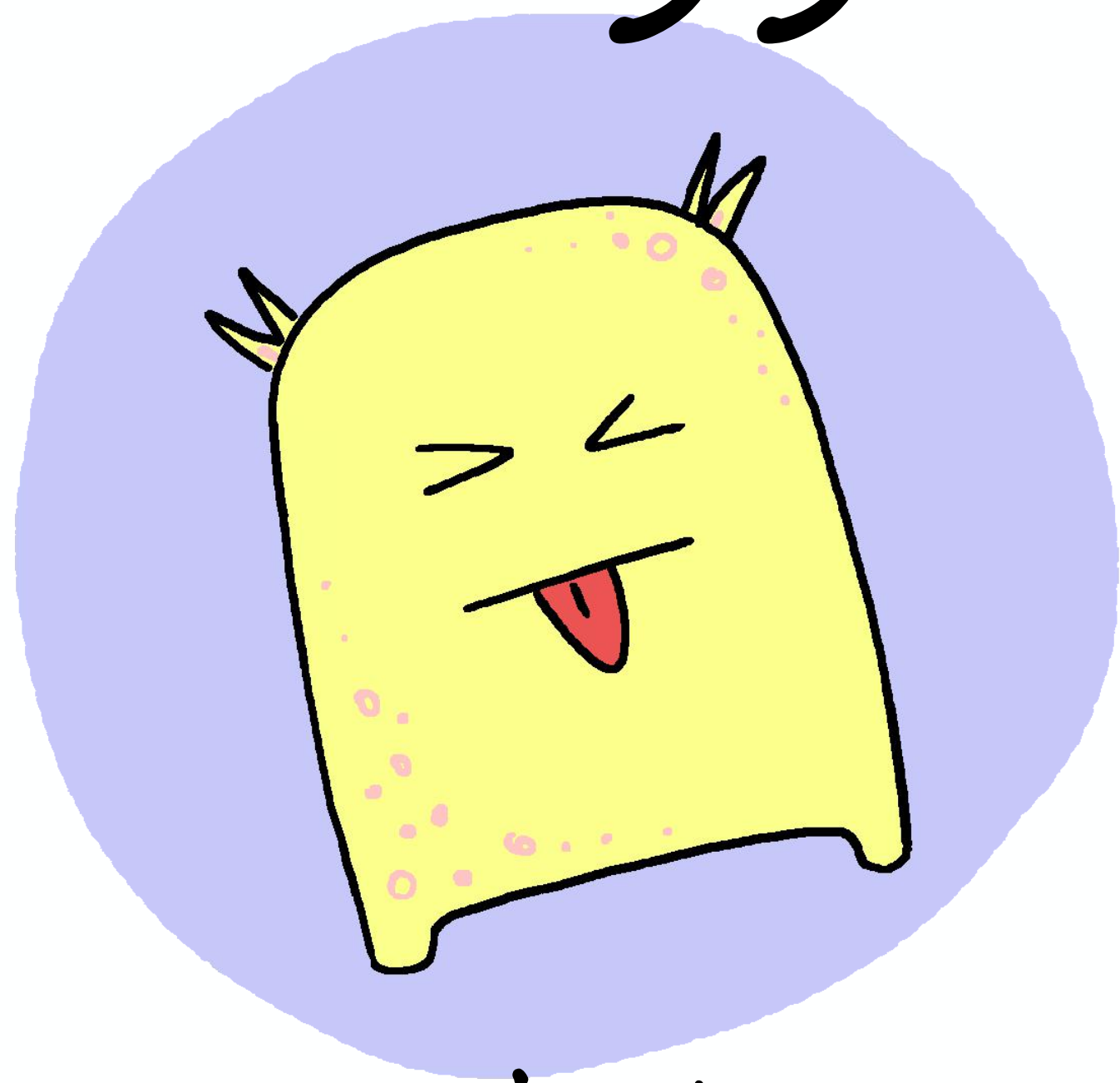


threatens to shake up the status quo

Threat triggers response



Threat triggers response

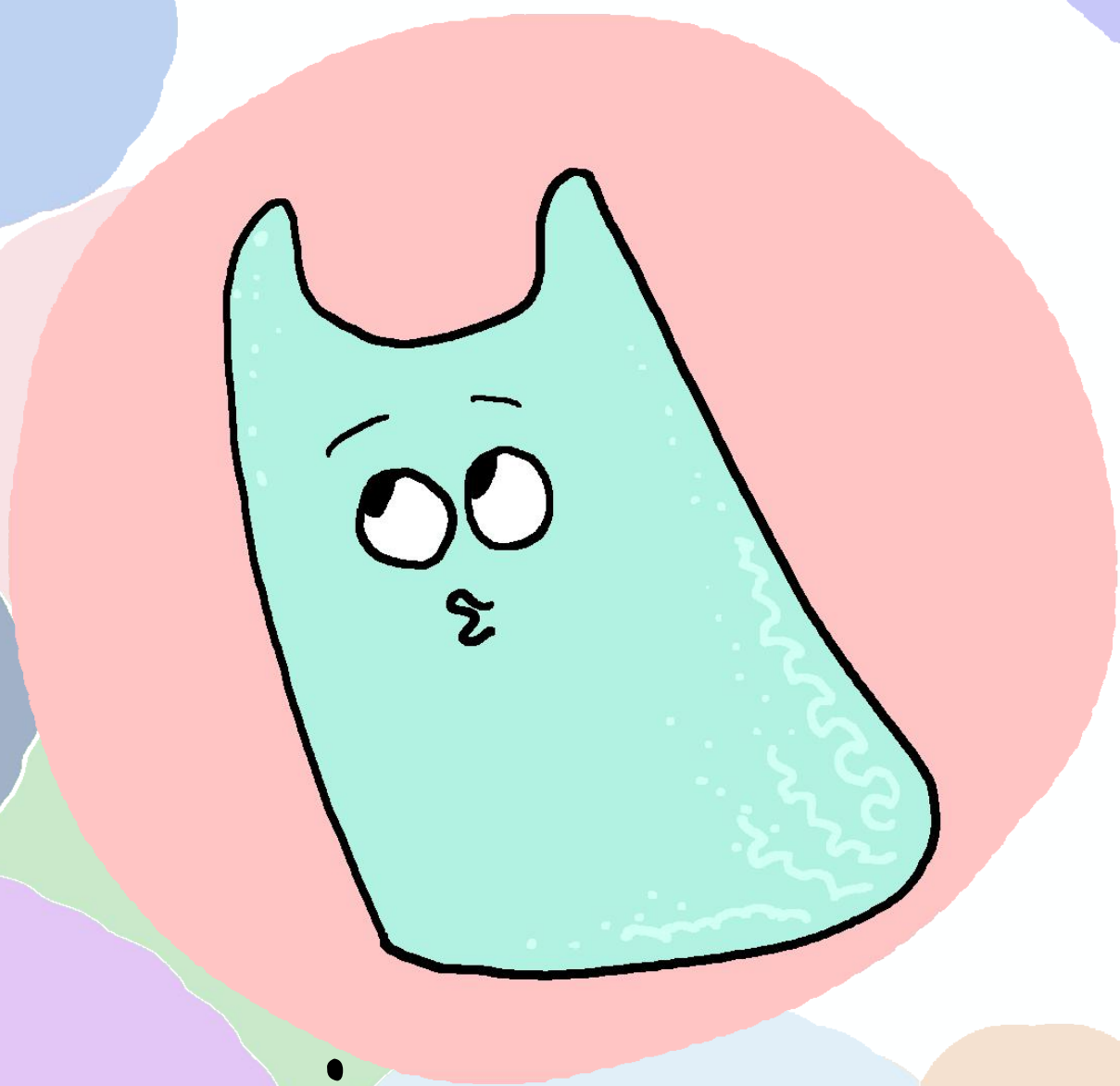


reject

Threat triggers response



reject

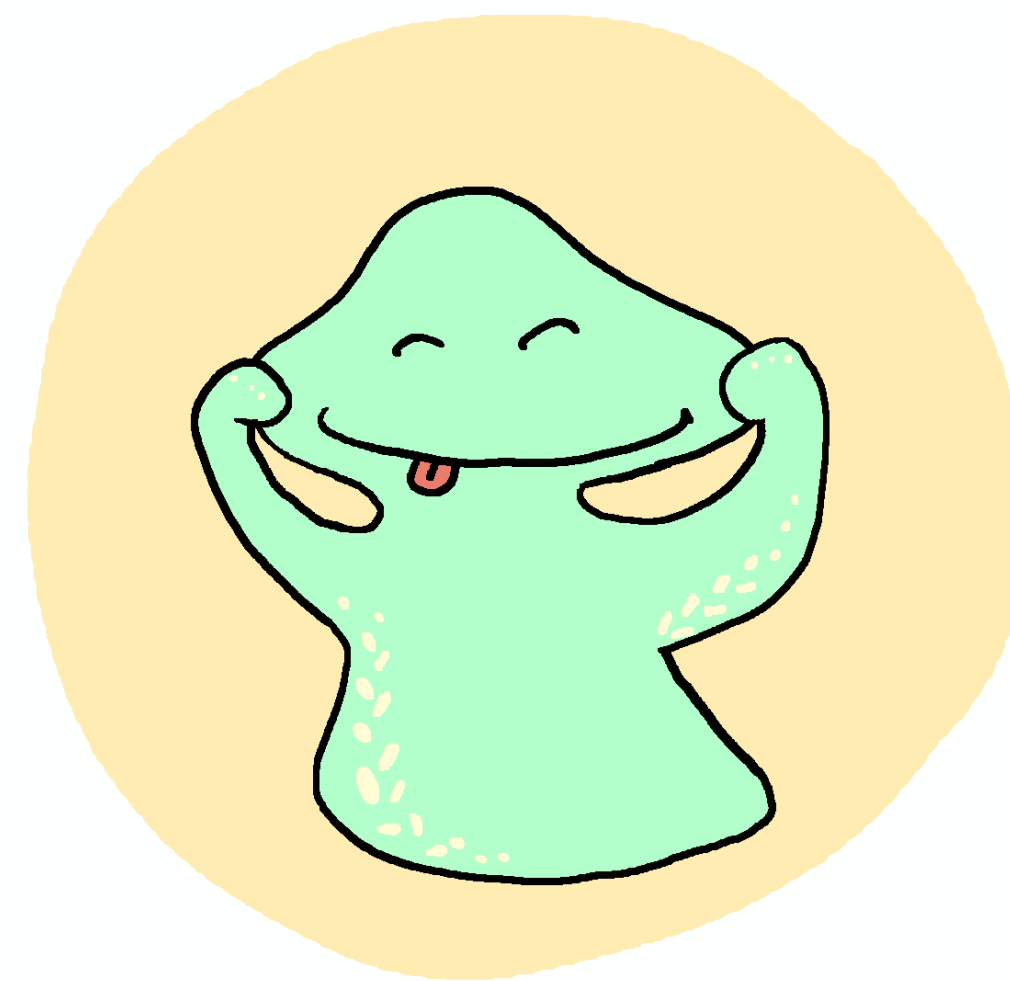


ignore

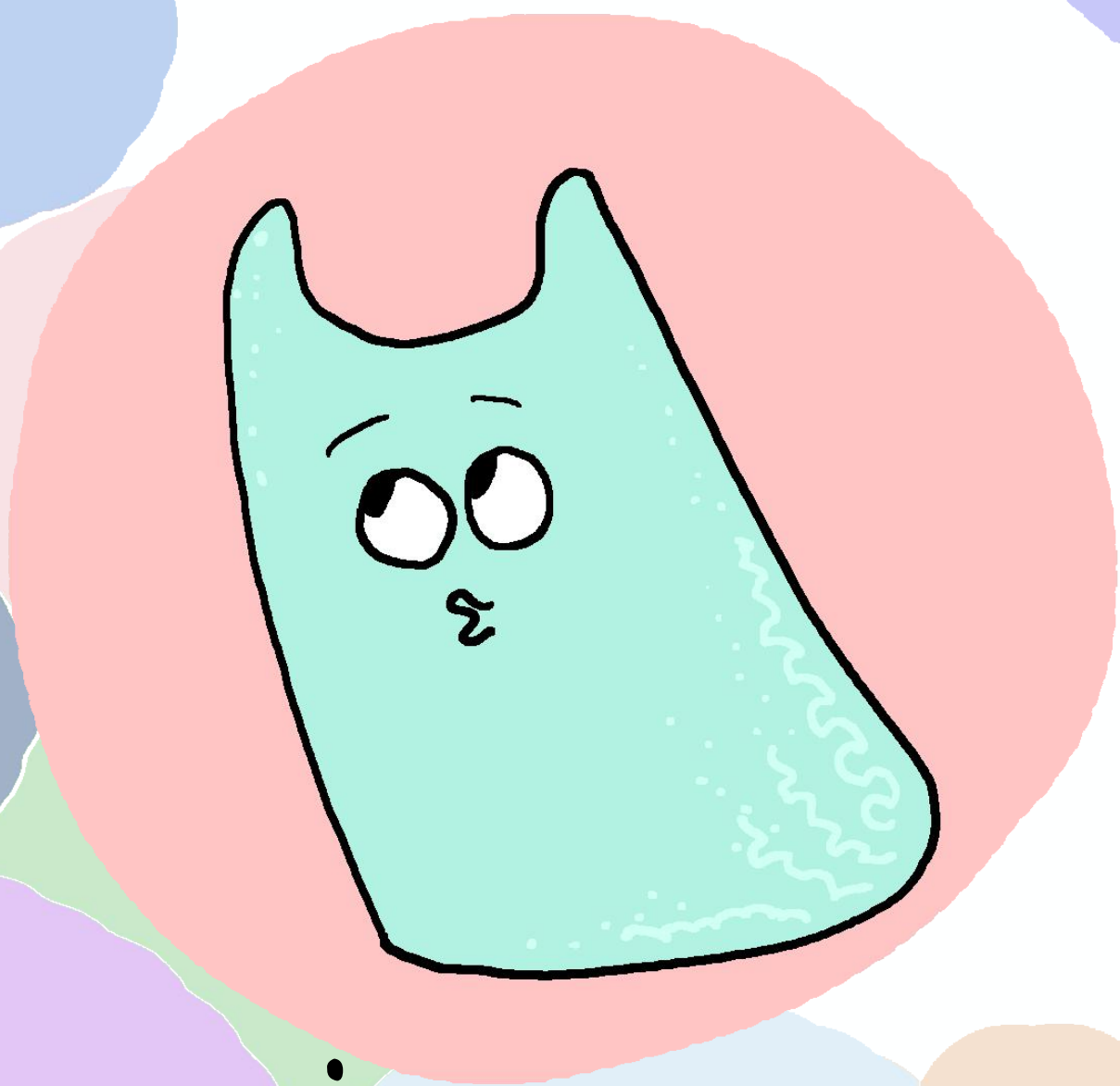
Threat triggers response



reject

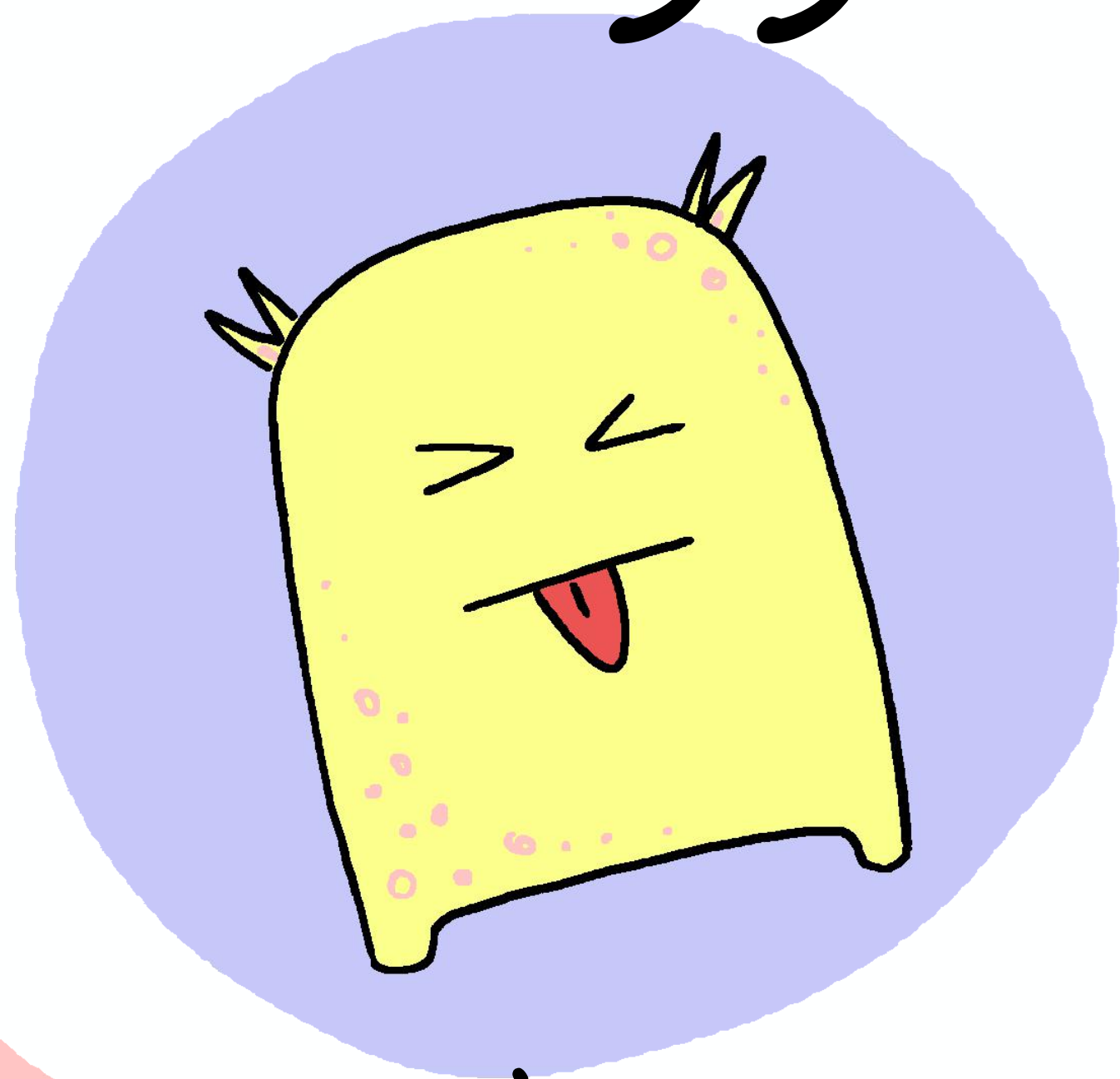


drag out



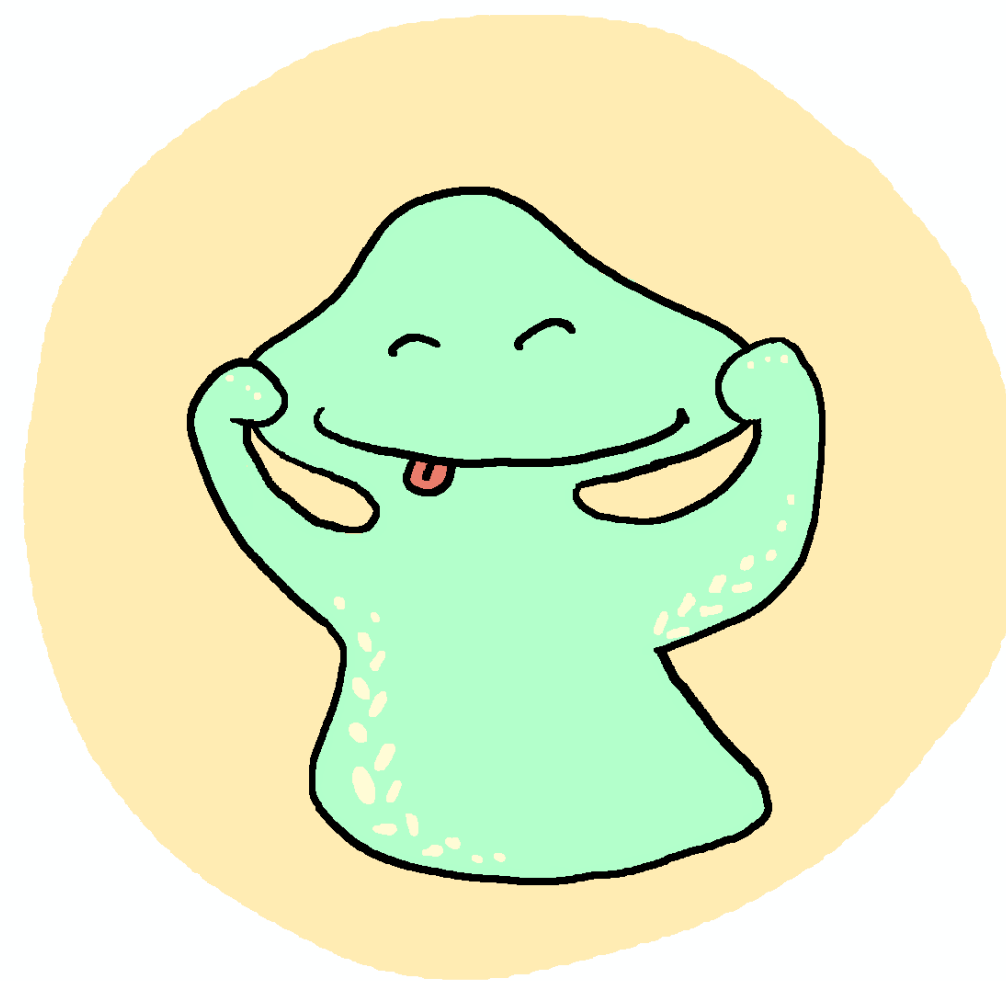
ignore

Threat triggers response

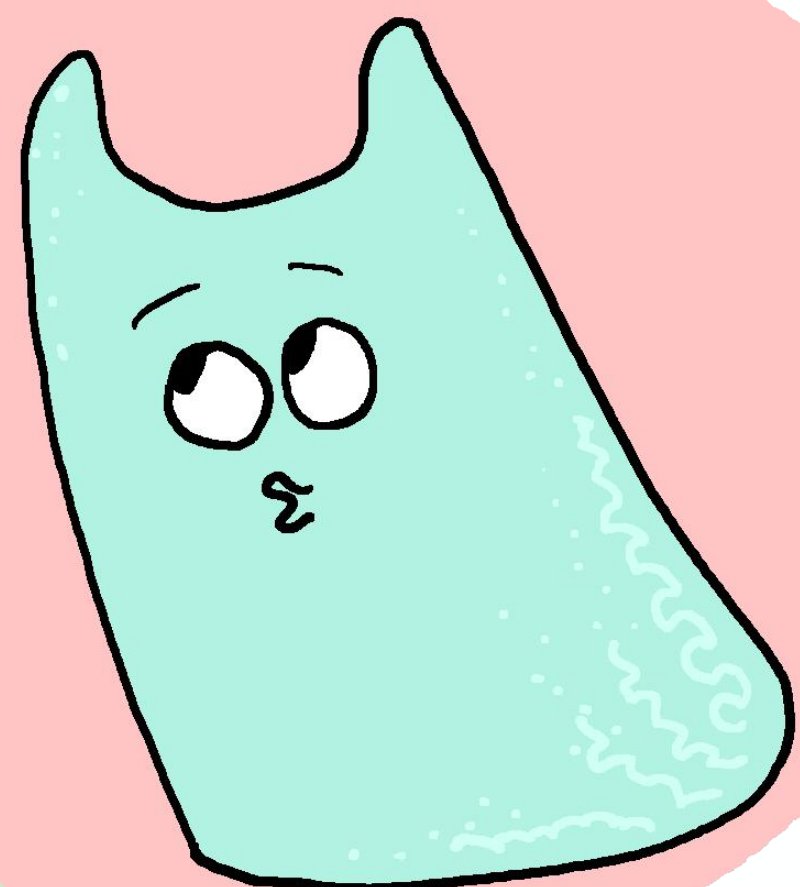


reject

drag out



fight

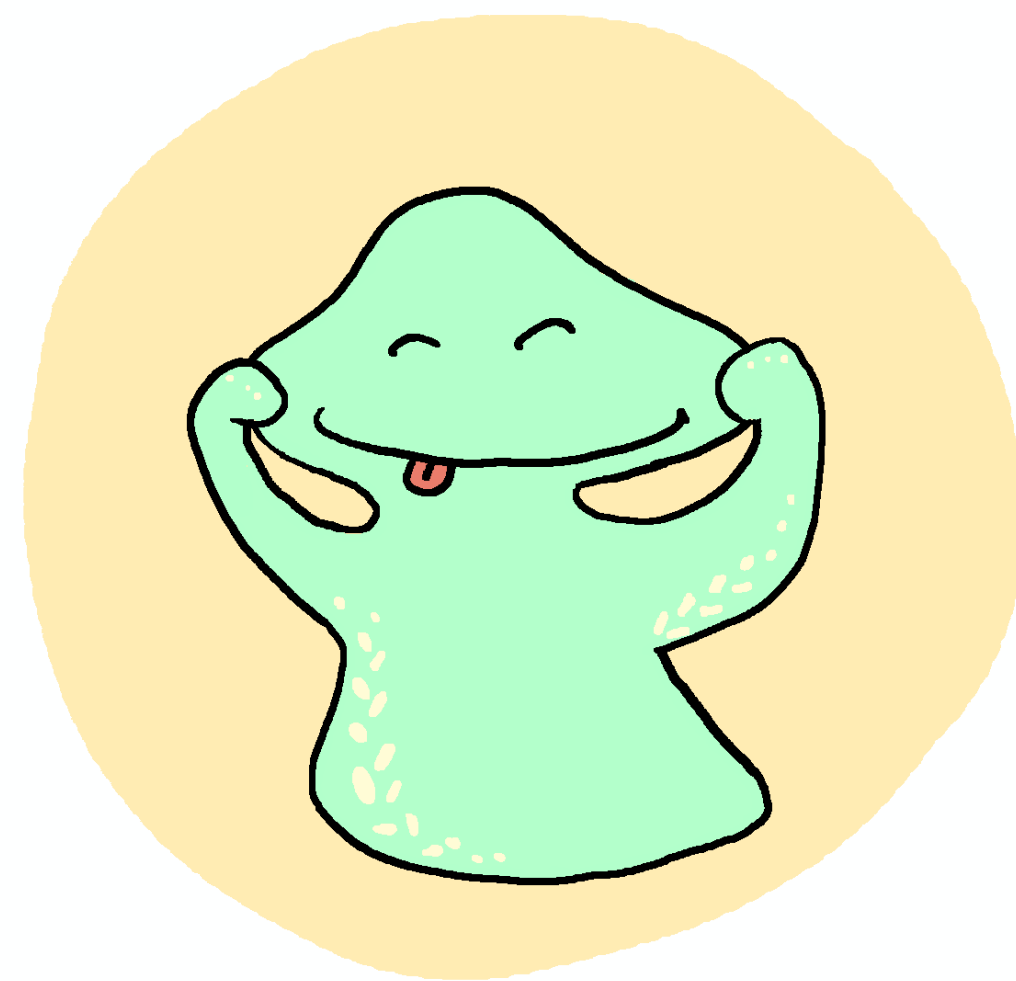


ignore

Threat triggers response



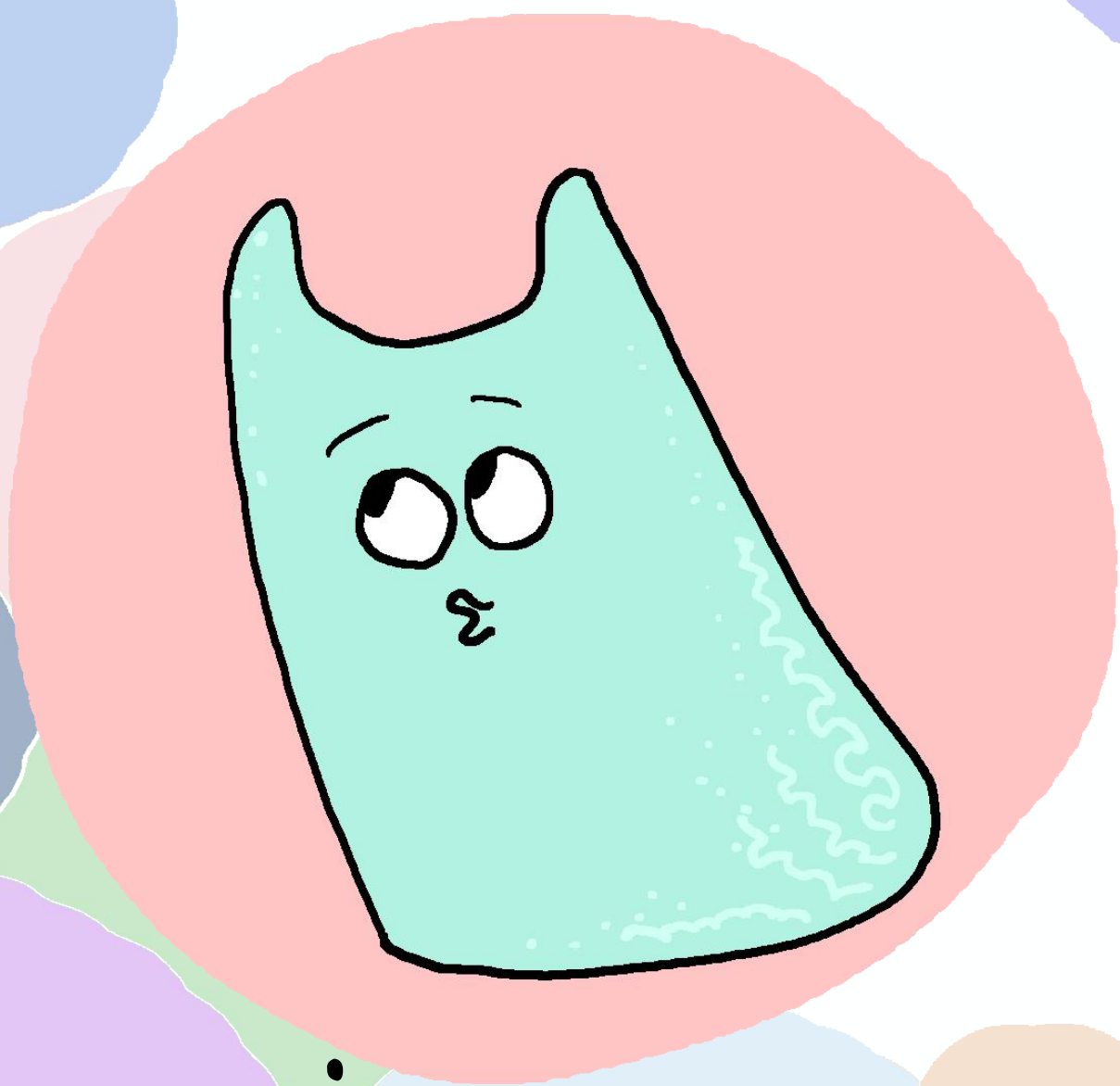
reject



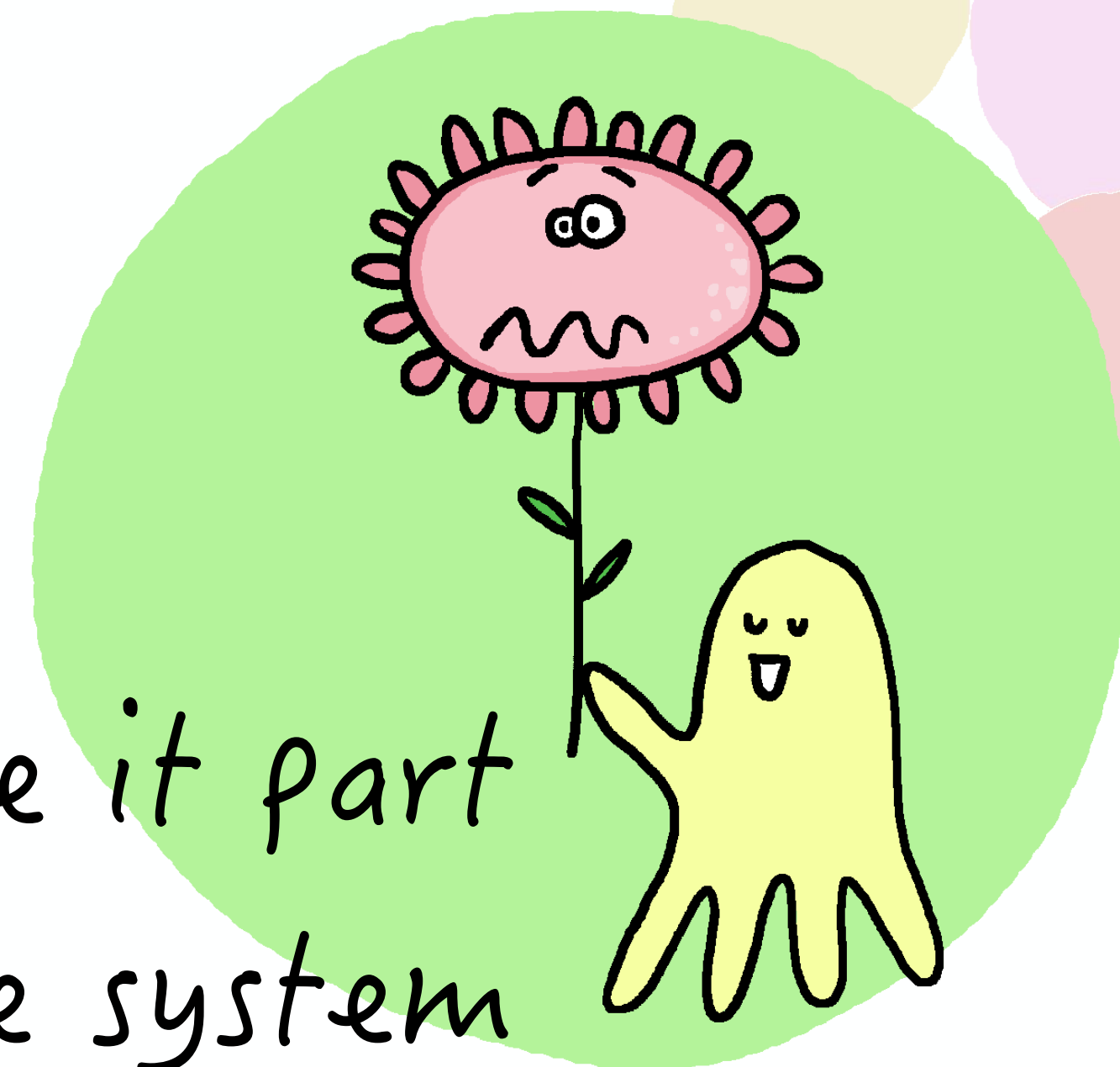
drag out



fight



ignore

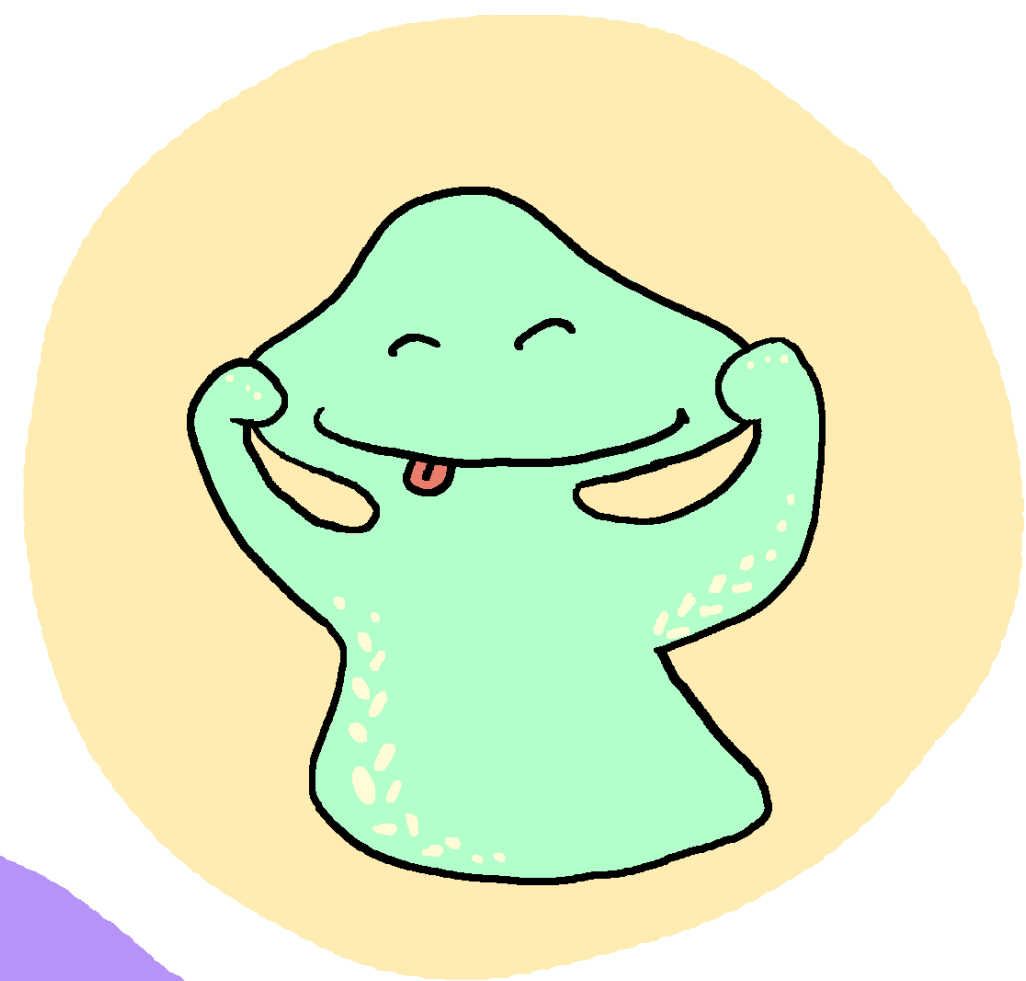


make it part
of the system

Threat triggers response



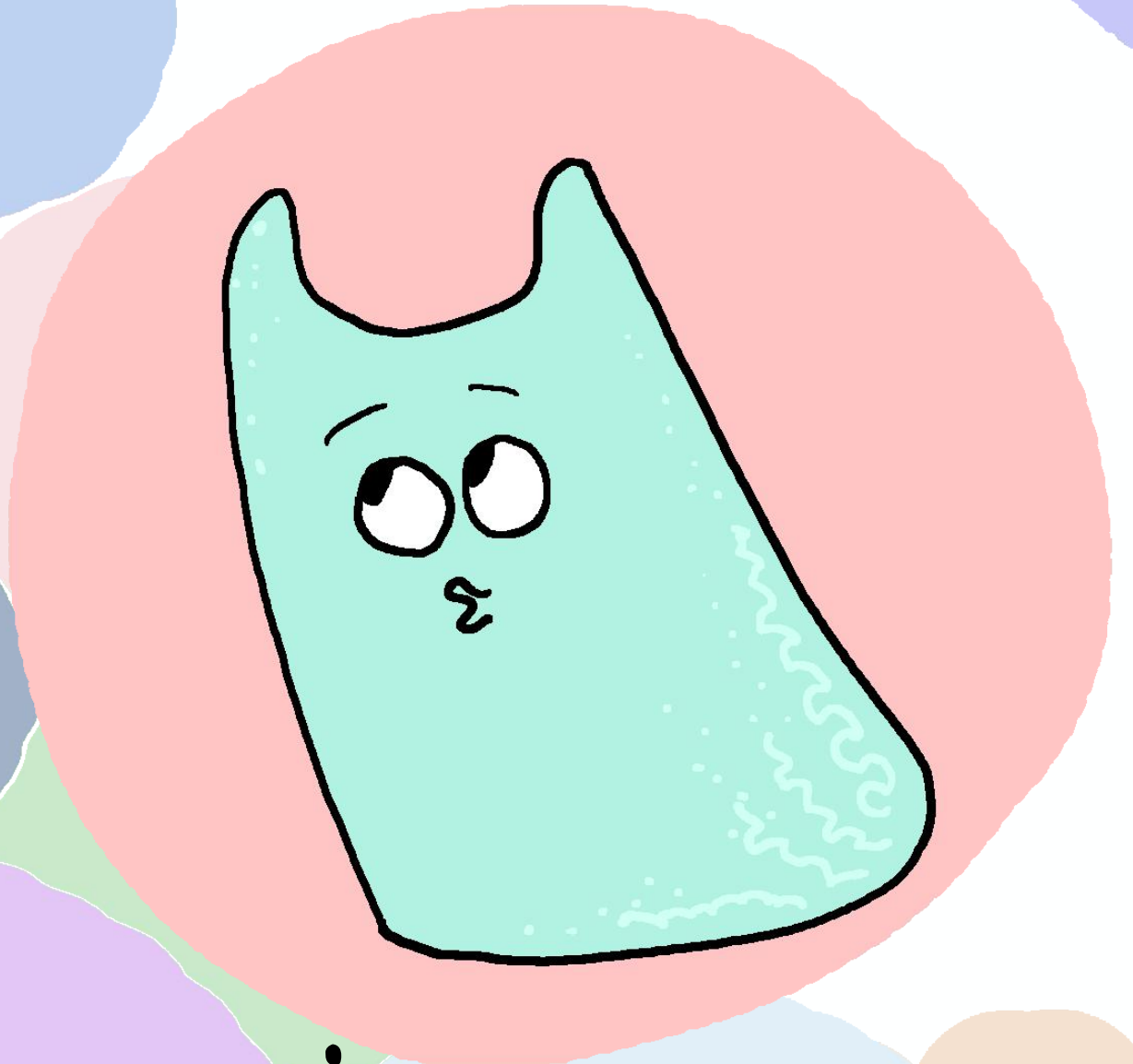
reject



drag out



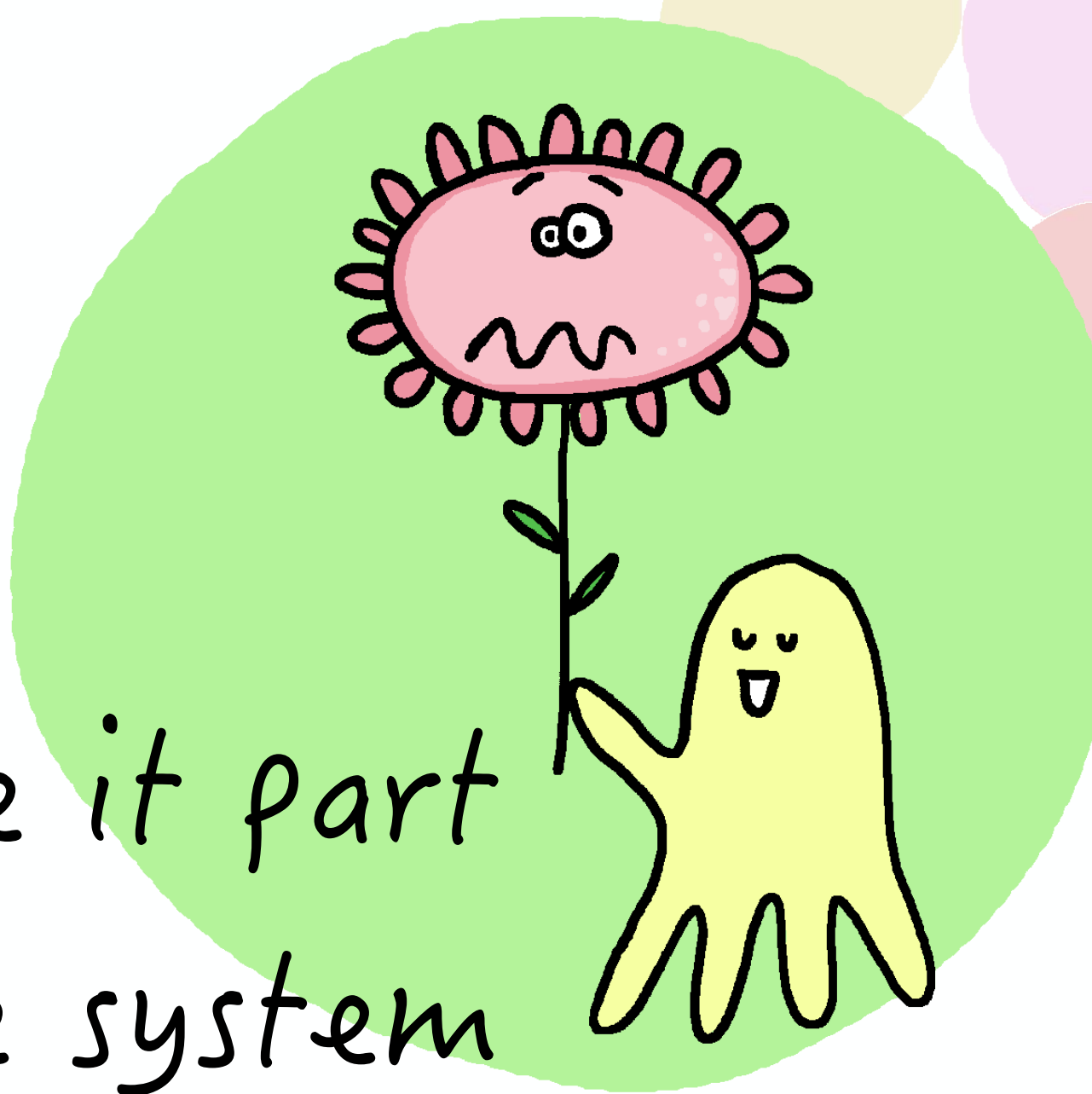
fight



ignore

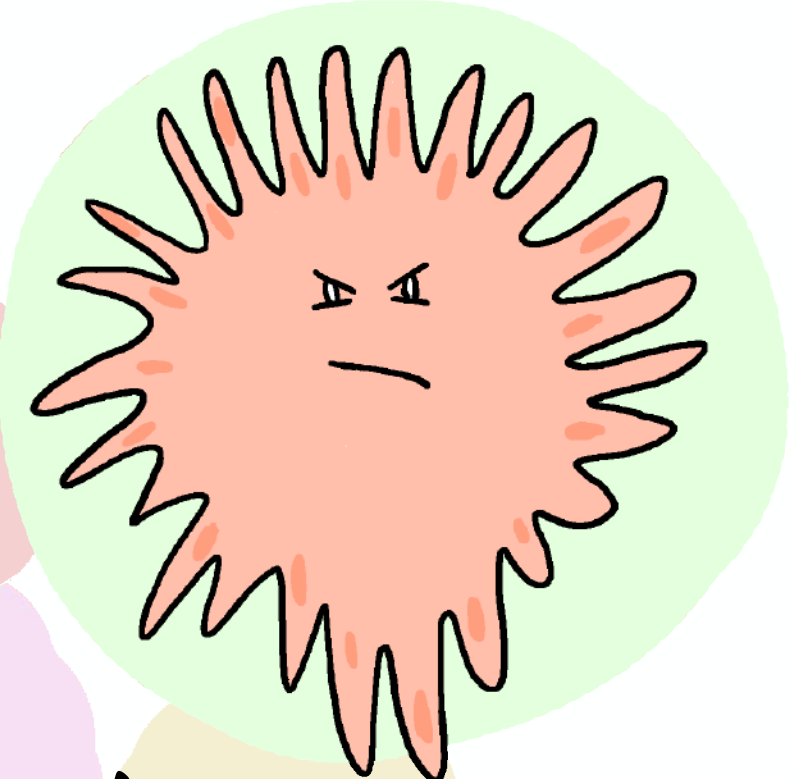


find a scapegoat



make it part of the system

Threat triggers response



lose trust

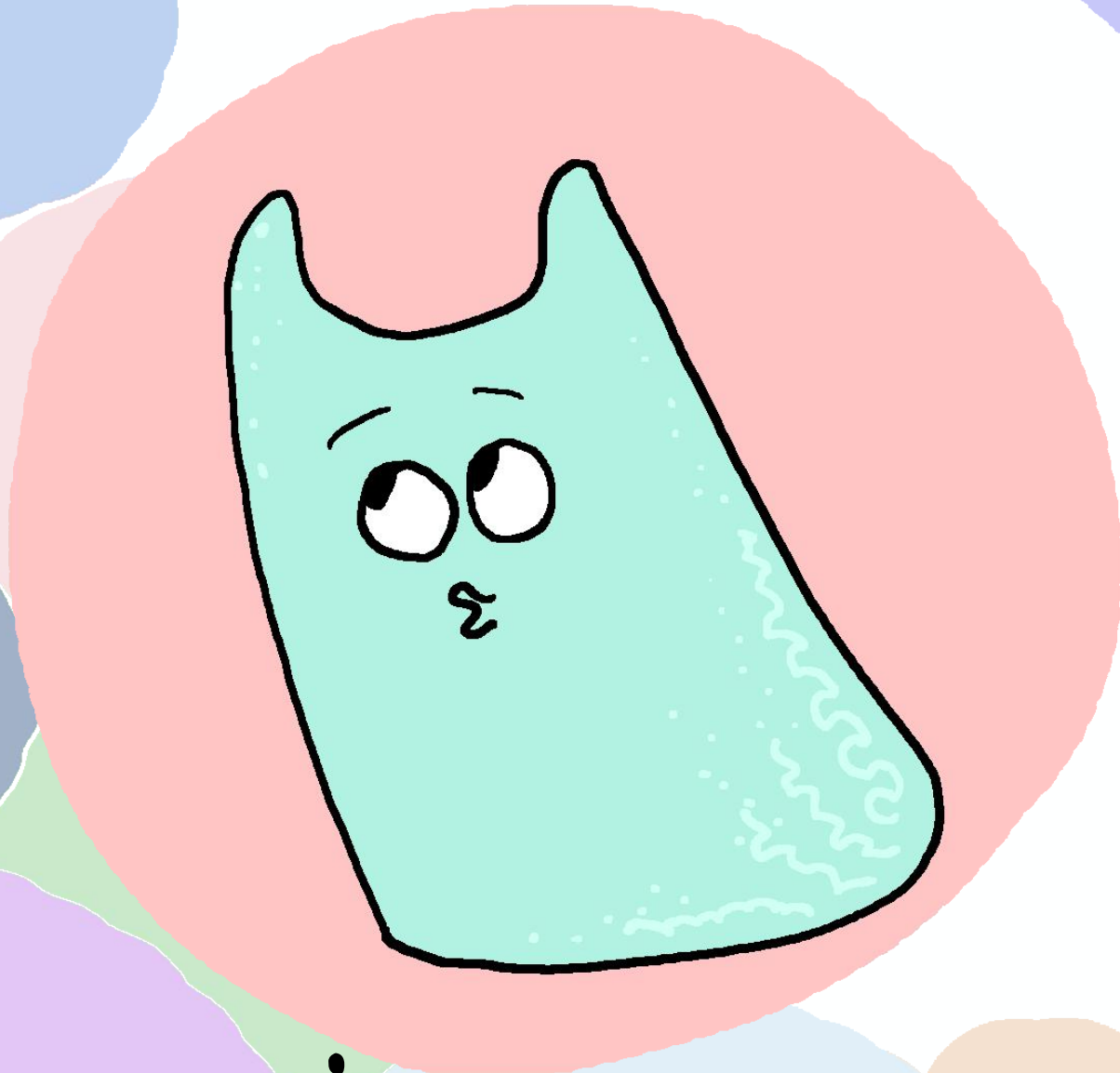


reject

drag out



fight

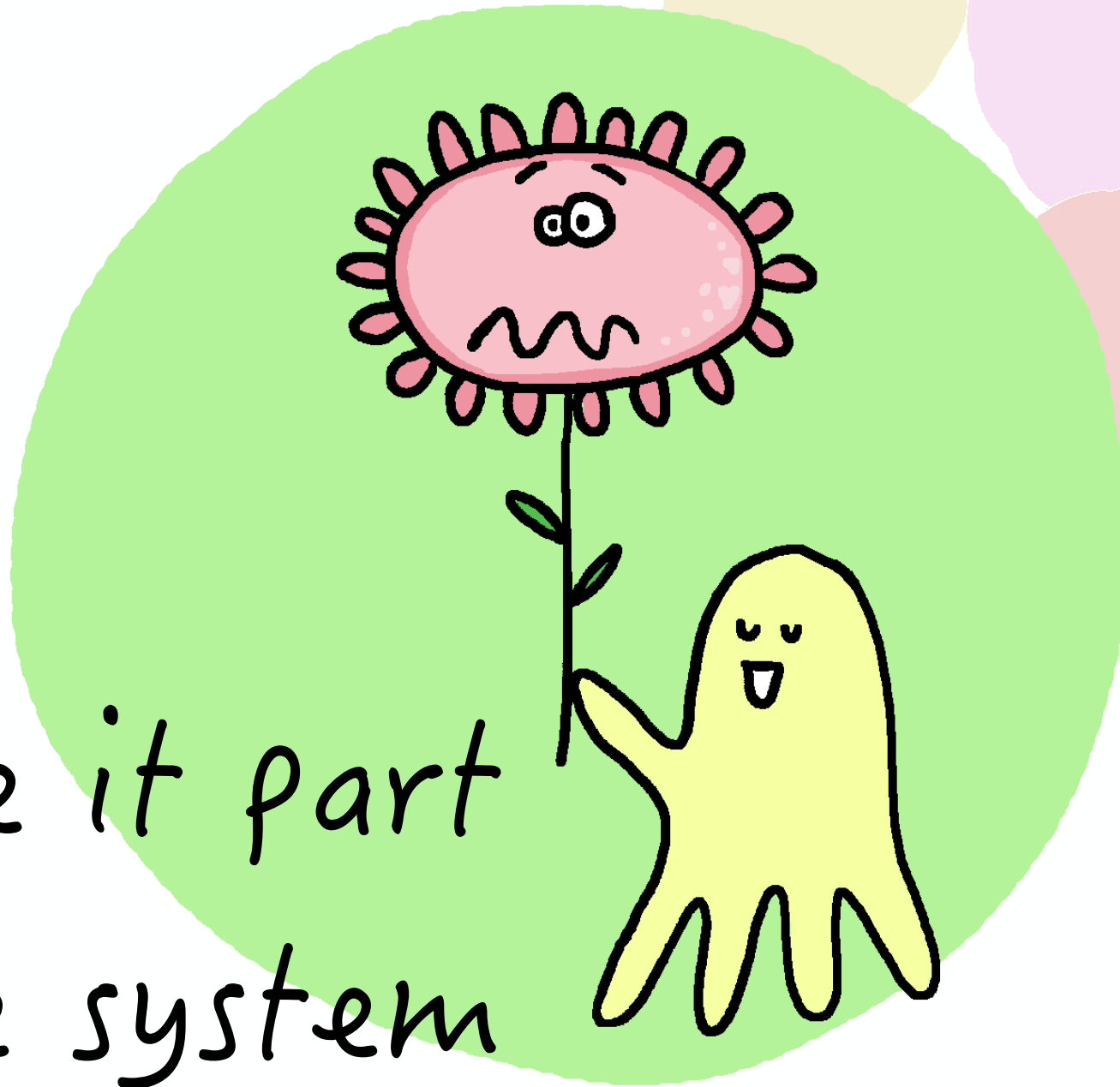


ignore

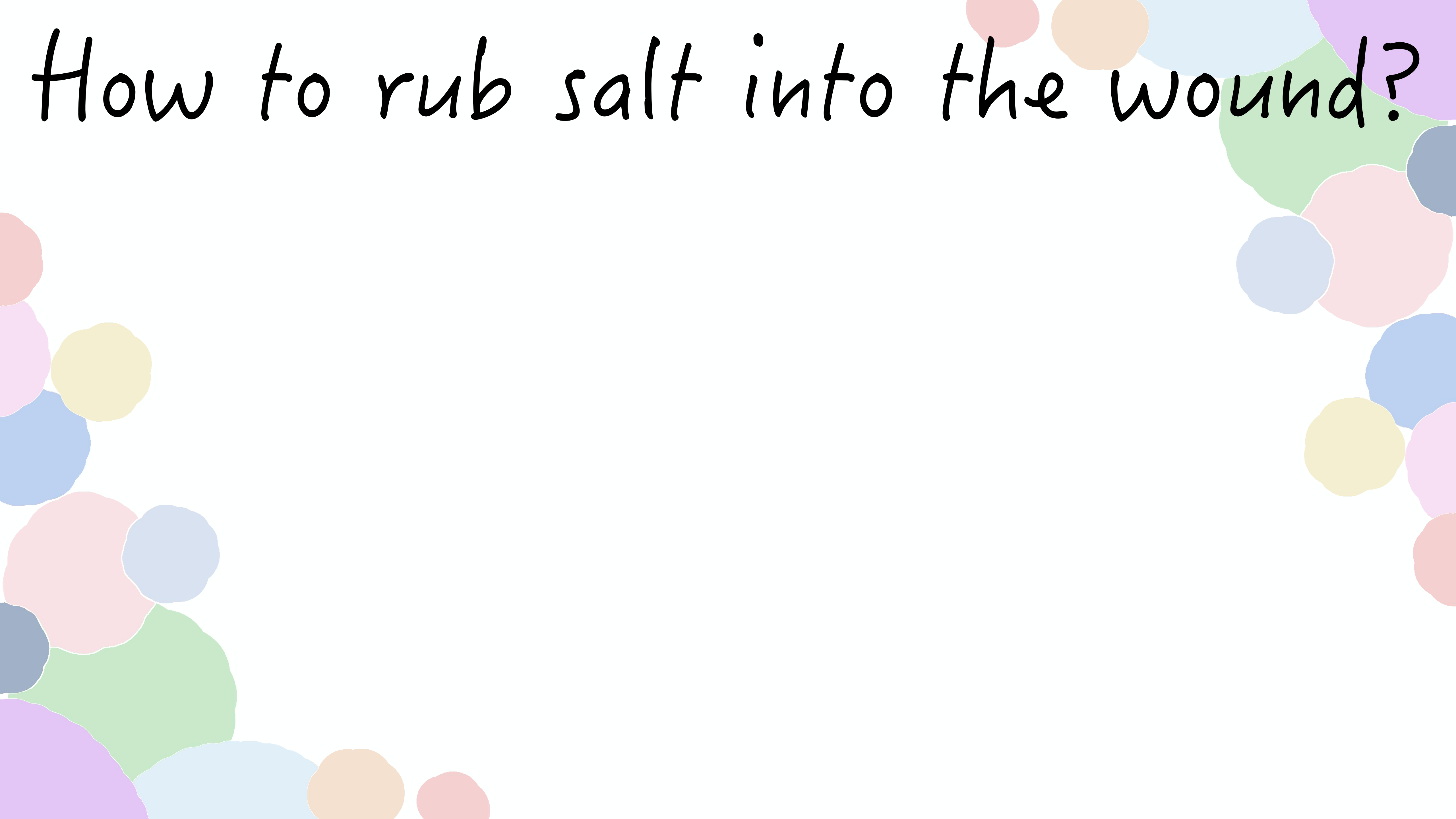


find a scapegoat

make it part of the system

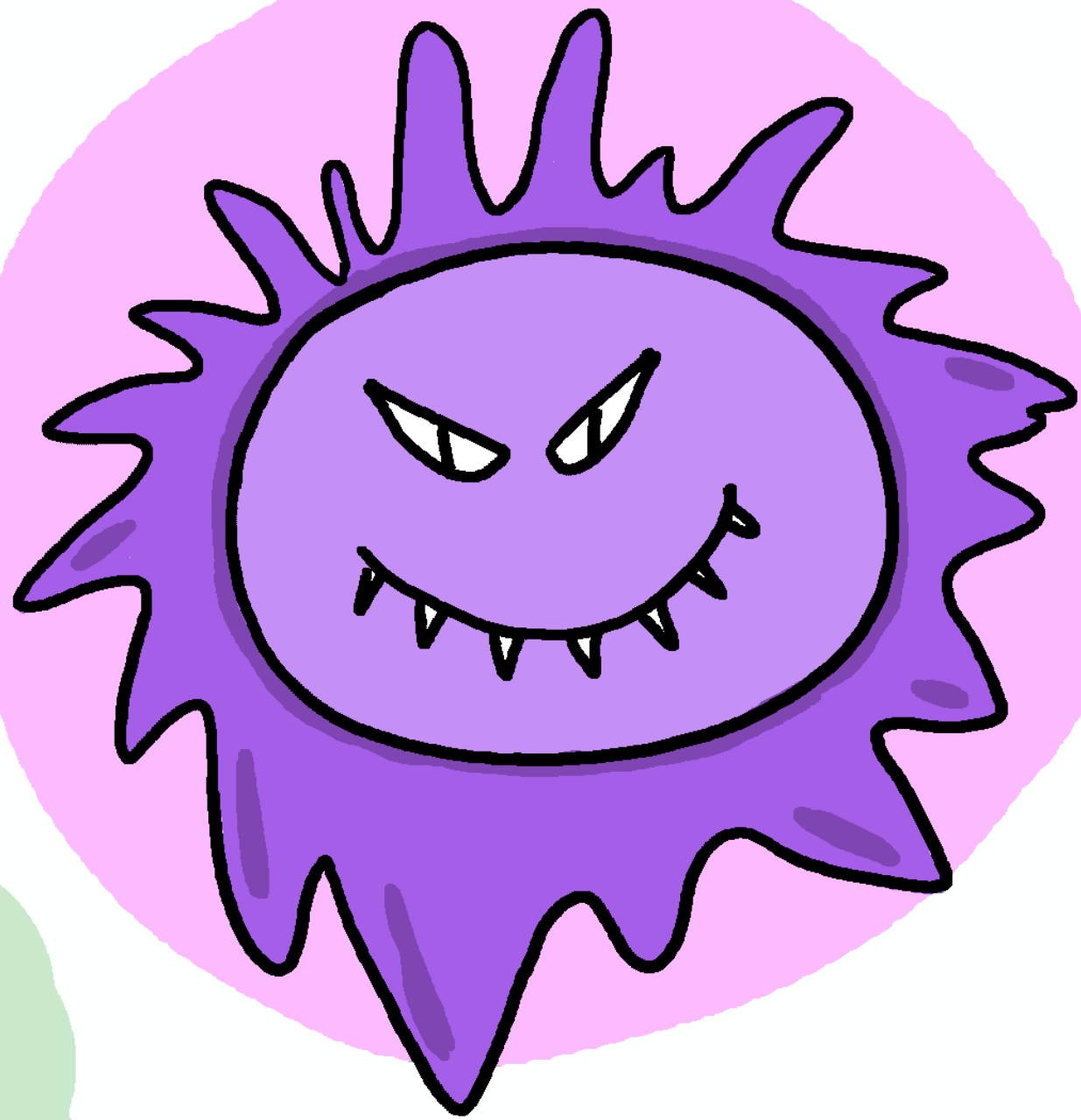


How to rub salt into the wound?



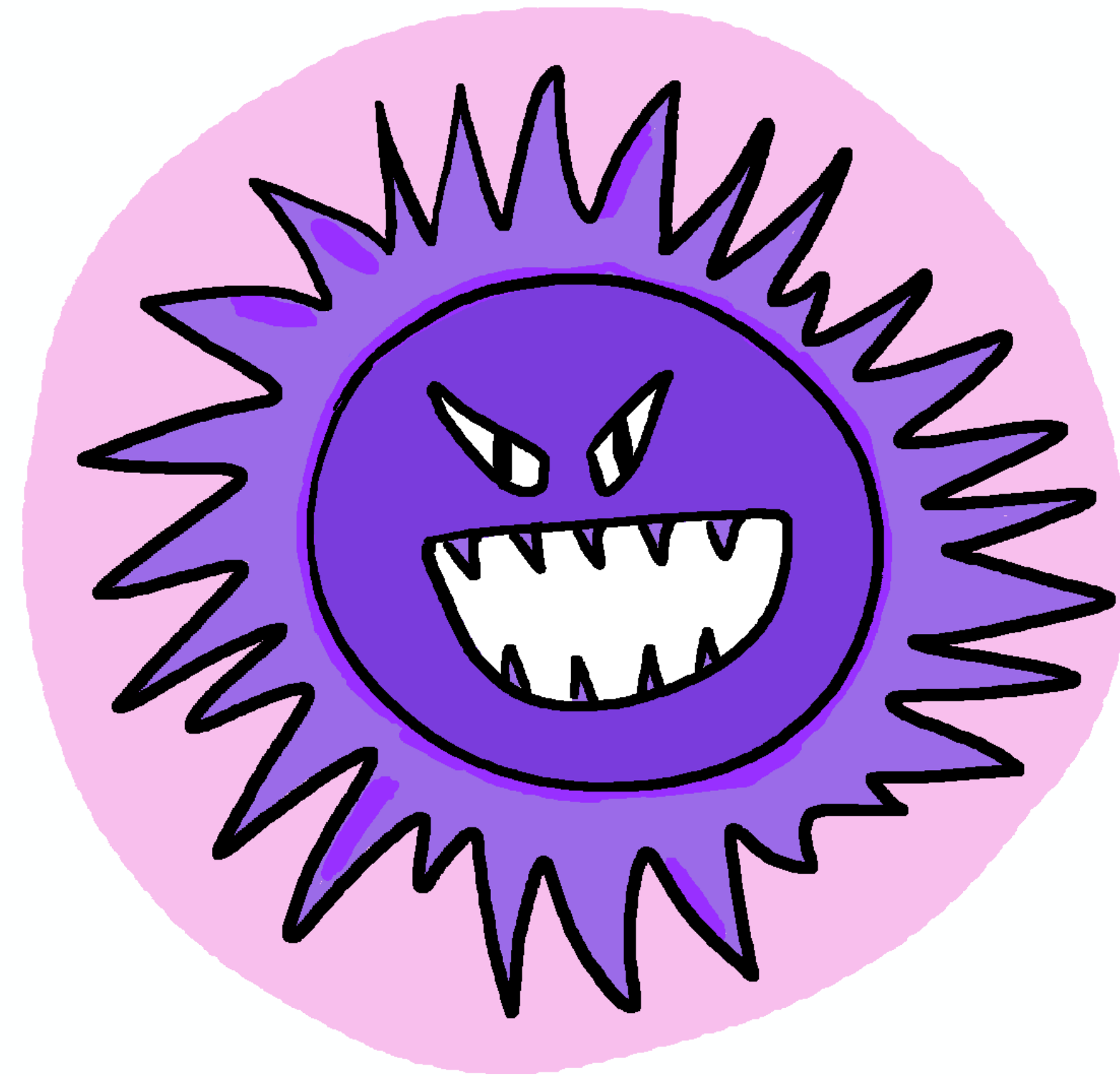
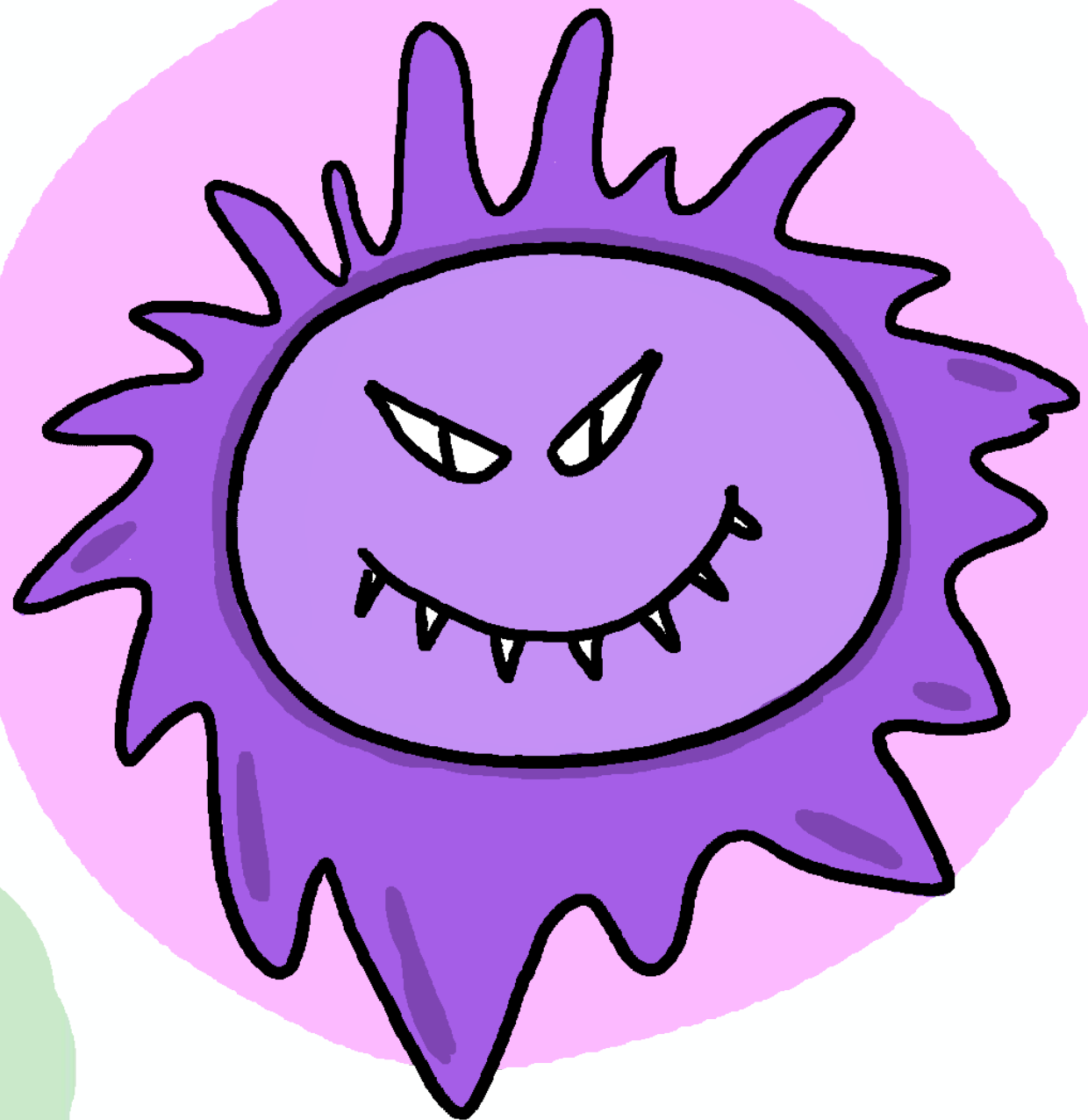
How to rub salt into the wound?

react to response



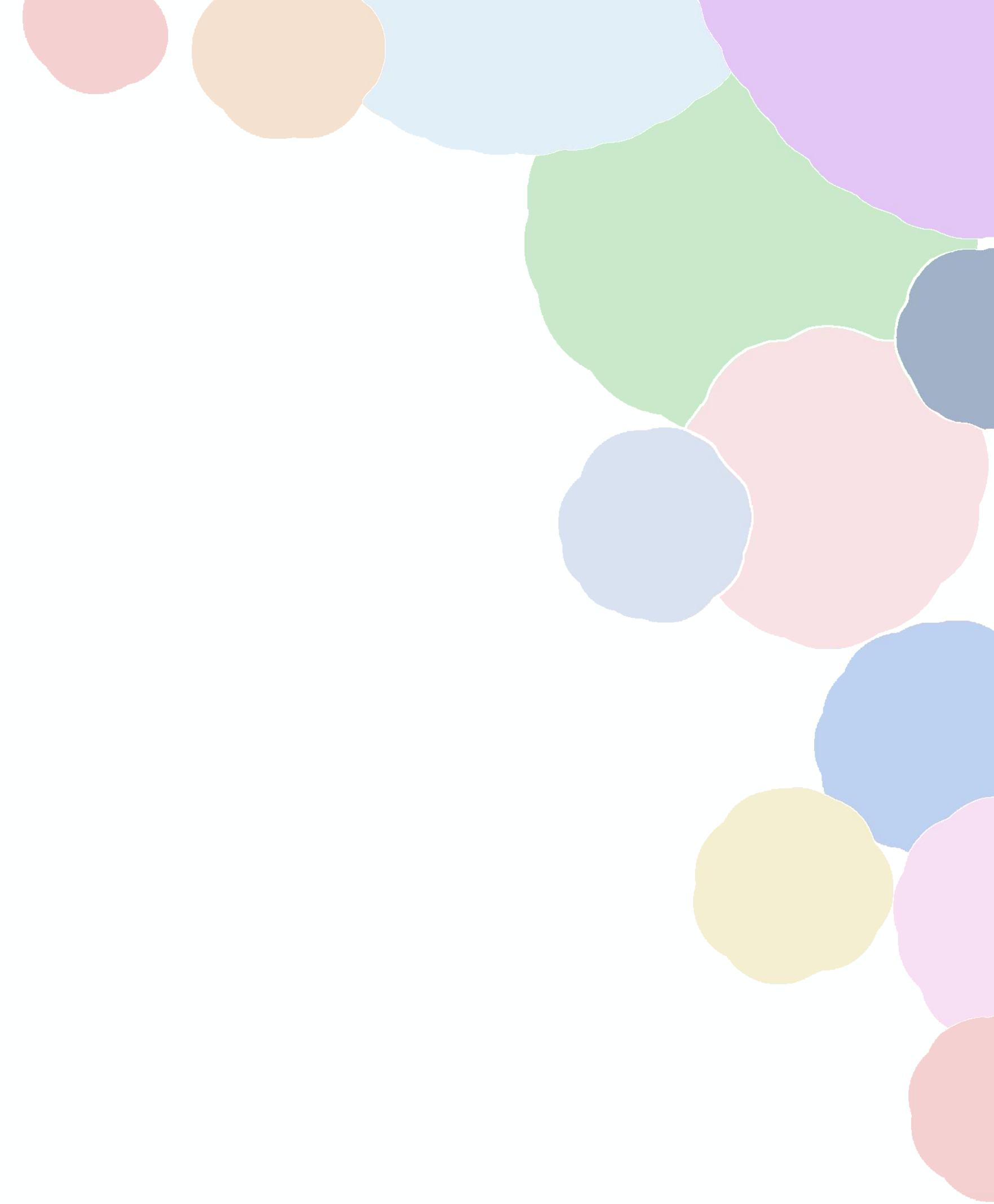
How to rub salt into the wound?

react to response



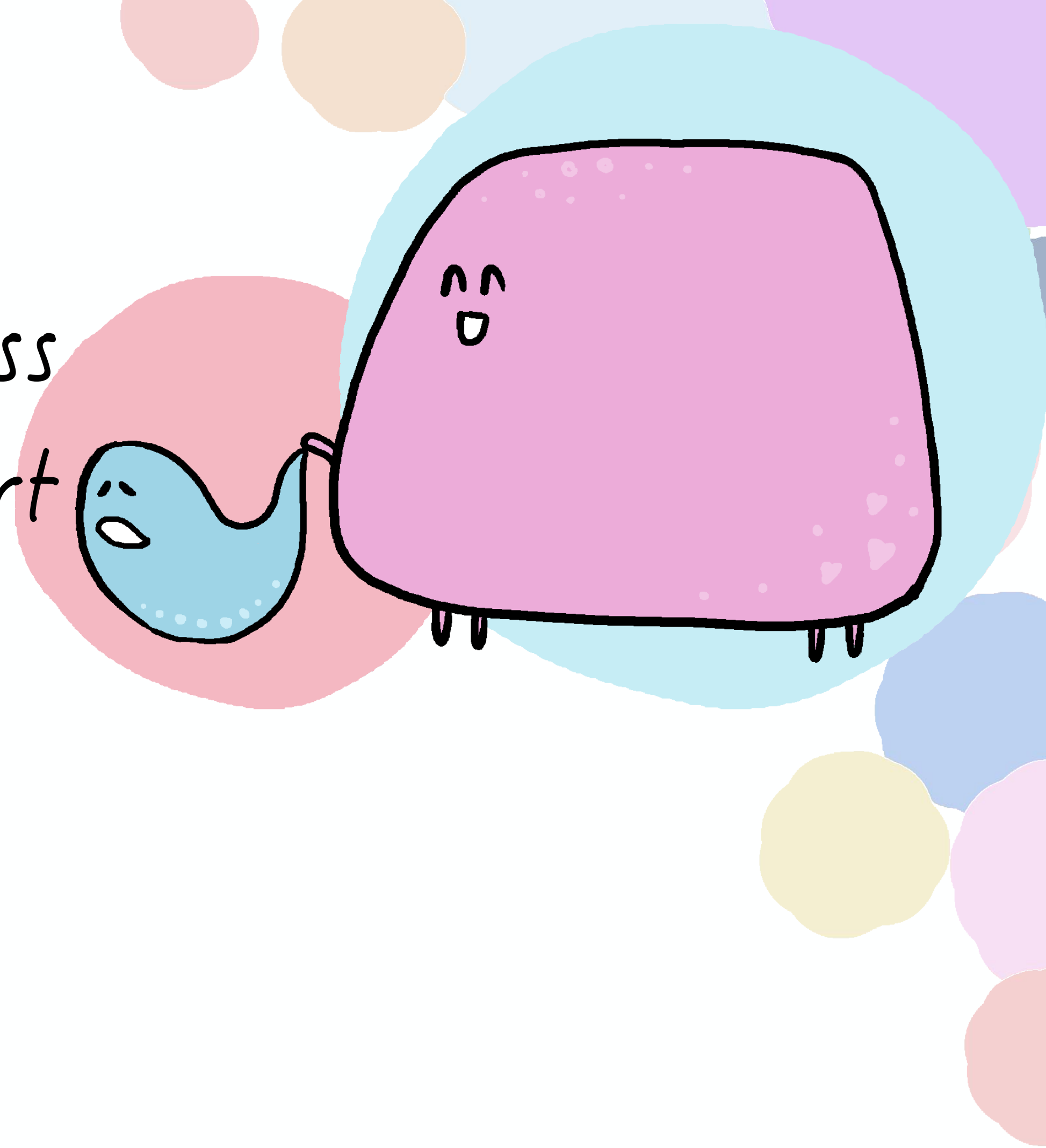
fight with response

How to help?

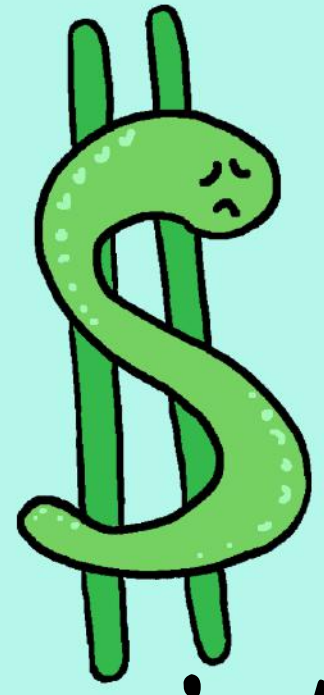


How to help?

critical mass
of discomfort

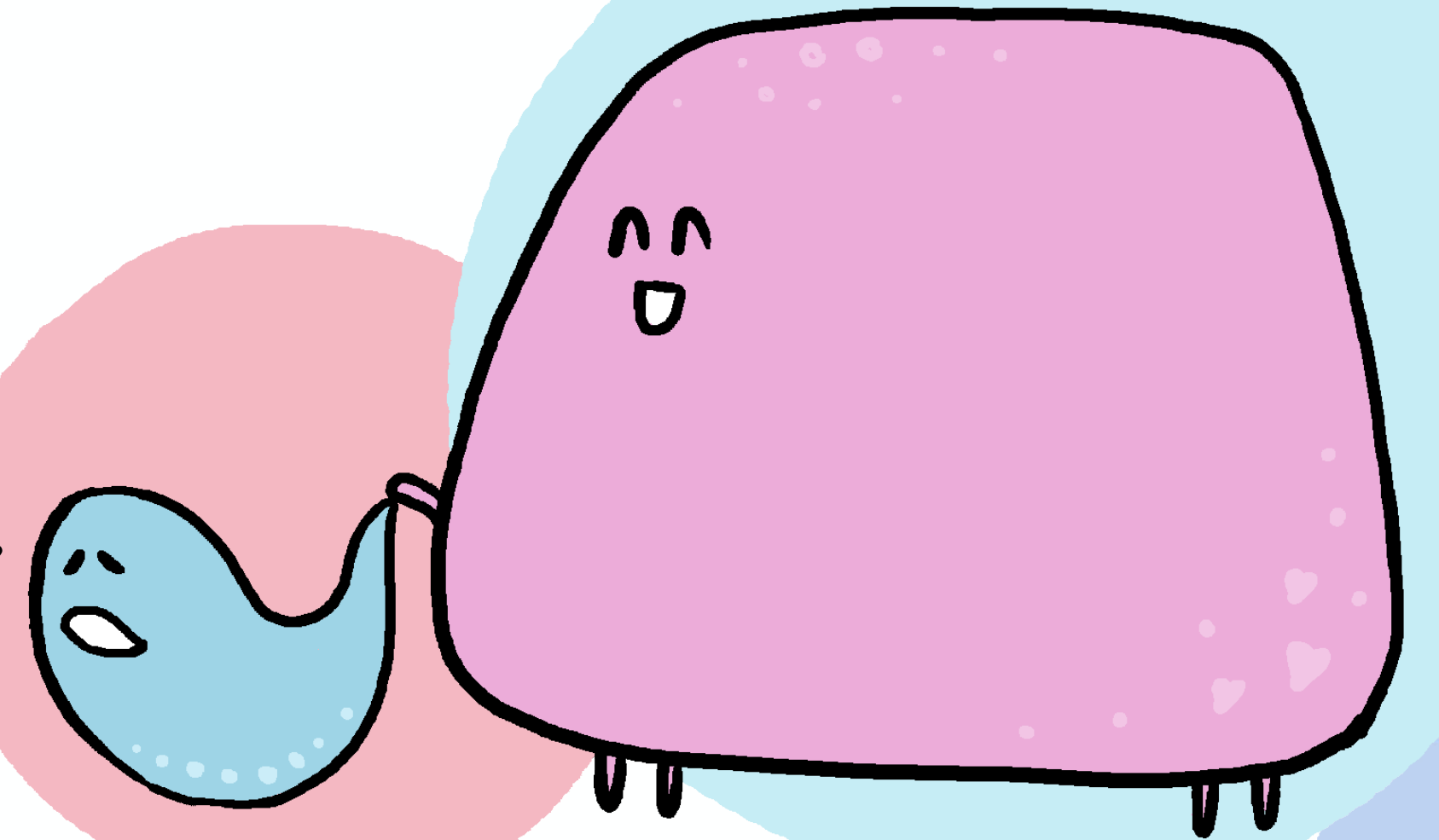


How to help?

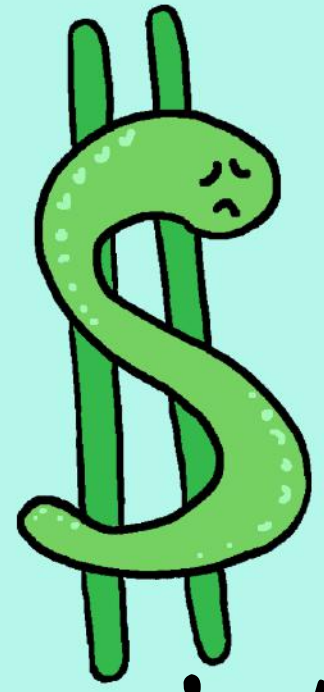


financial losses

critical mass
of discomfort



How to help?

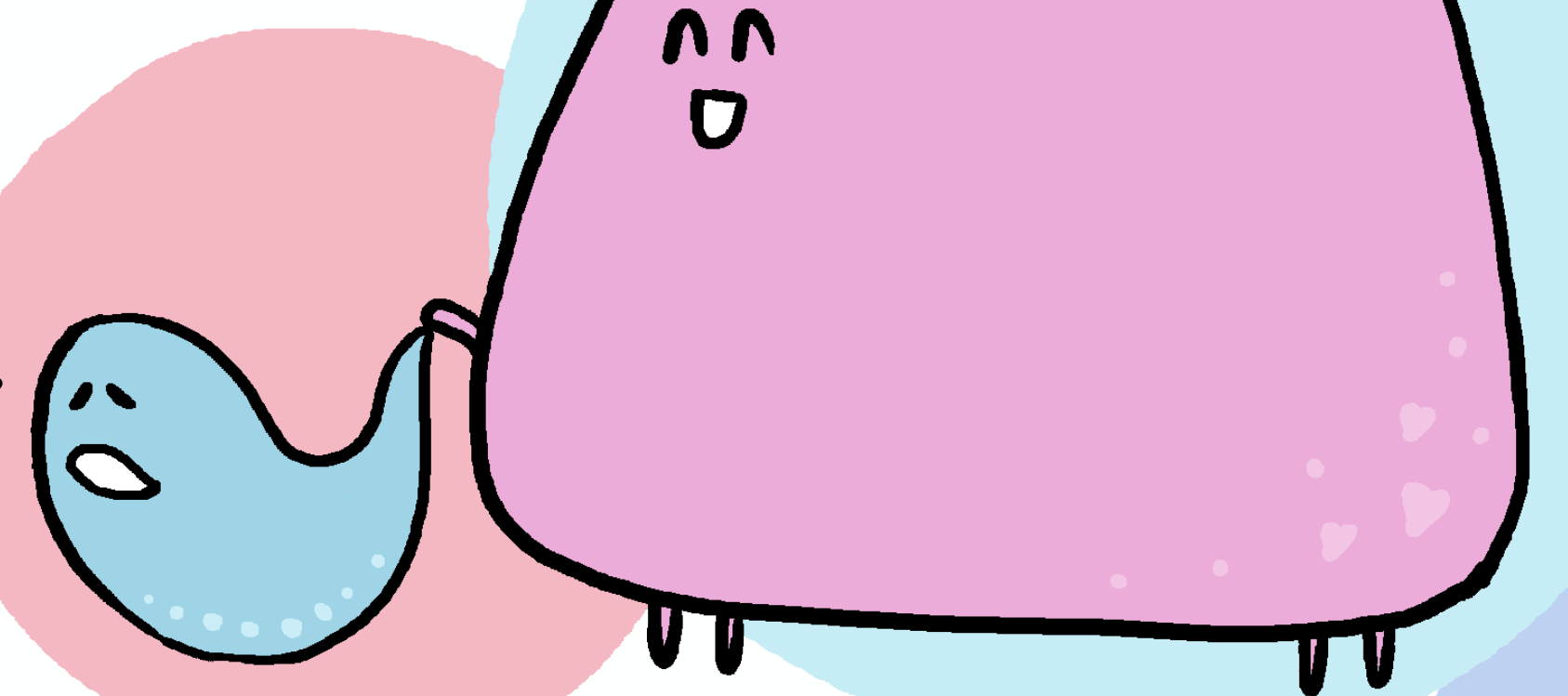


financial losses



successful
competitors

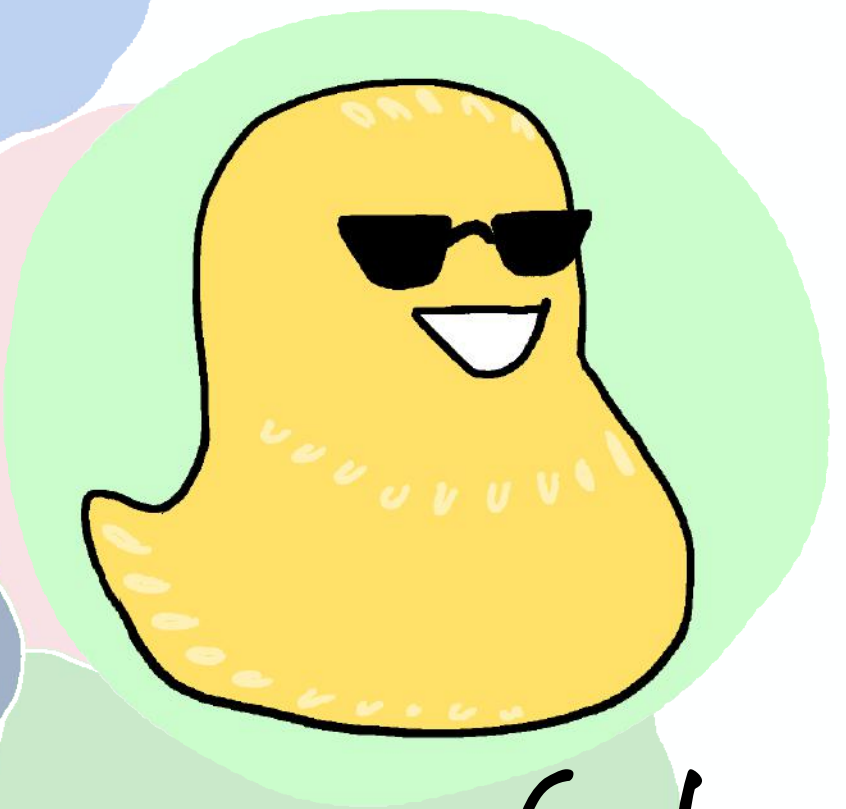
critical mass
of discomfort



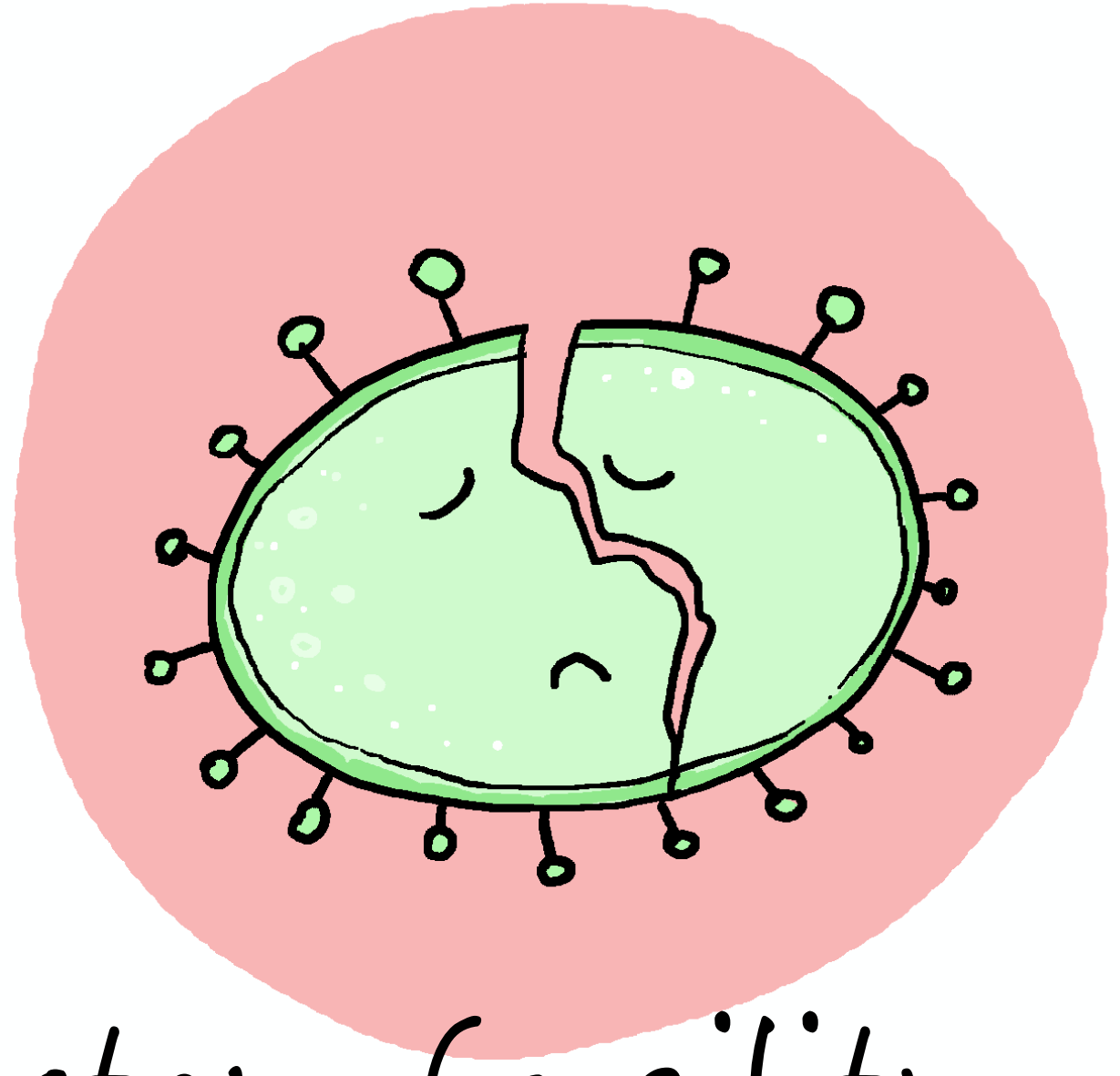
How to help?



financial losses

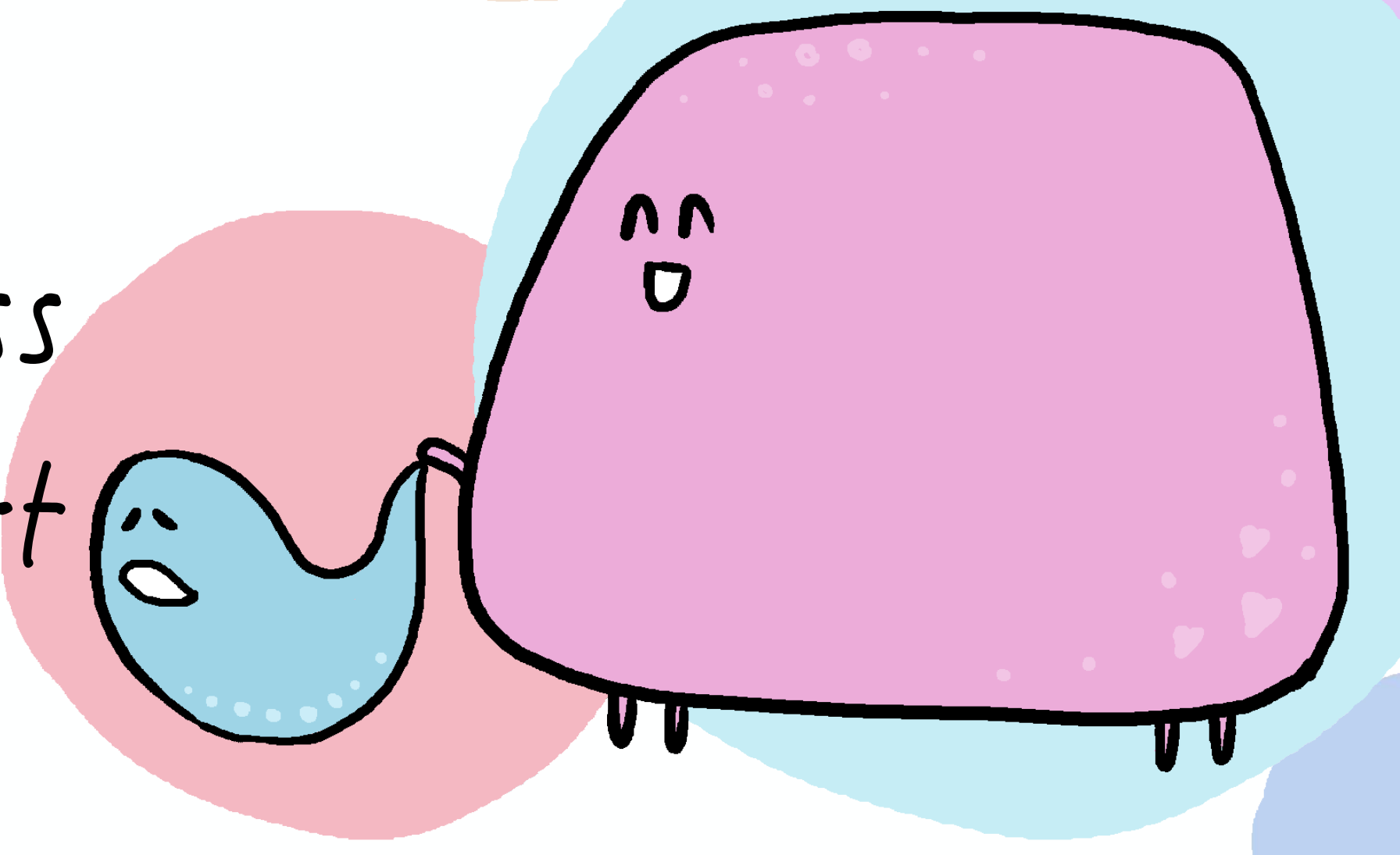


successful competitors



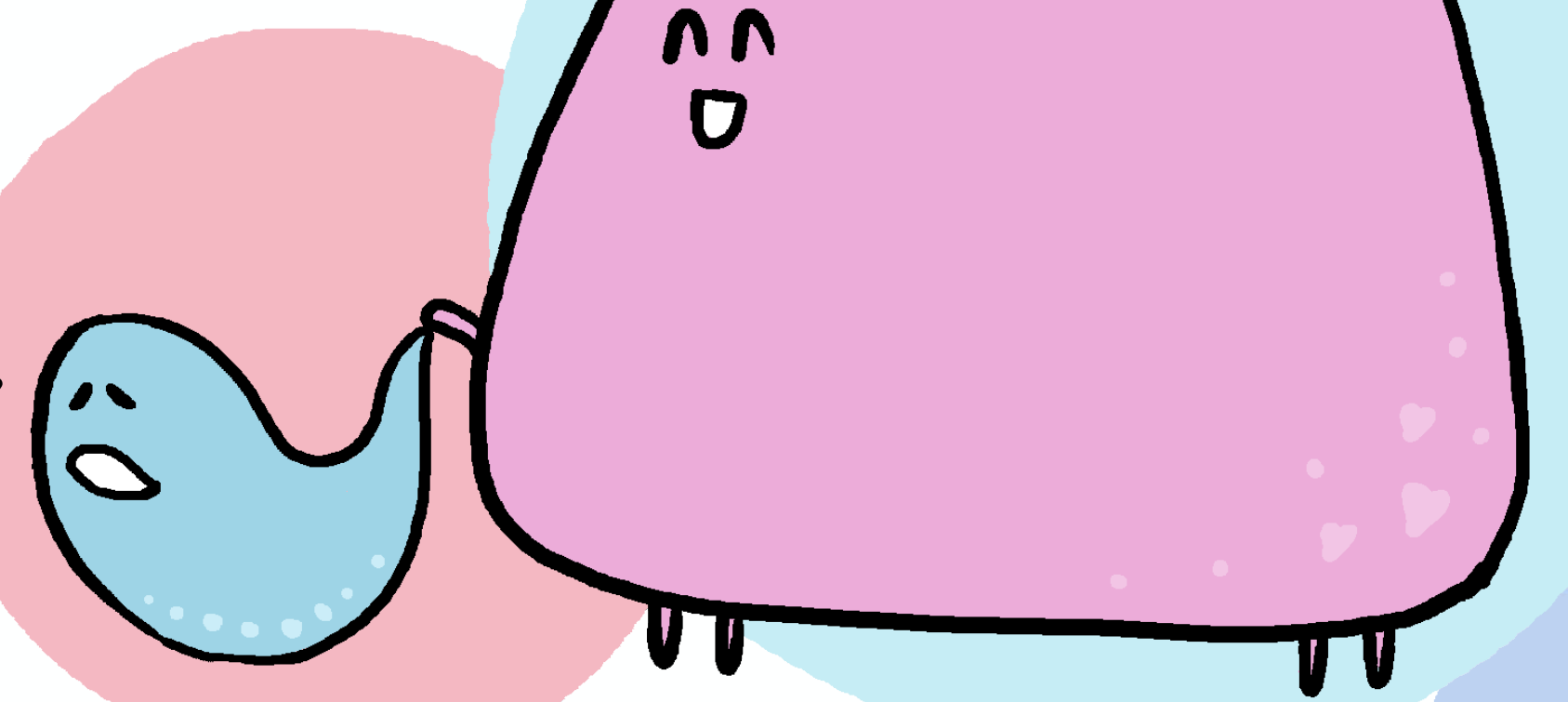
system fragility

critical mass of discomfort

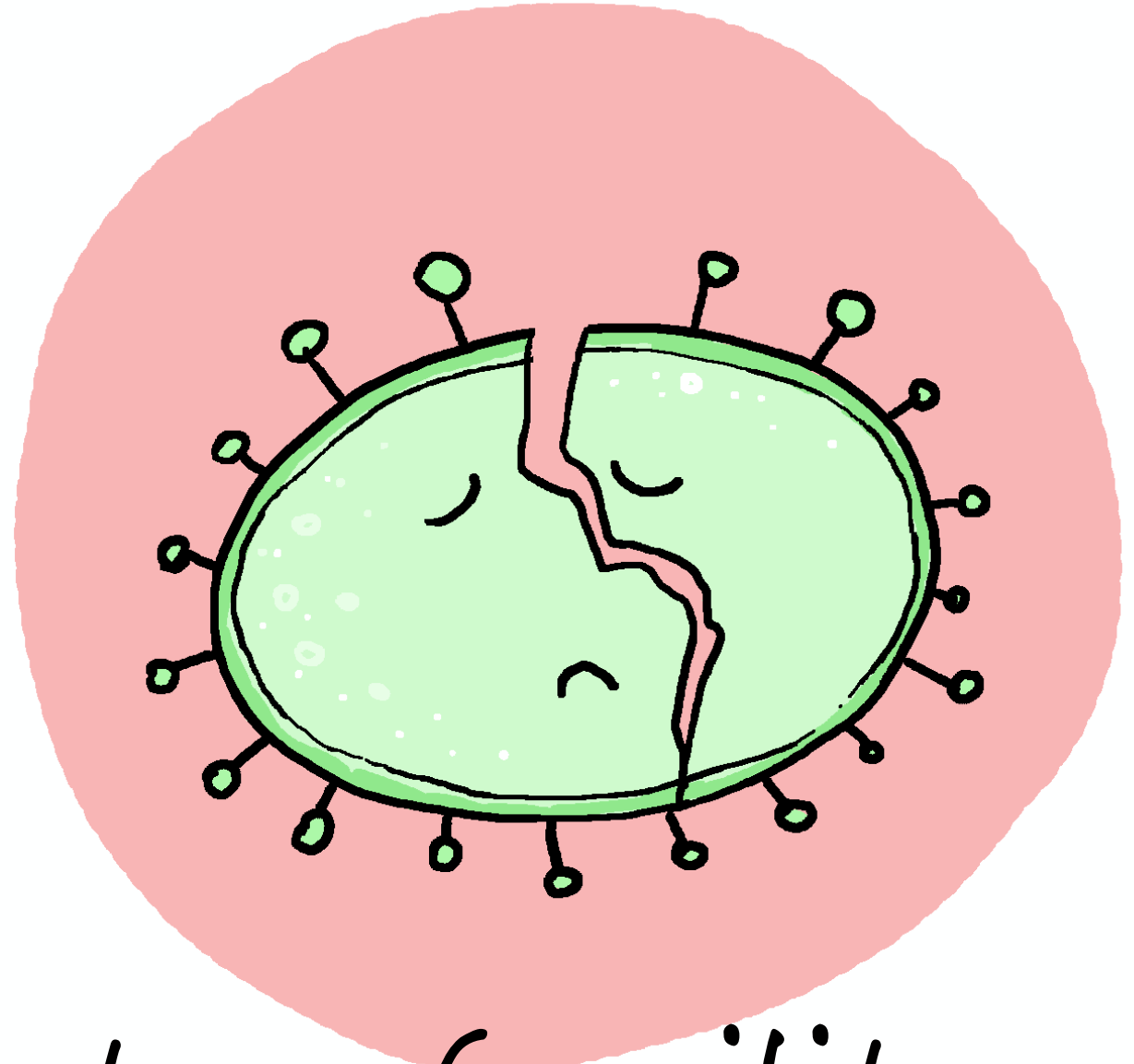


How to help?

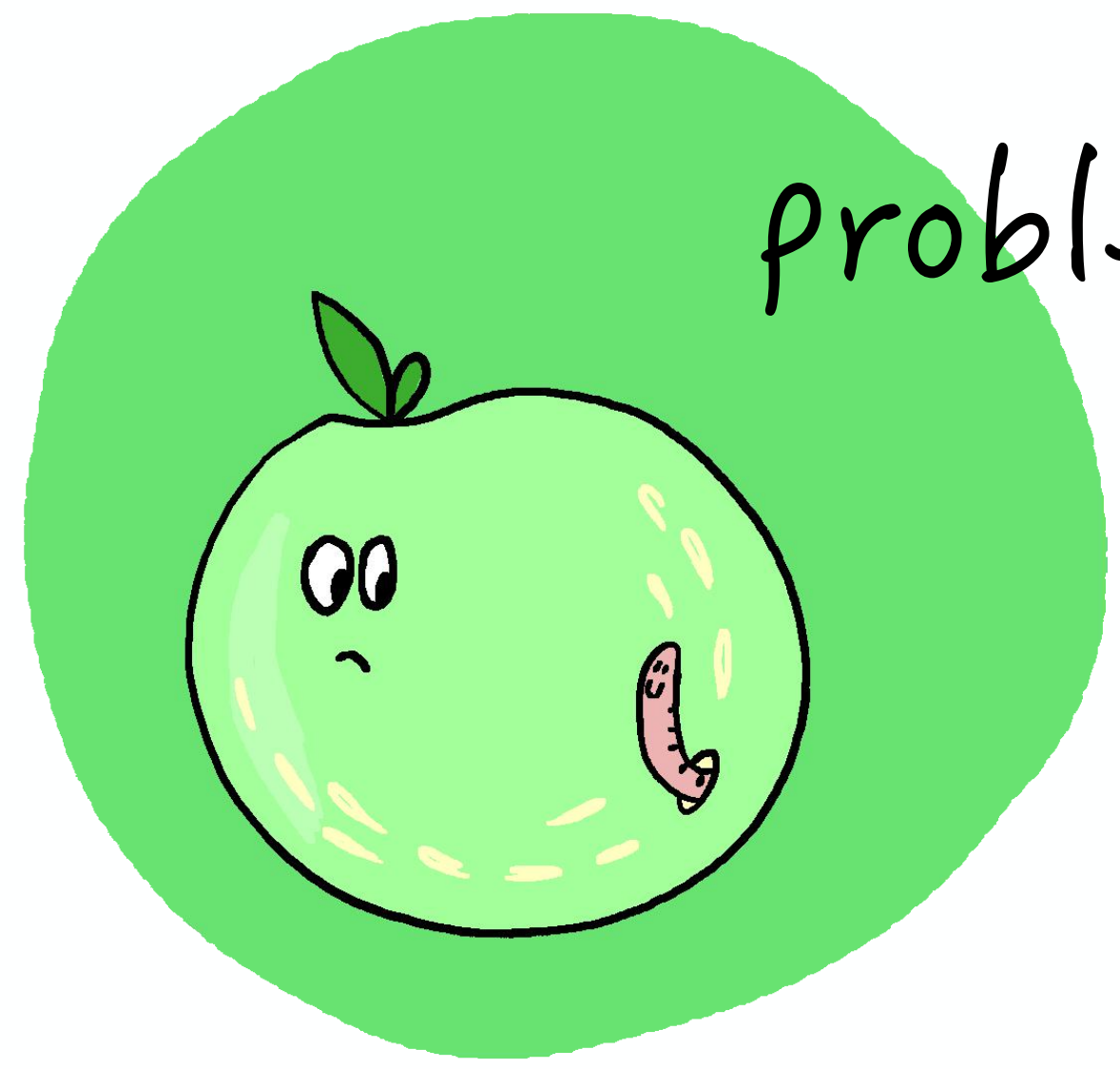
critical mass
of discomfort



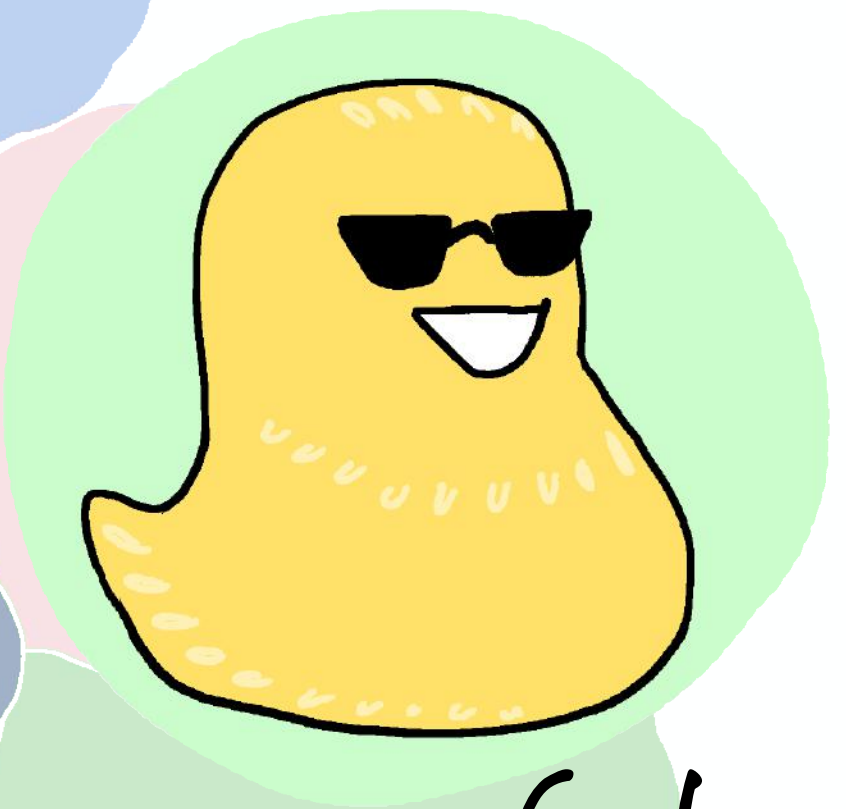
financial losses



system fragility



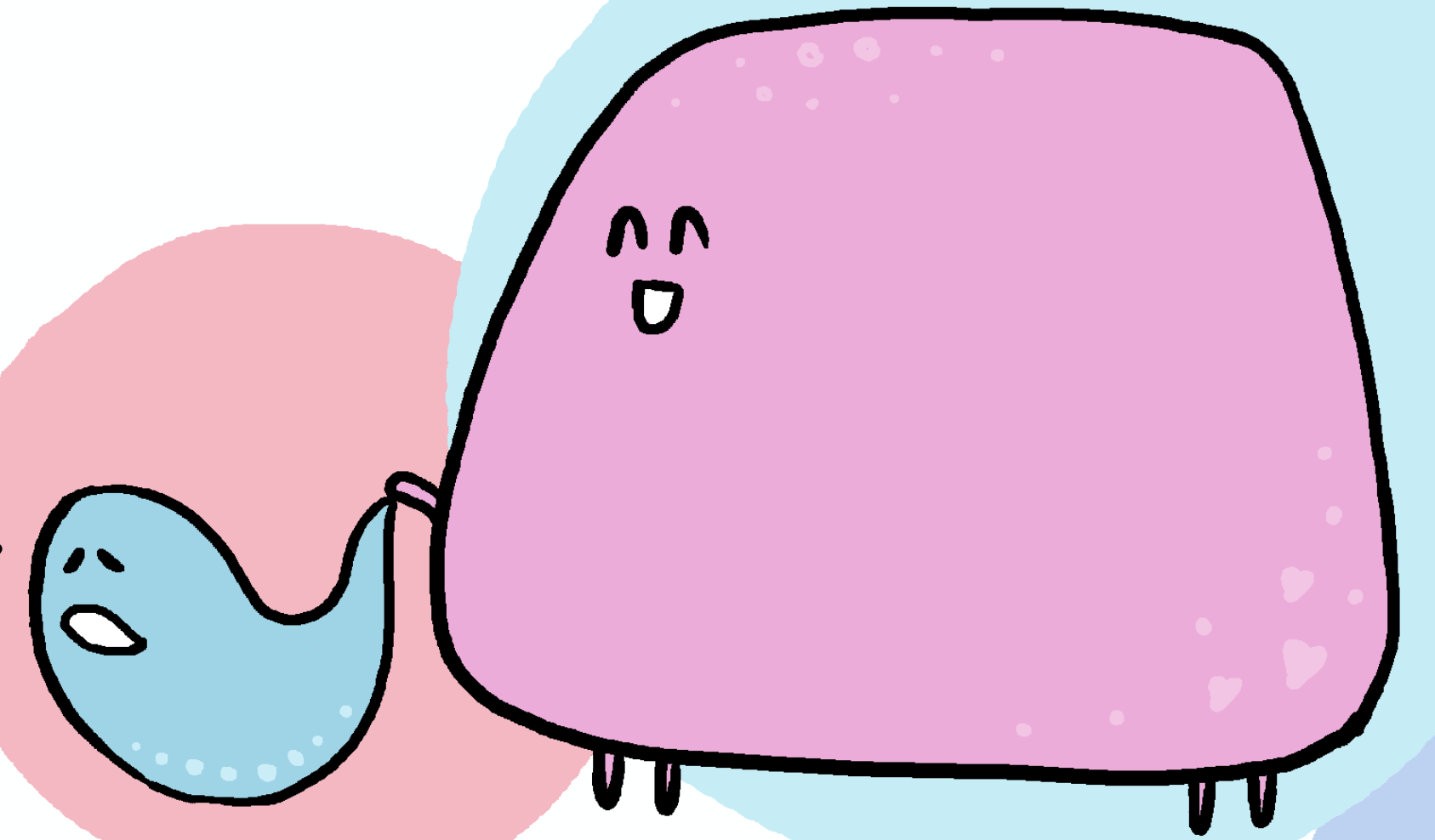
problems



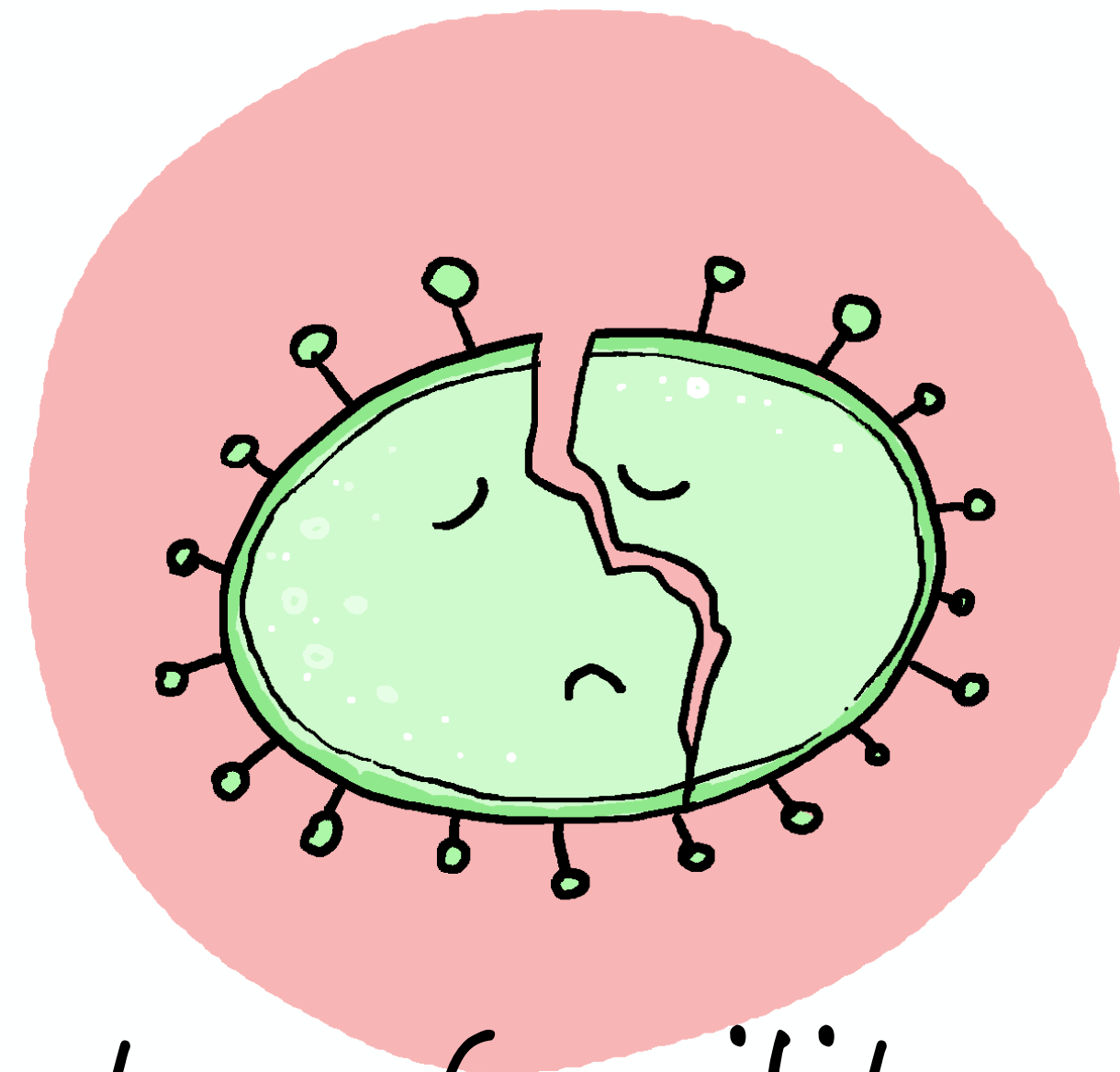
successful
competitors

How to help?

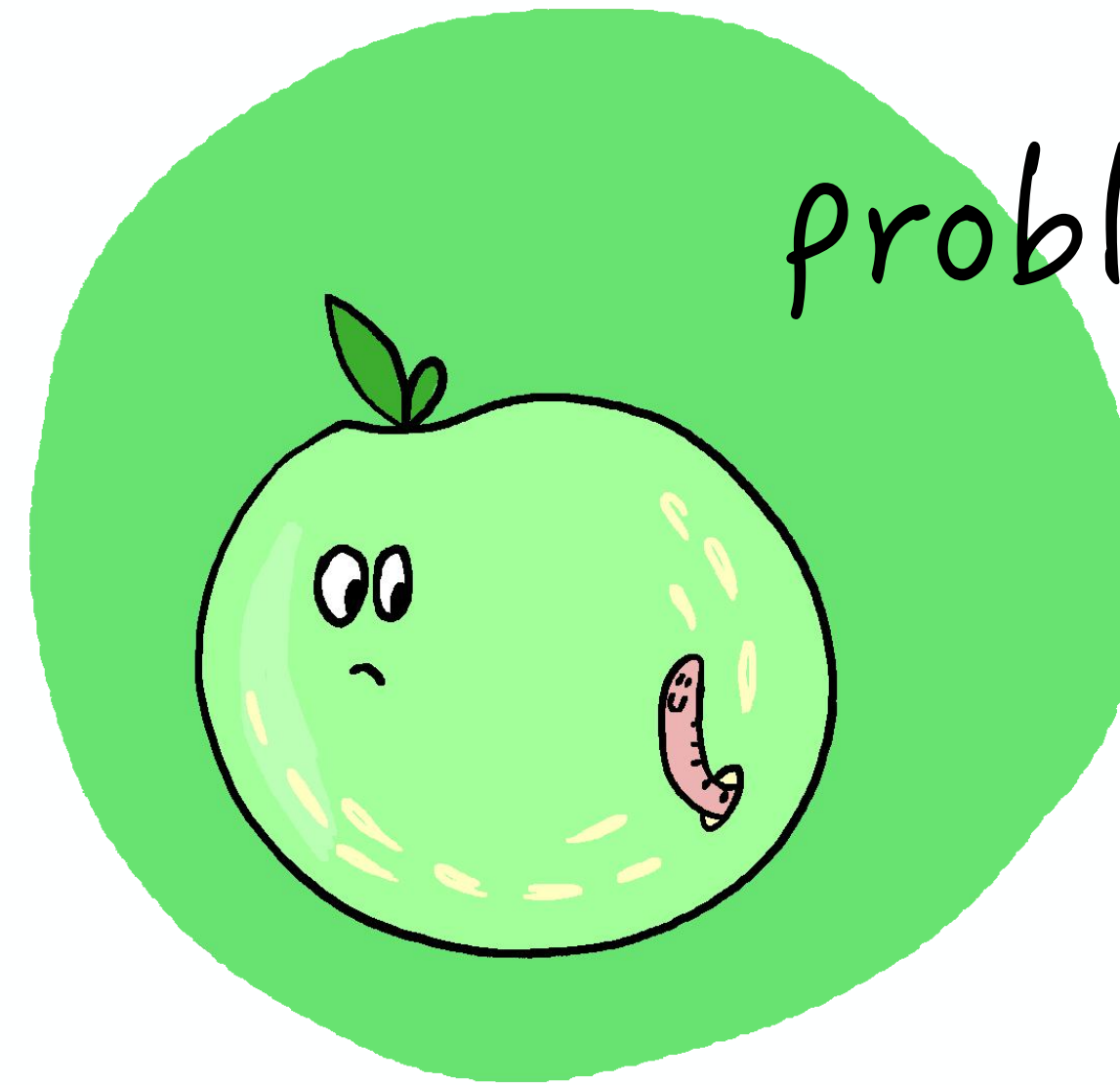
critical mass
of discomfort



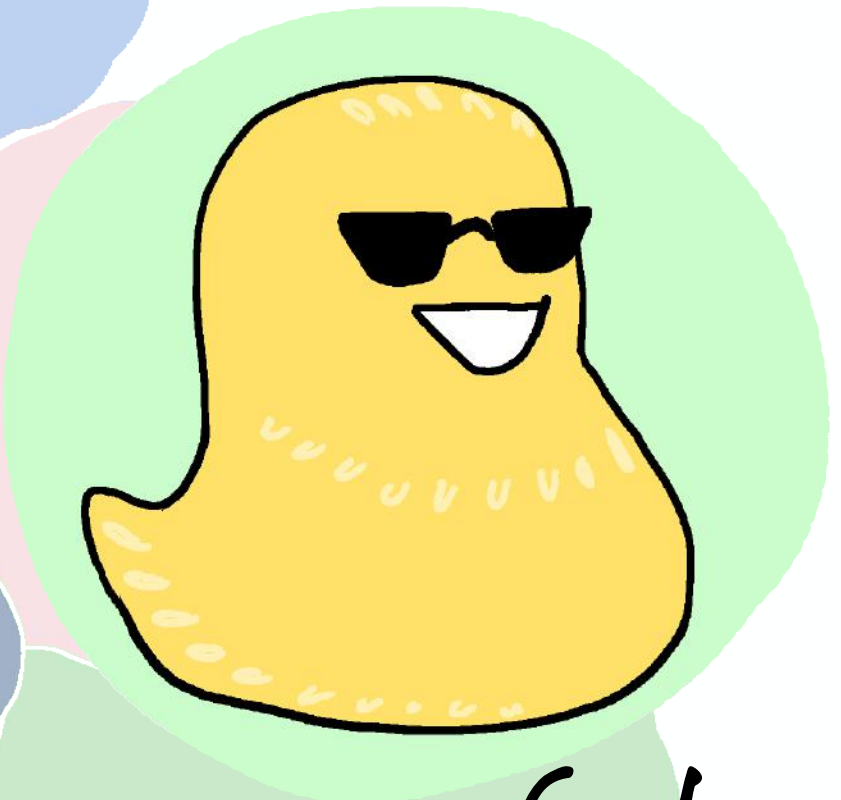
financial losses



system fragility

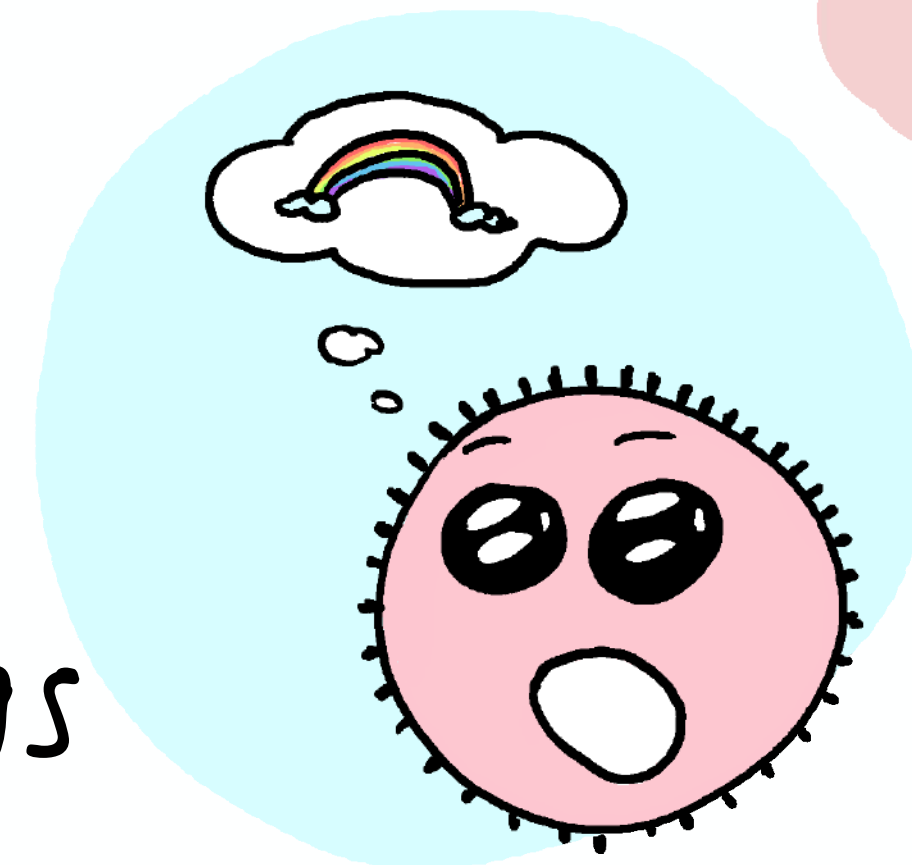


problems

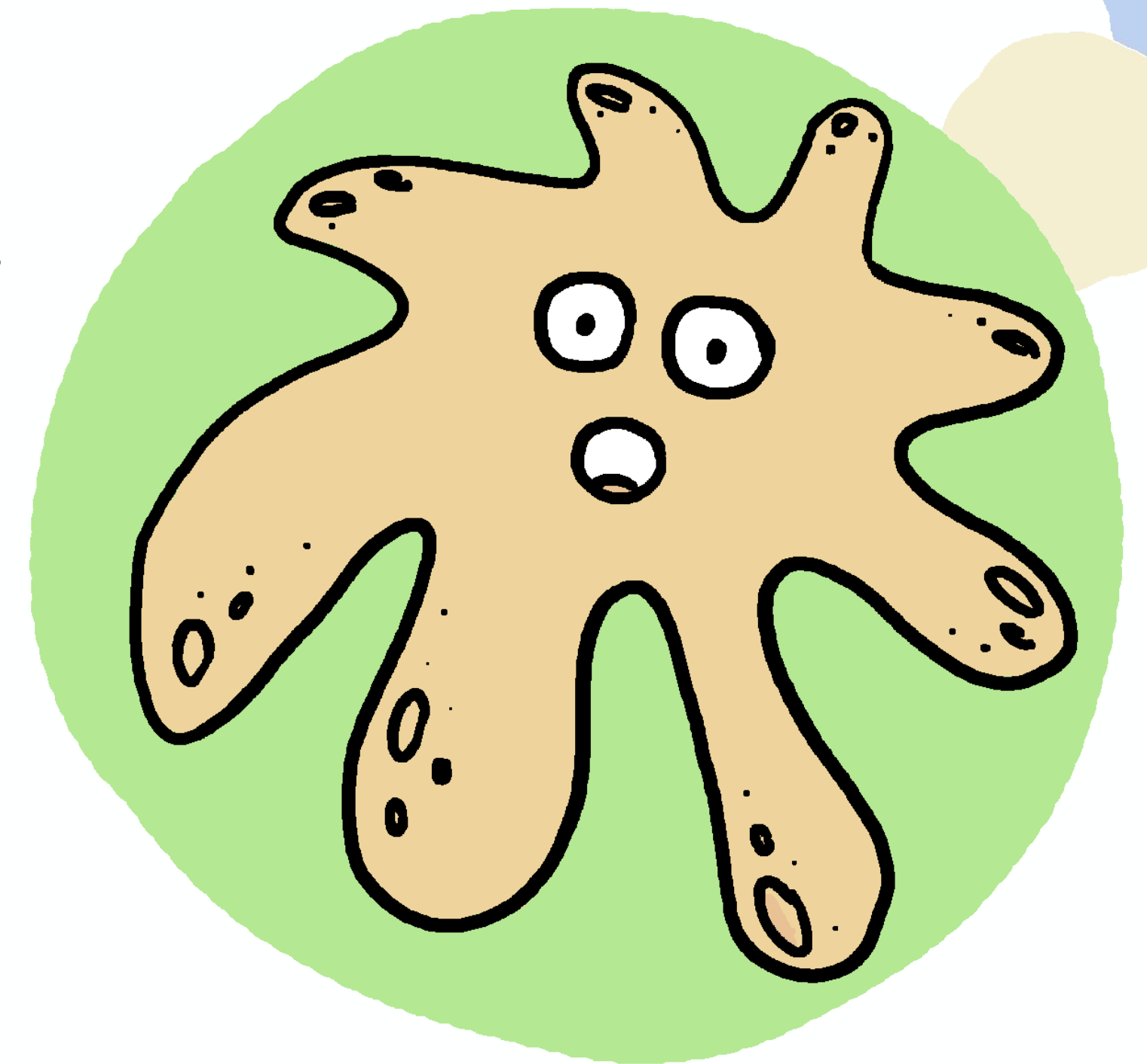
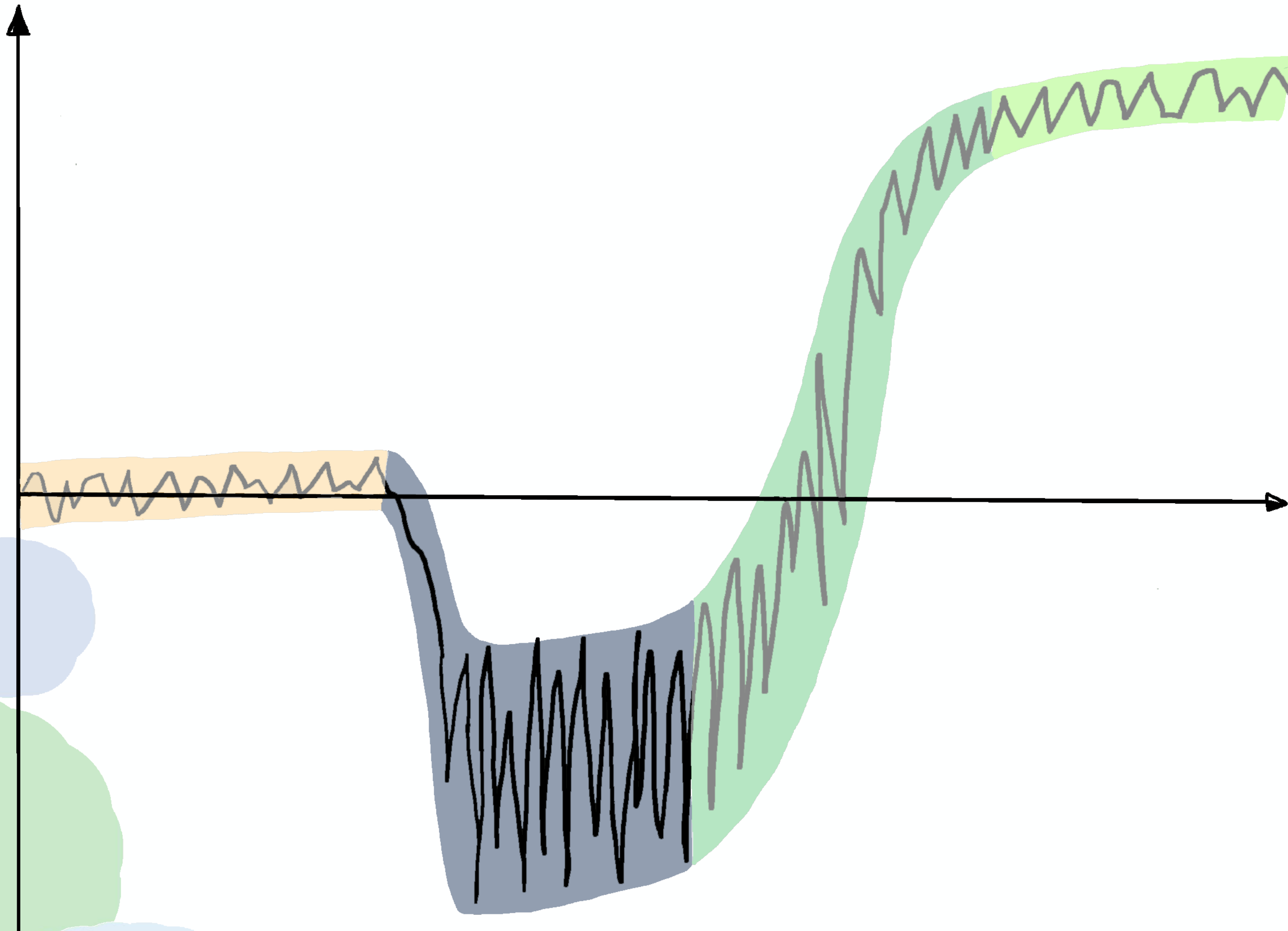


successful
competitors

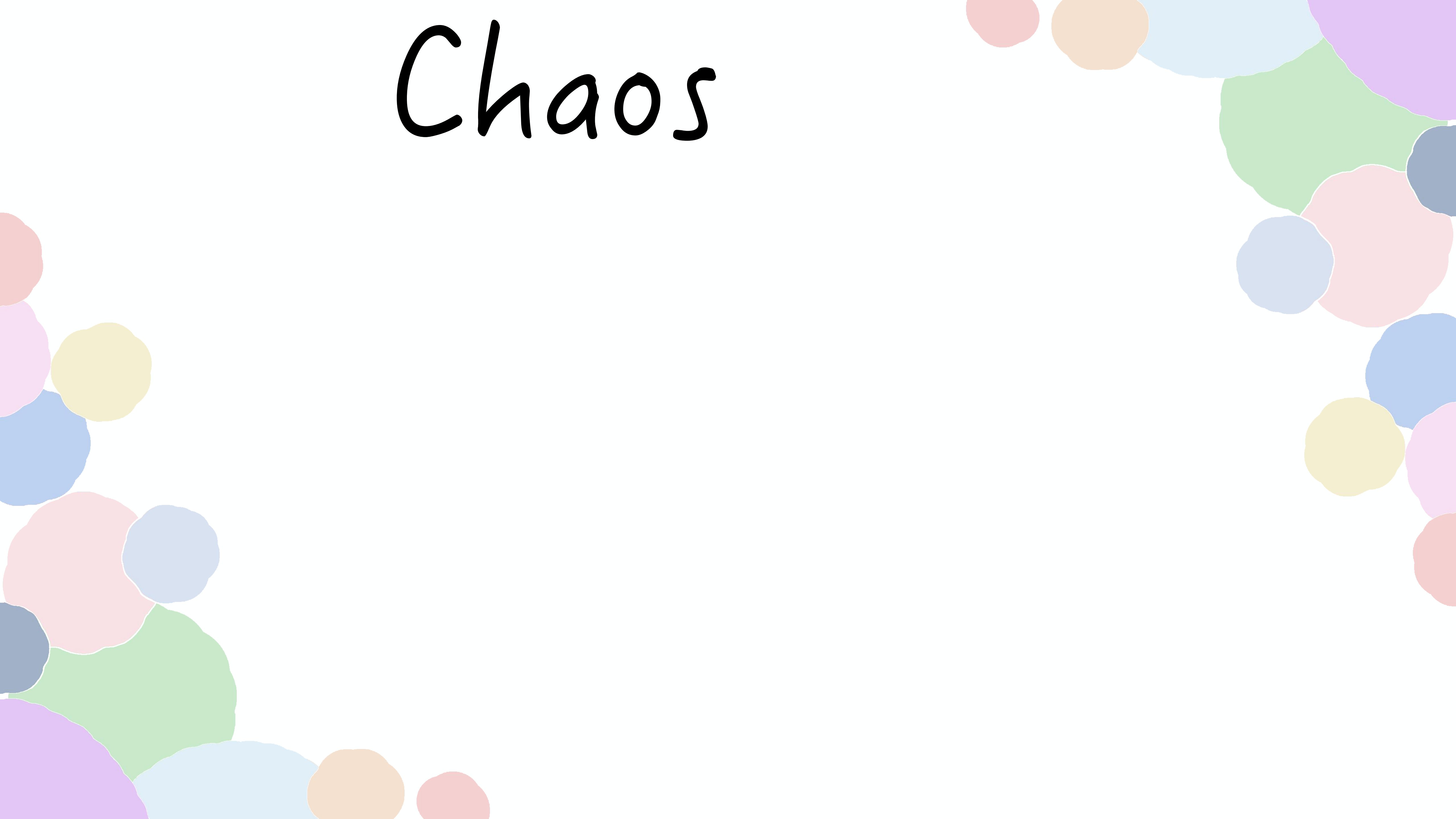
awesome trainings



Chaos



Chaos



Chaos



magical

Chaos



magical



the toughest

Chaos

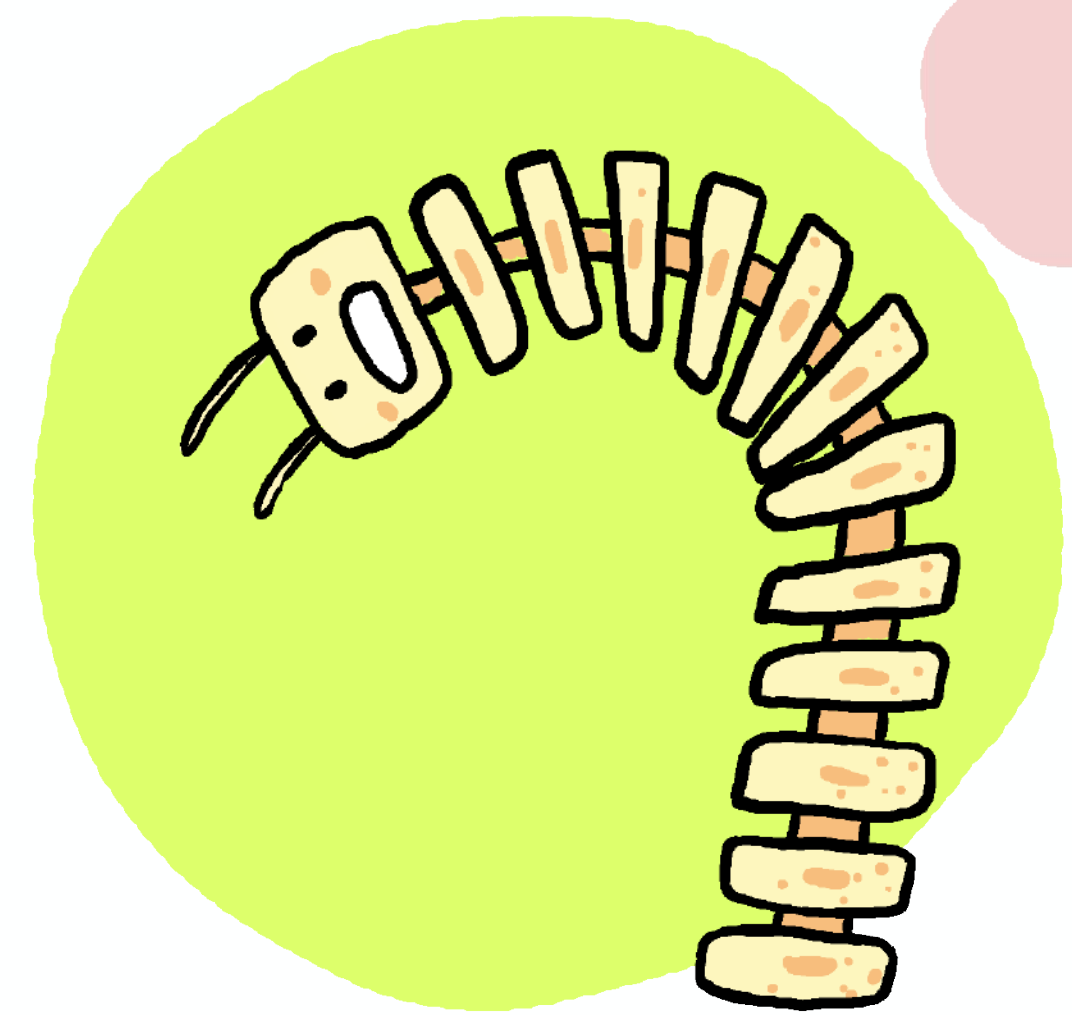


magical



the toughest

*seek stability
at any cost*



Chaos



try
to revert

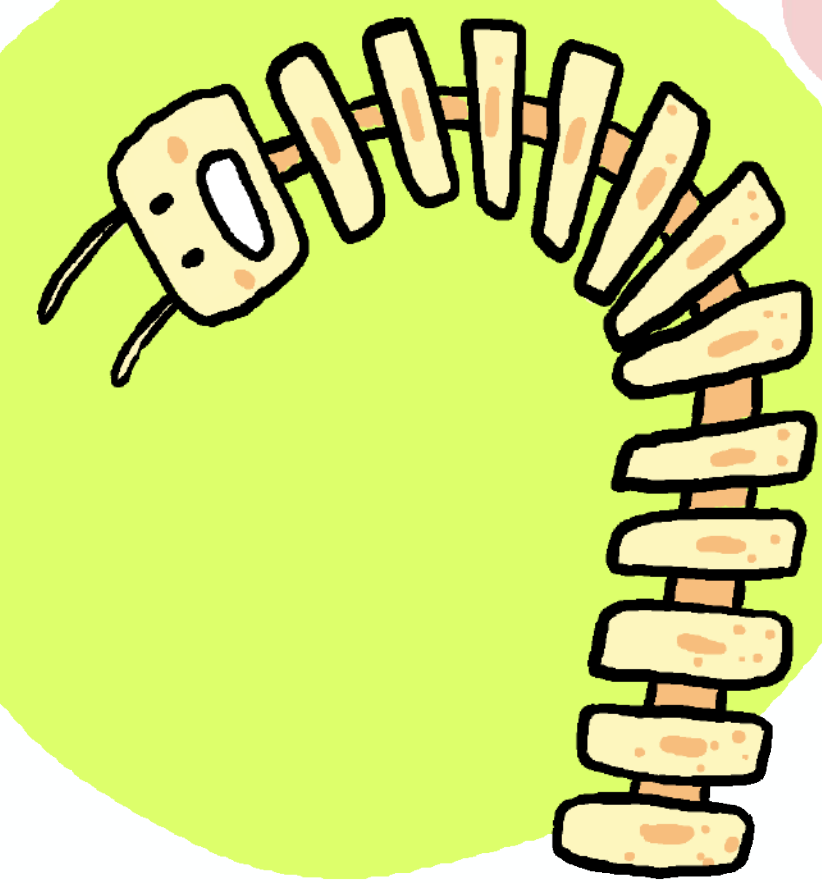


magical



the toughest

seek stability
at any cost



Chaos



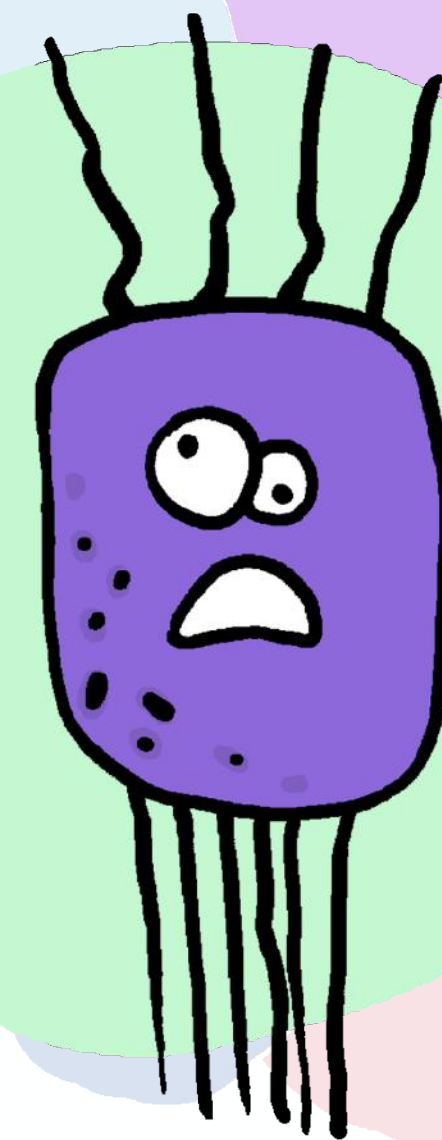
try
to revert



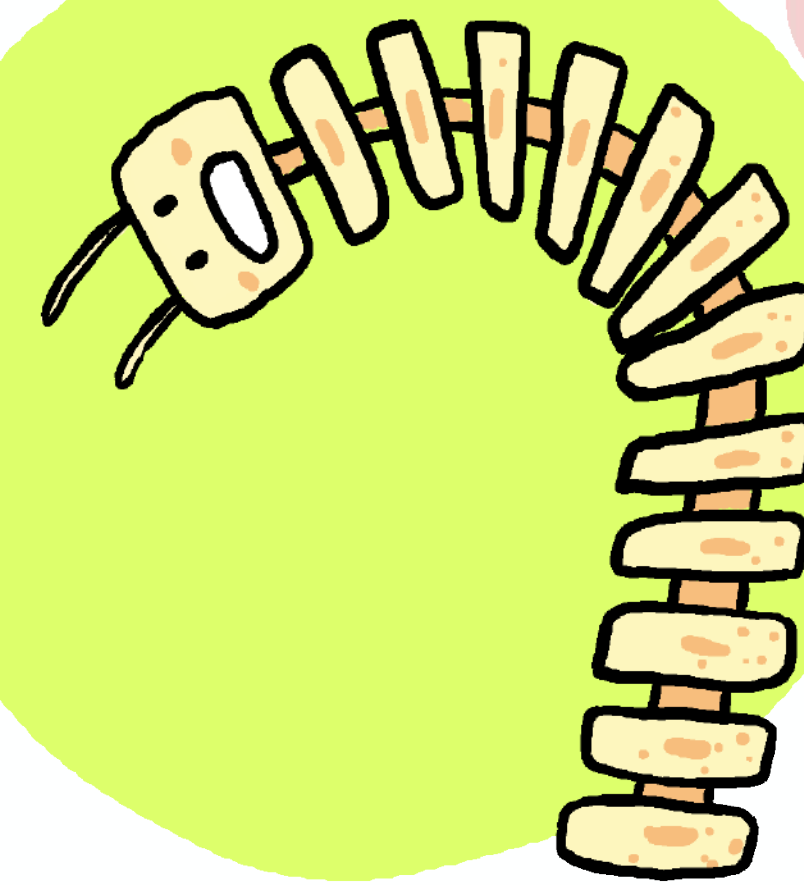
magical



the toughest



depression



seek stability
at any cost

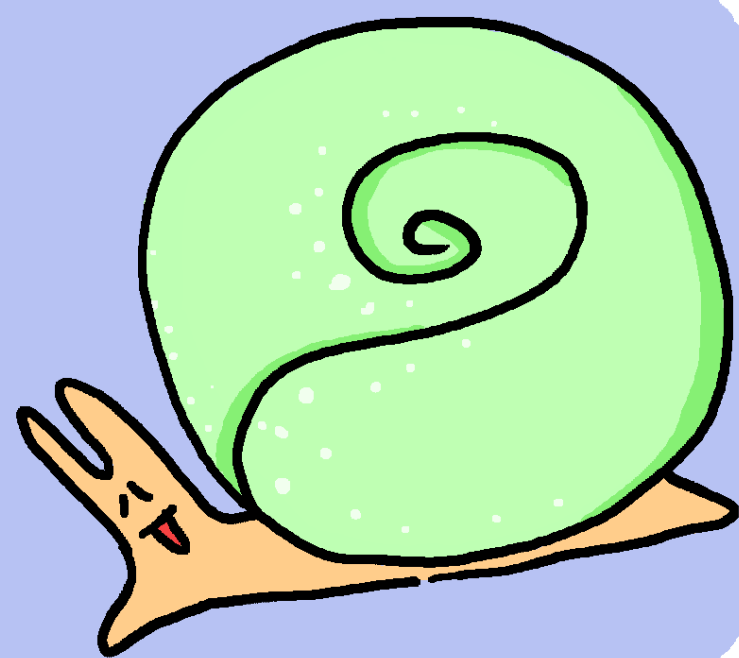
Chaos



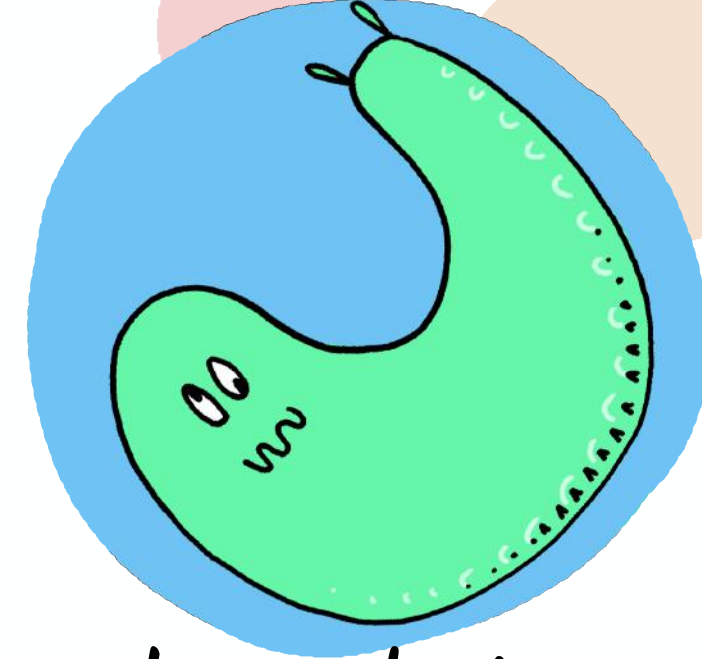
try
to revert



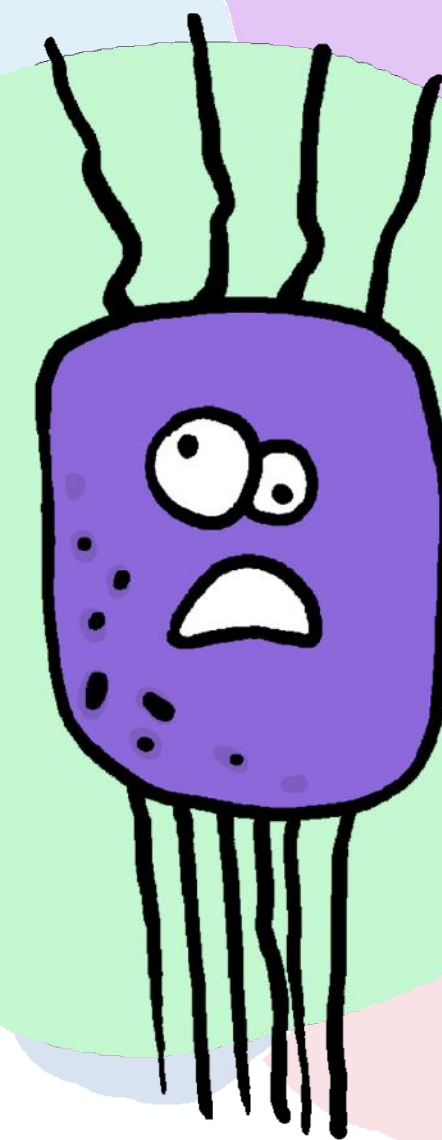
magical



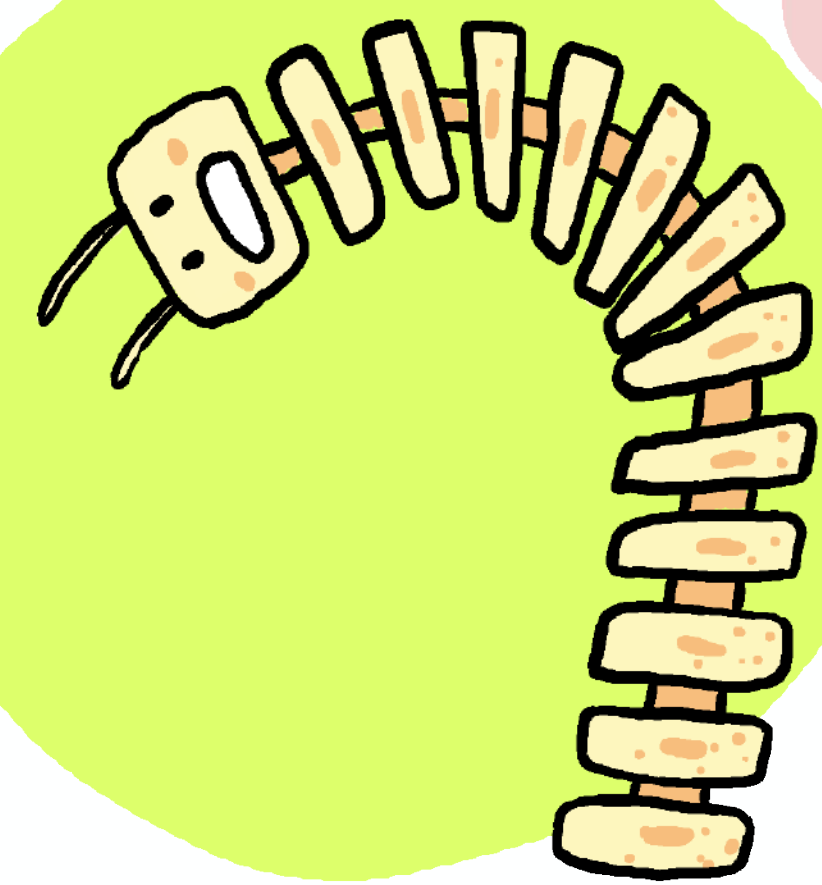
the toughest



hard to
concentrate



depression



seek stability
at any cost

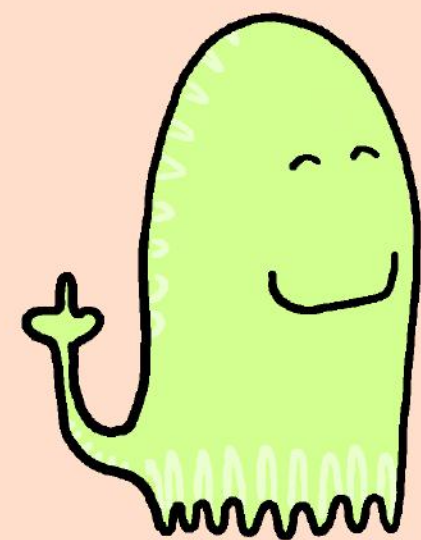
Chaos



try
to revert



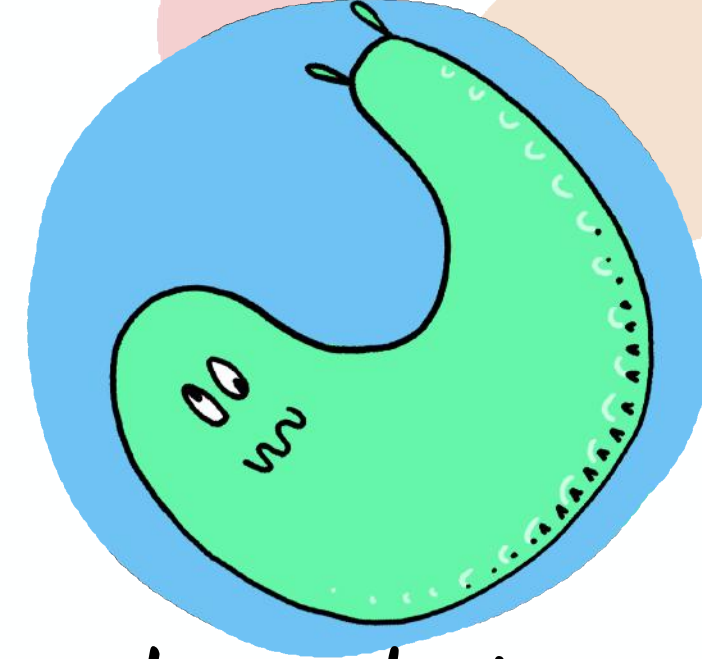
magical



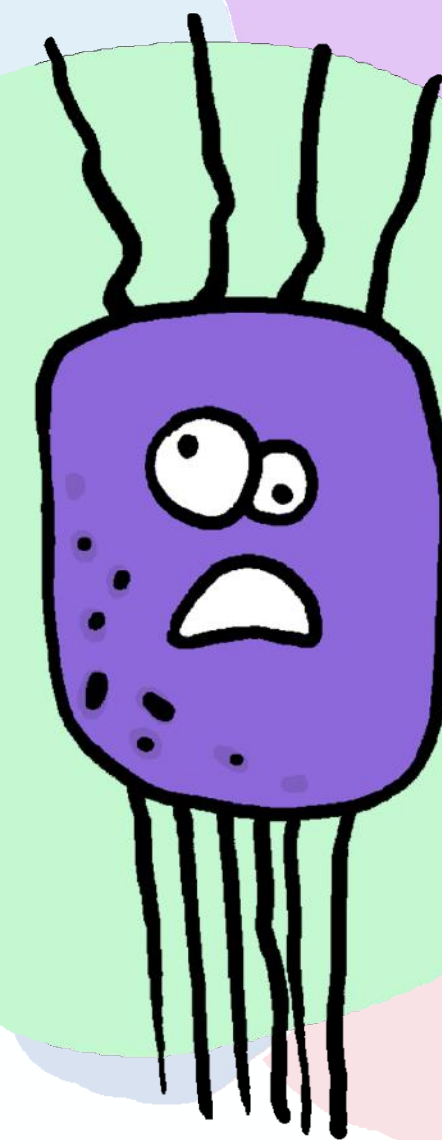
heartless
relationships



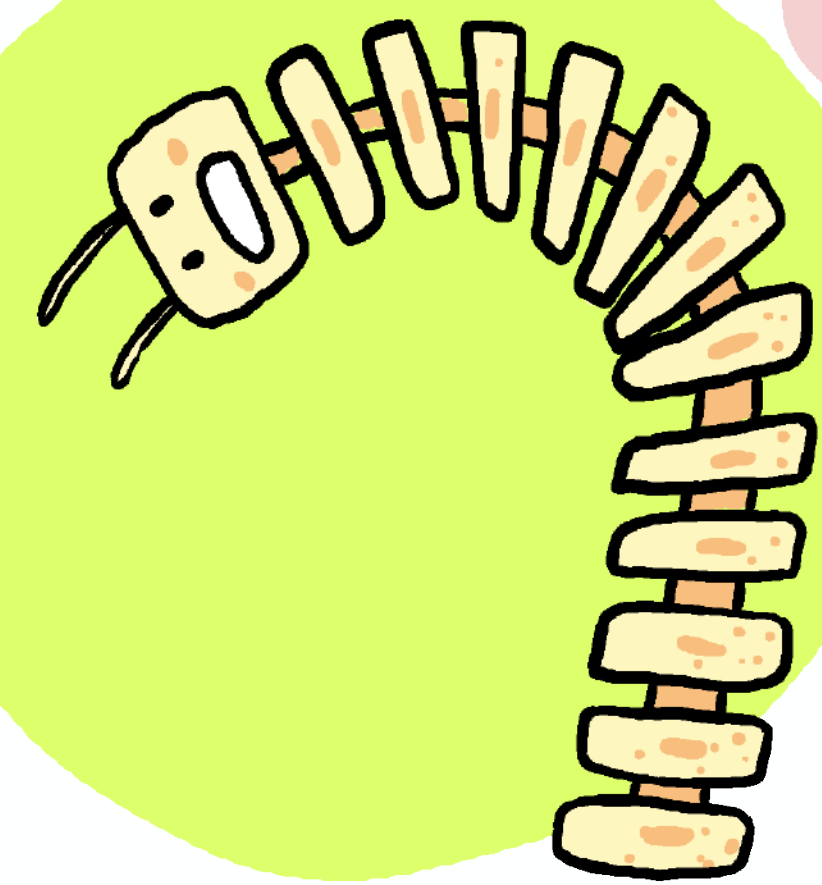
the toughest



hard to
concentrate



depression



seek stability
at any cost

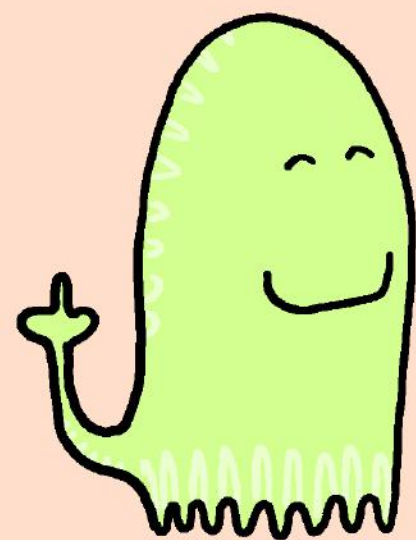
Chaos



try
to revert



magical



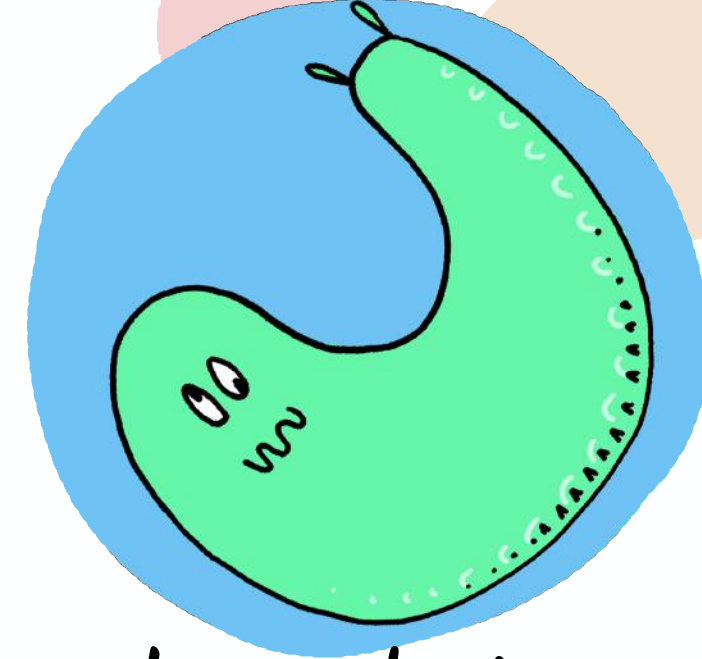
heartless
relationships



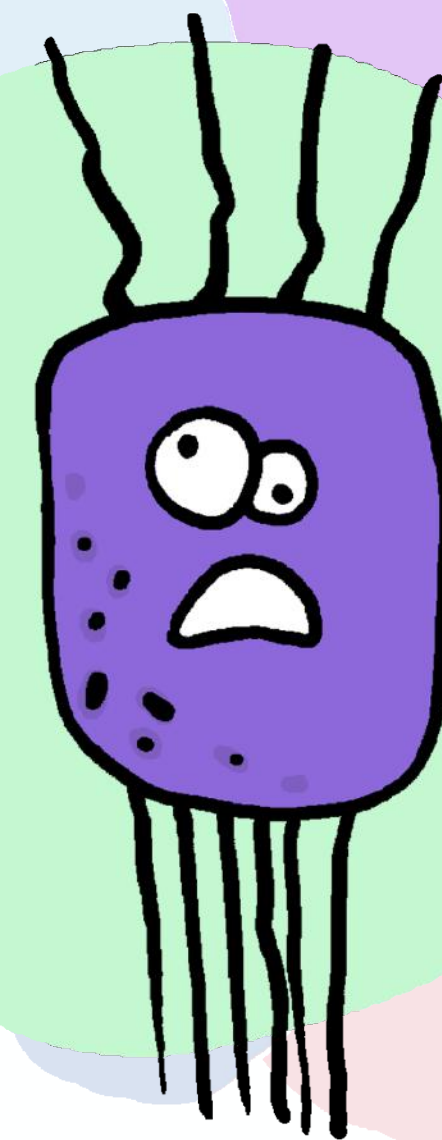
the toughest



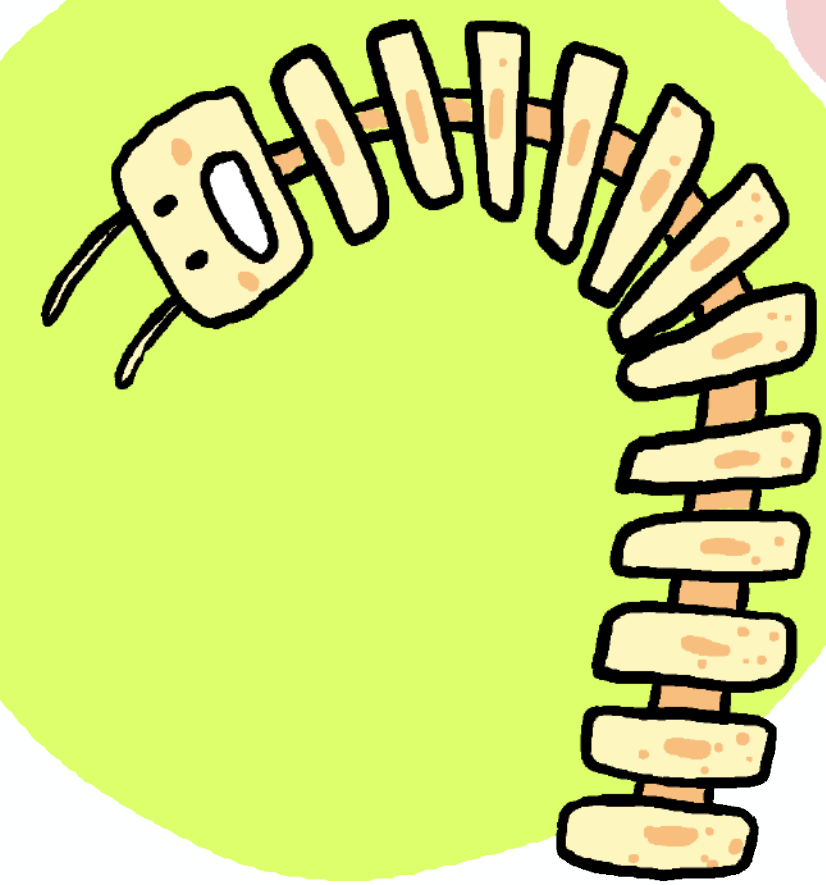
search for
a better place



hard to
concentrate



depression



seek stability
at any cost

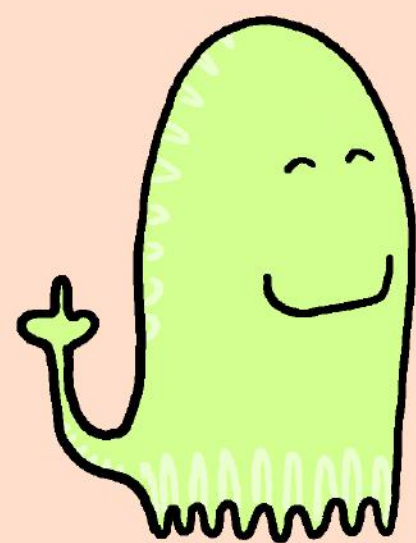
Chaos



try
to revert



magical



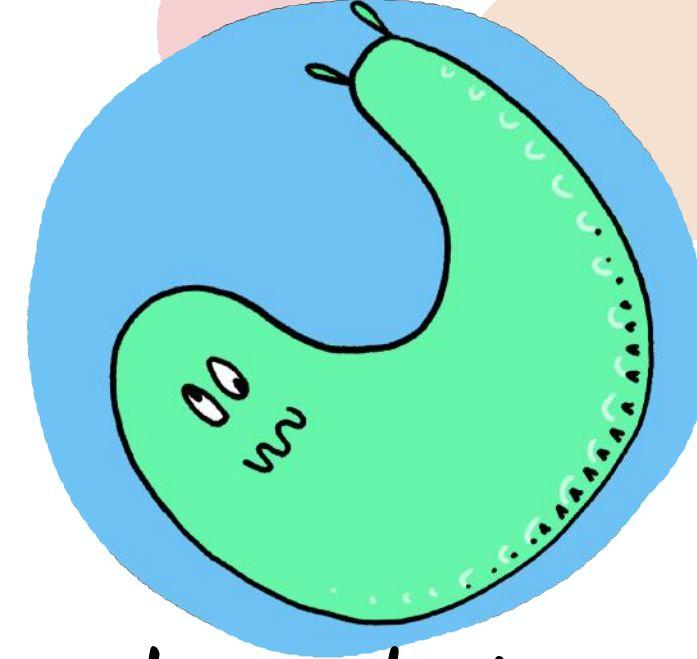
heartless
relationships



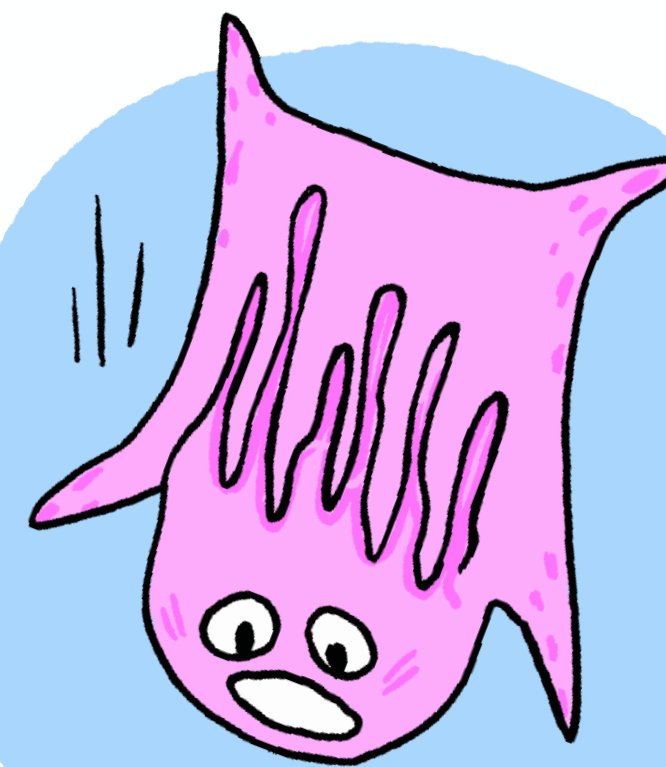
the toughest



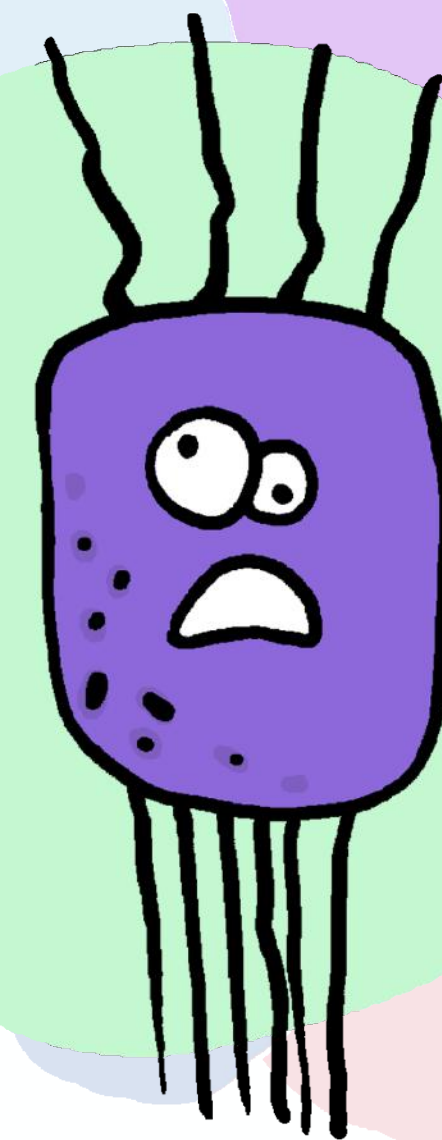
search for
a better place



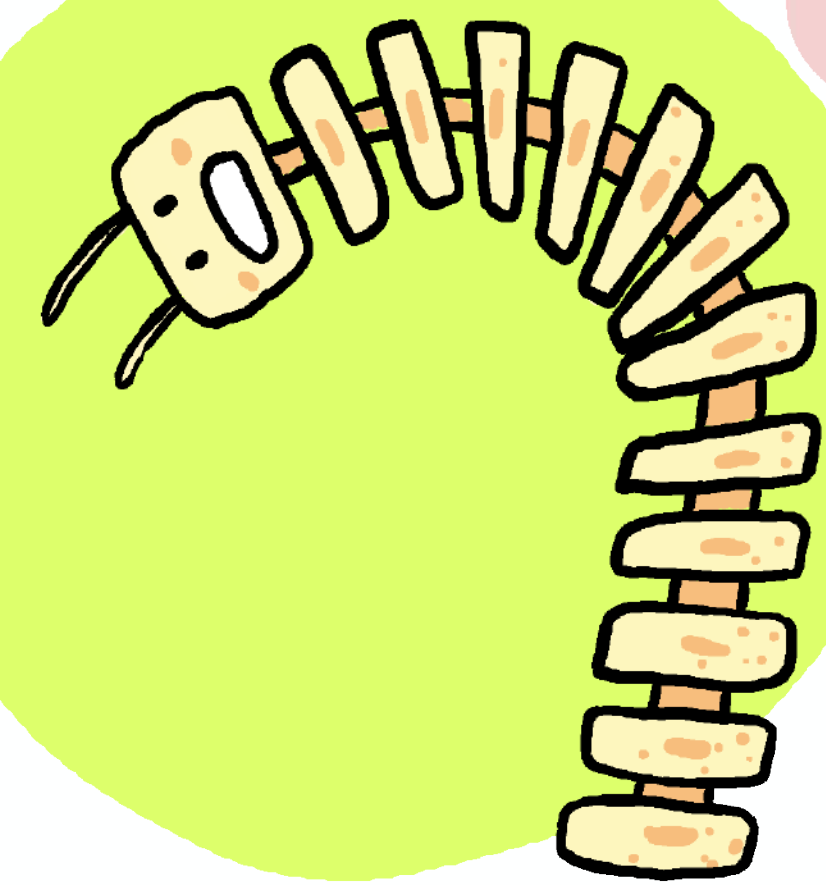
hard to
concentrate



performance
drop

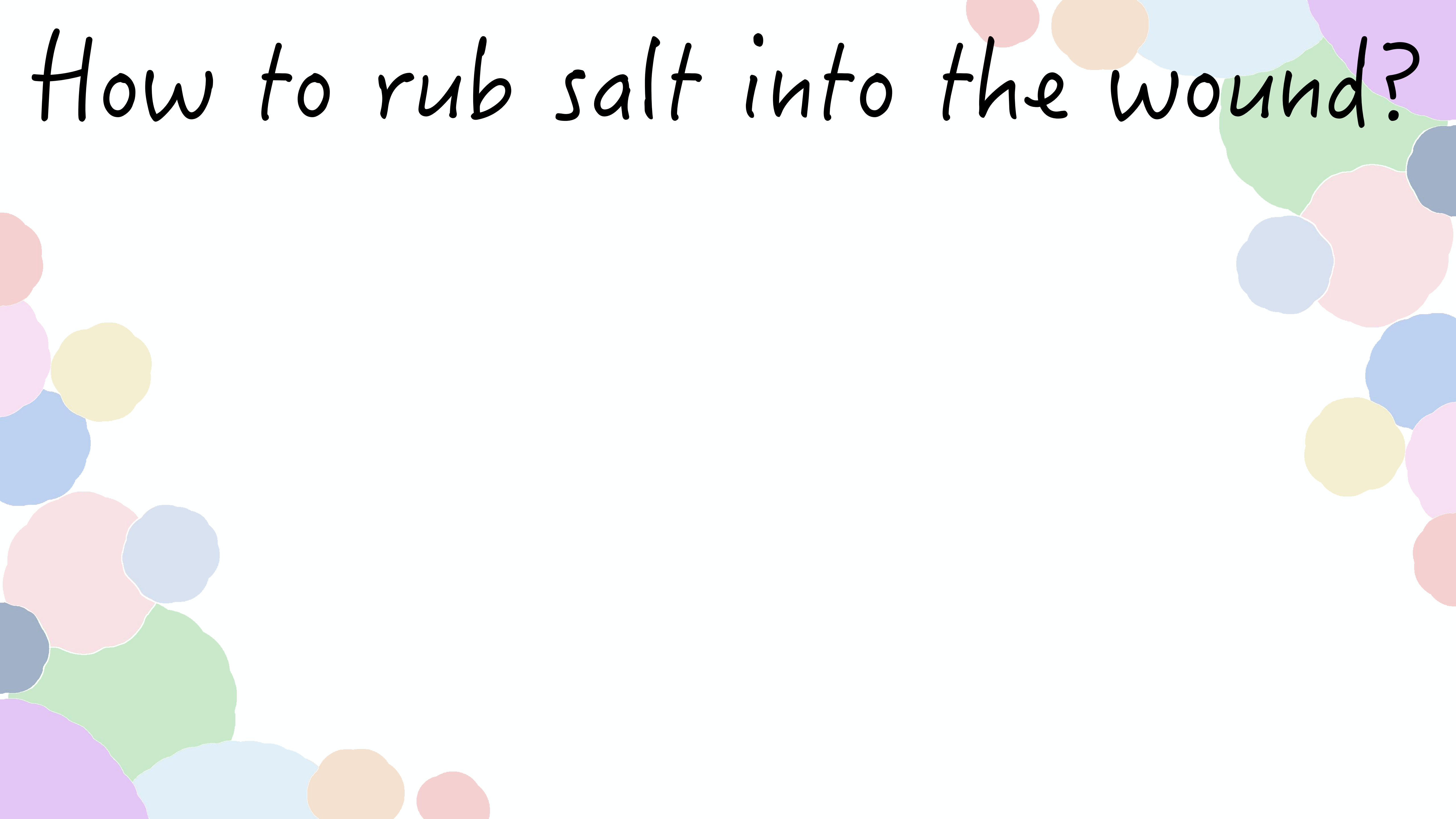


depression



seek stability
at any cost

How to rub salt into the wound?



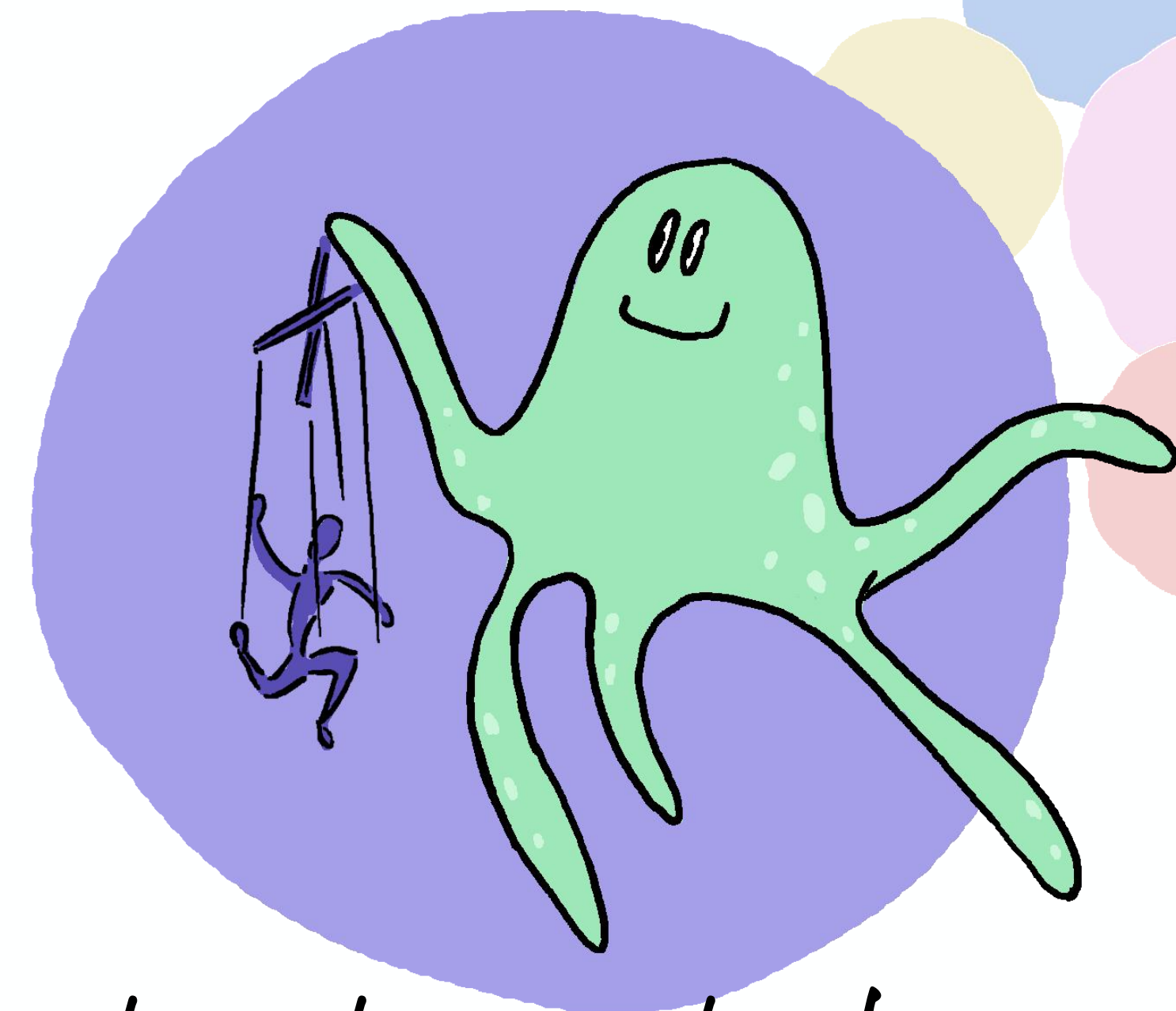
How to rub salt into the w

'stop this
bull****!'



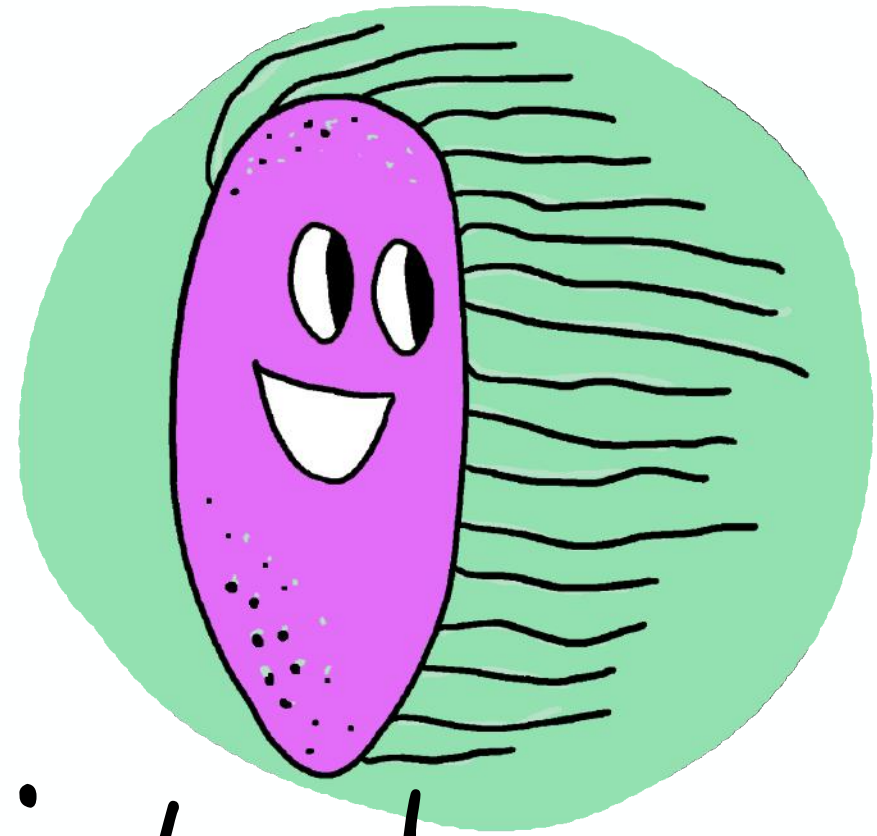
How to rub salt into the w

'stop this
bull****!'



try to control

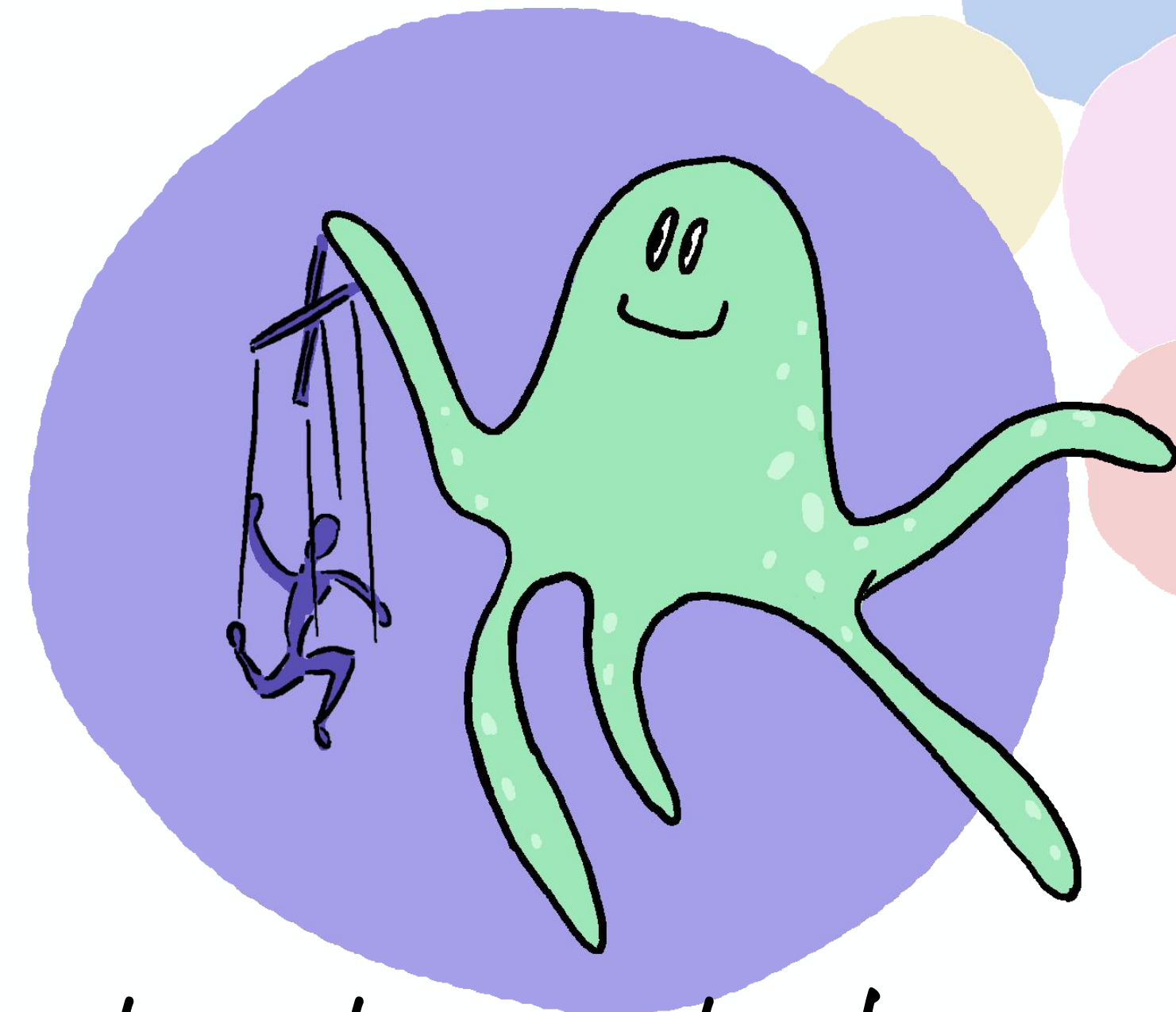
How to rub salt into the w



introduce another
change

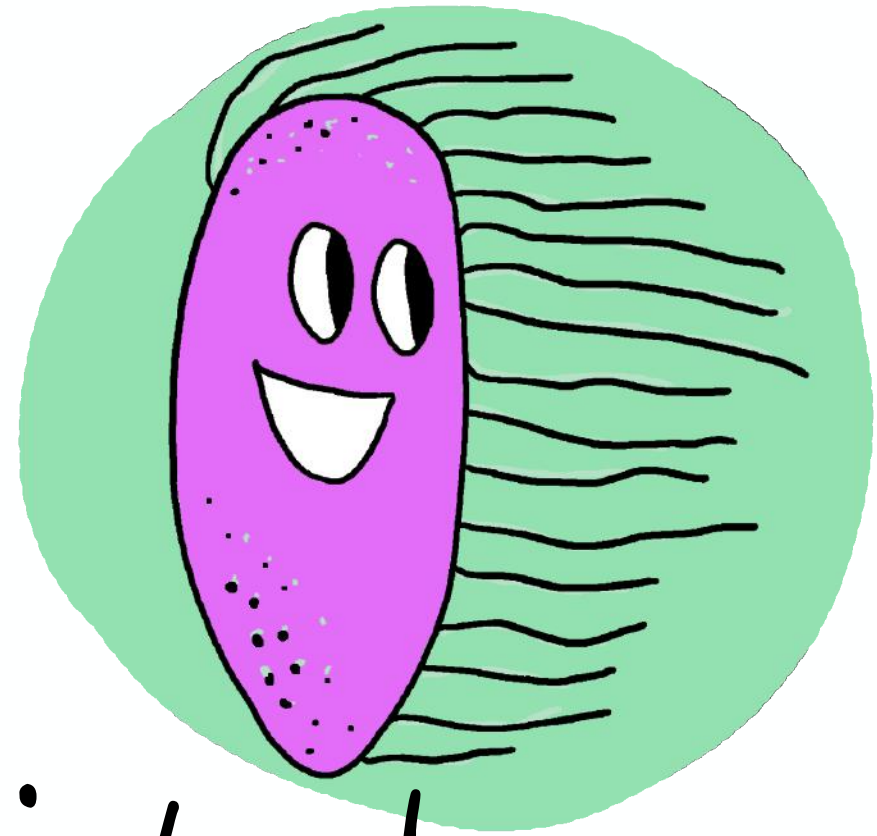


'stop this
bull****!'

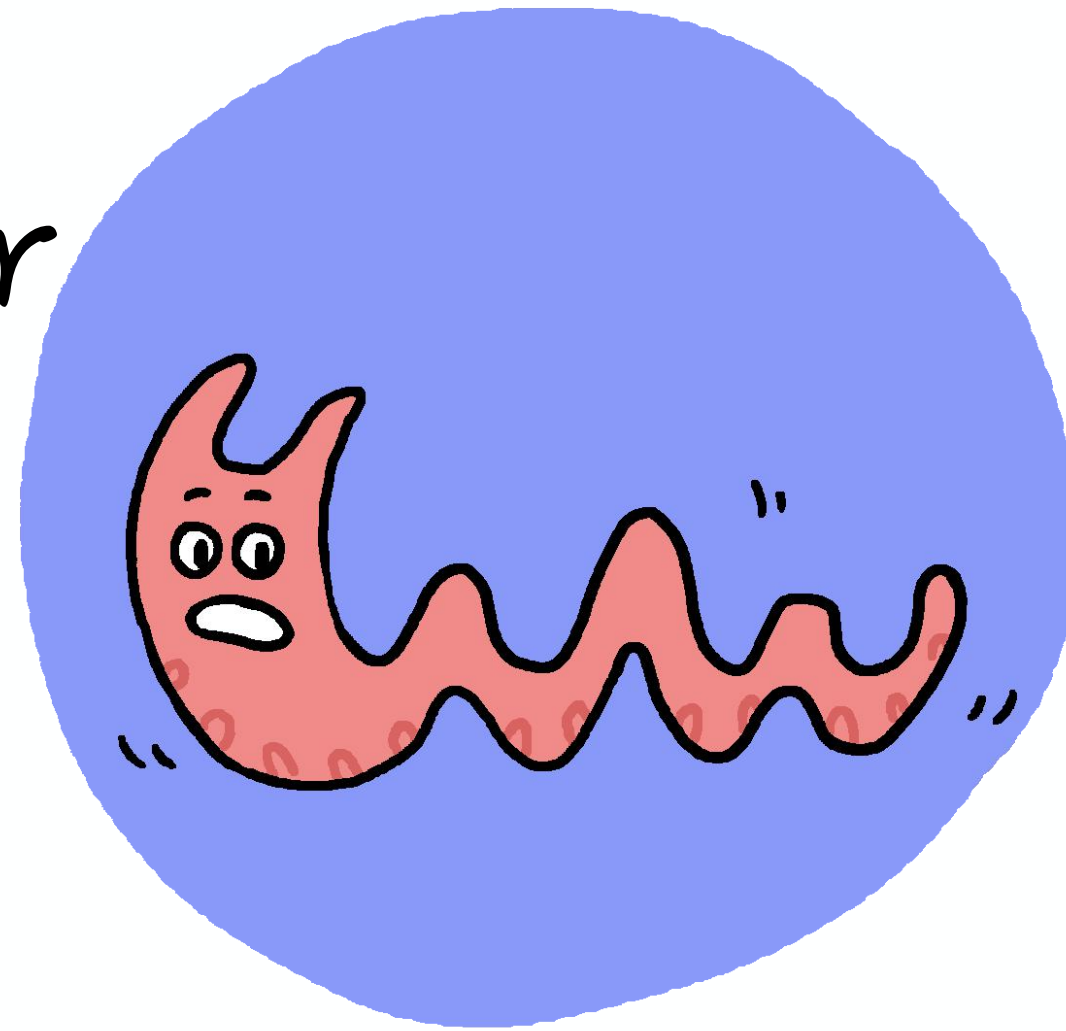


try to control

How to rub salt into the w

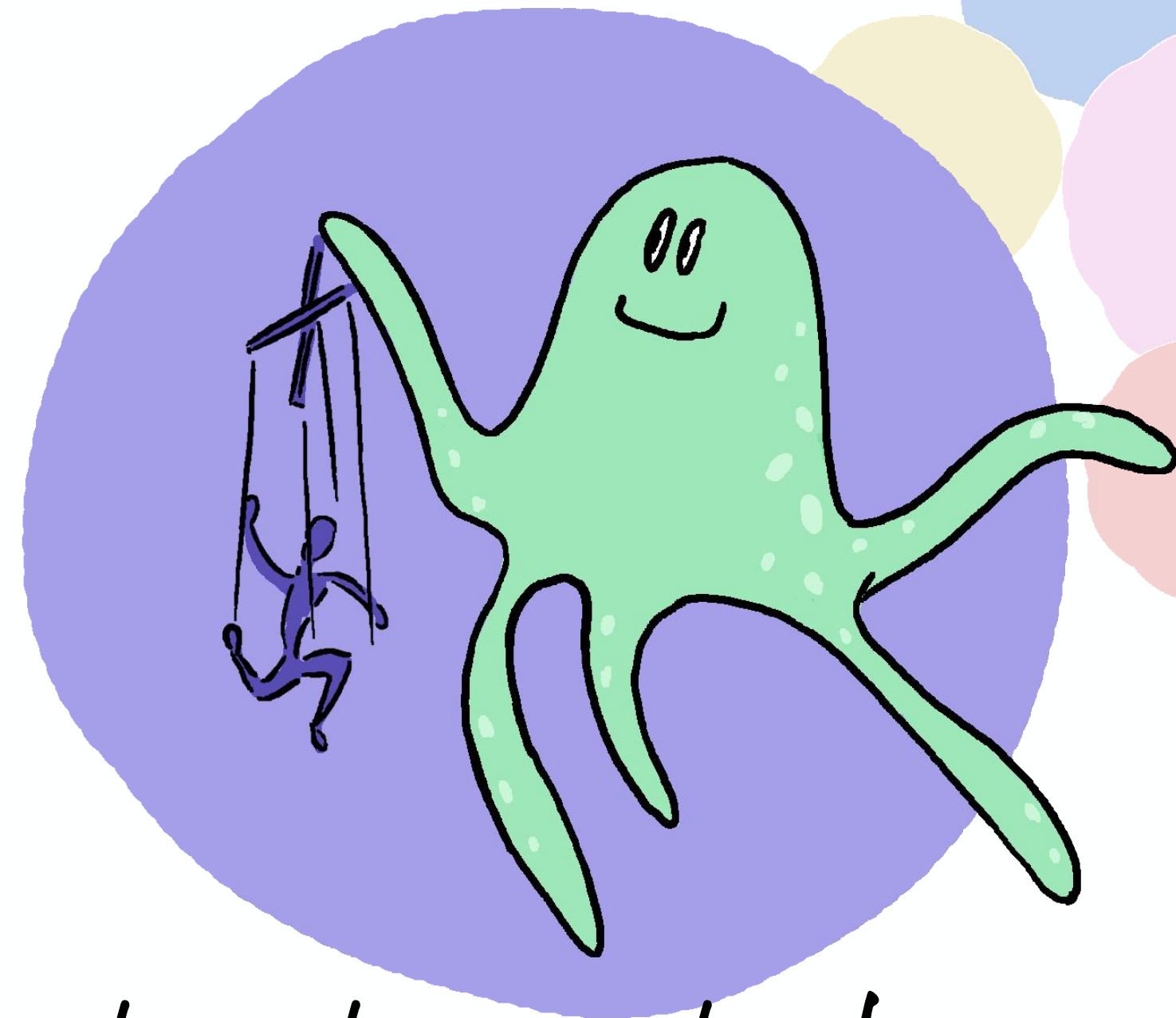


introduce another
change



revert

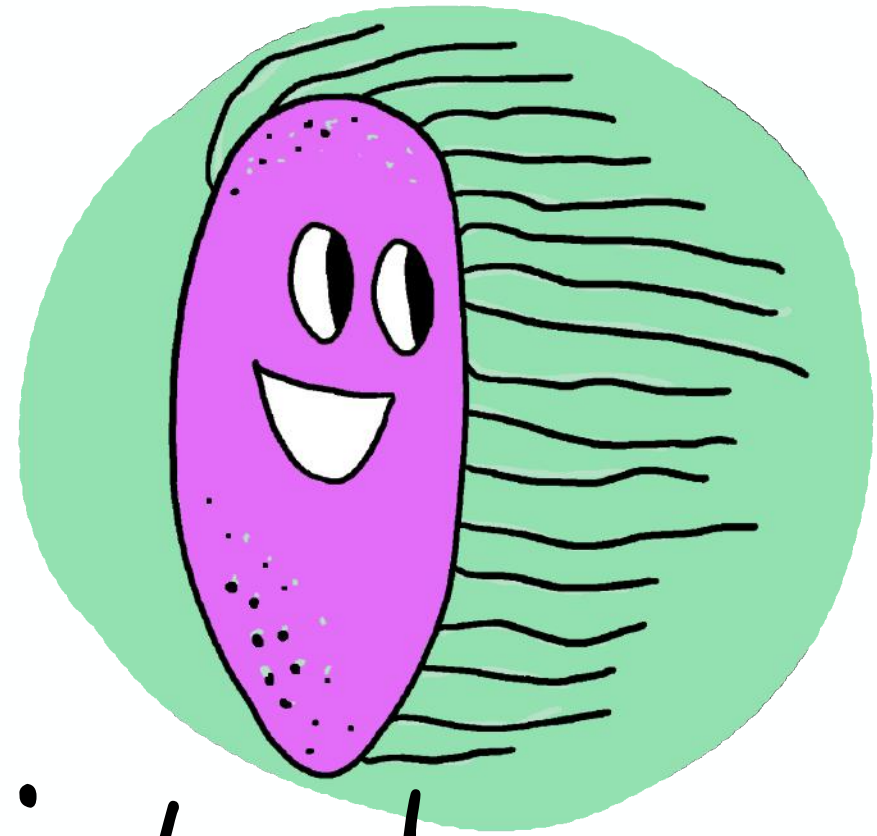
'stop this
bull****!'



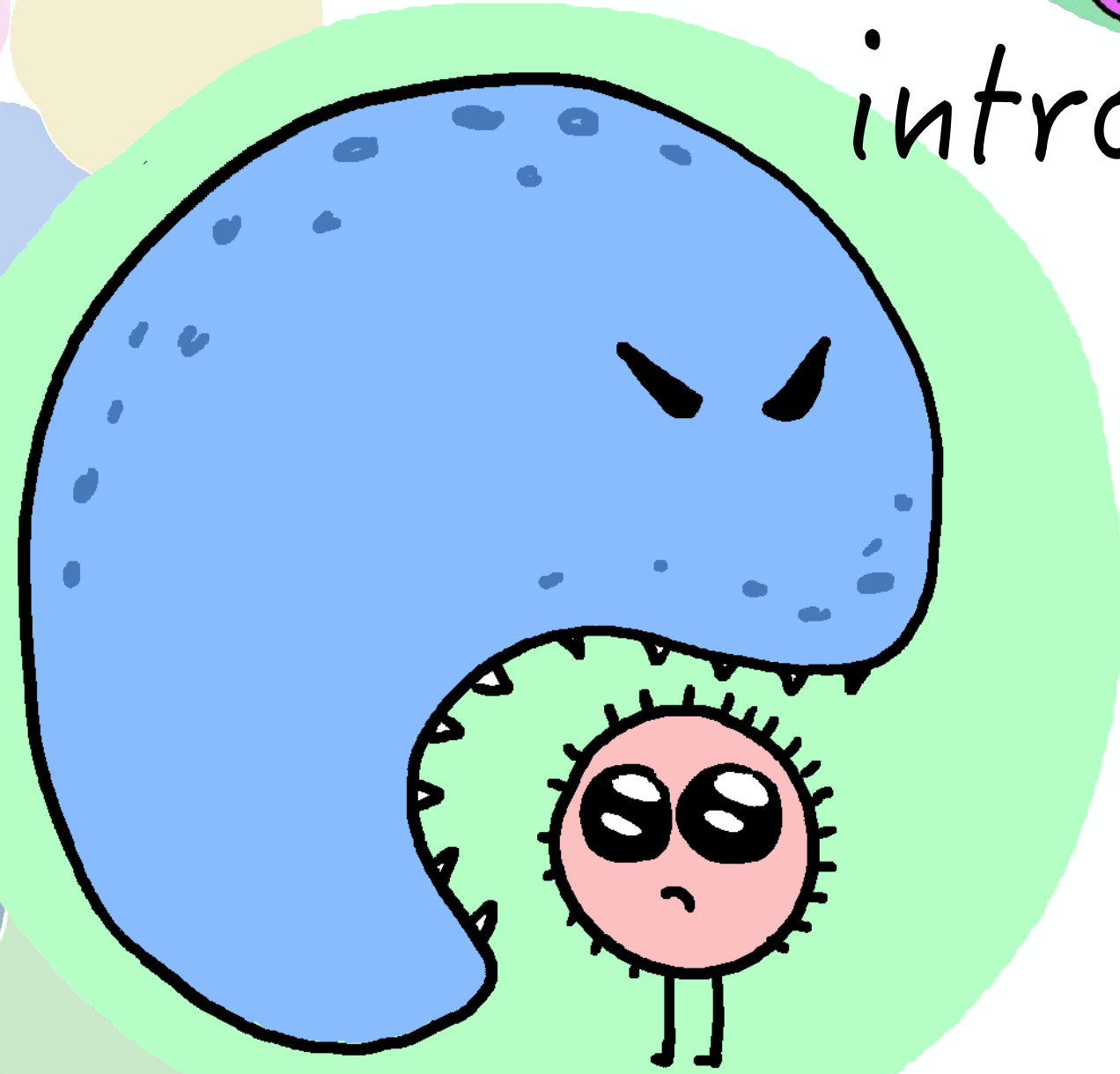
try to control



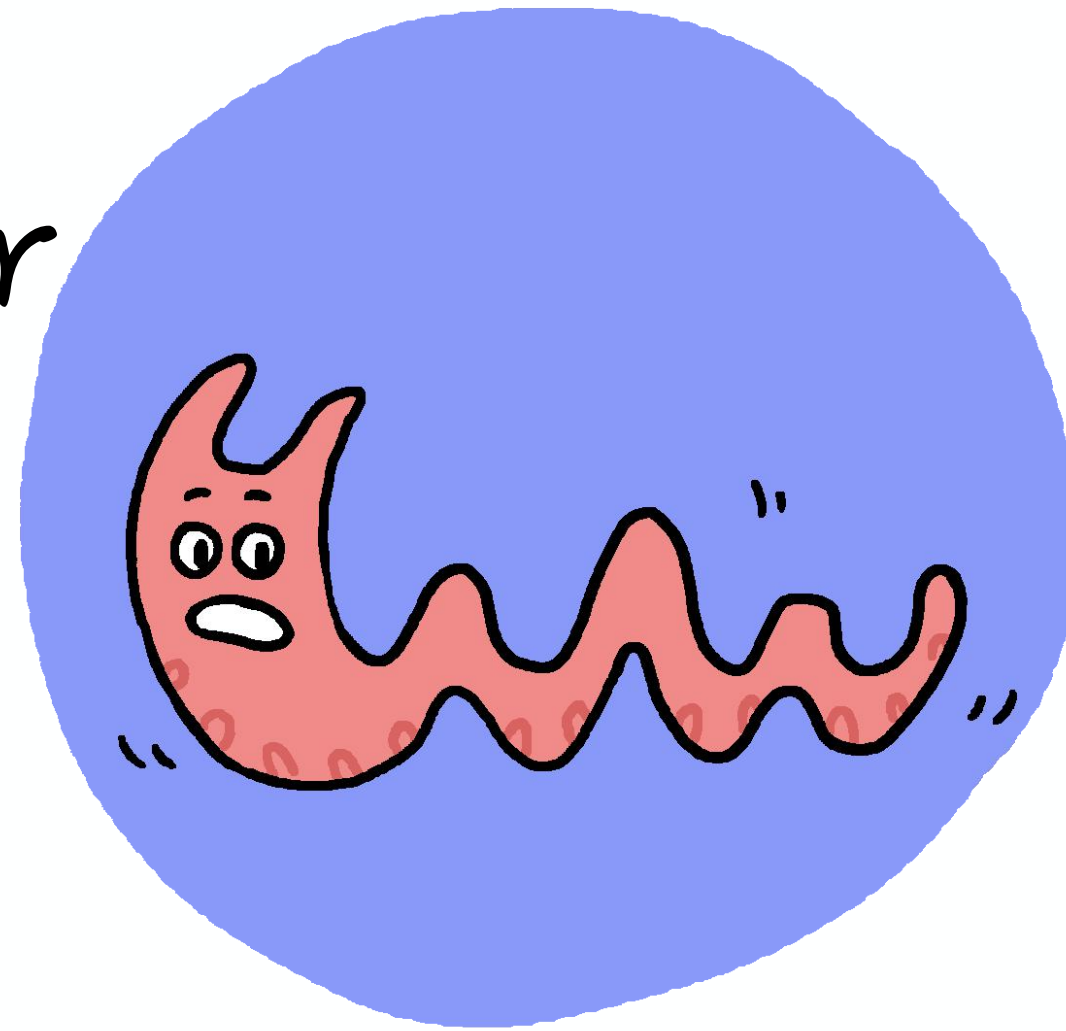
How to rub salt into the wound



introduce another
change



get rid of leader



revert

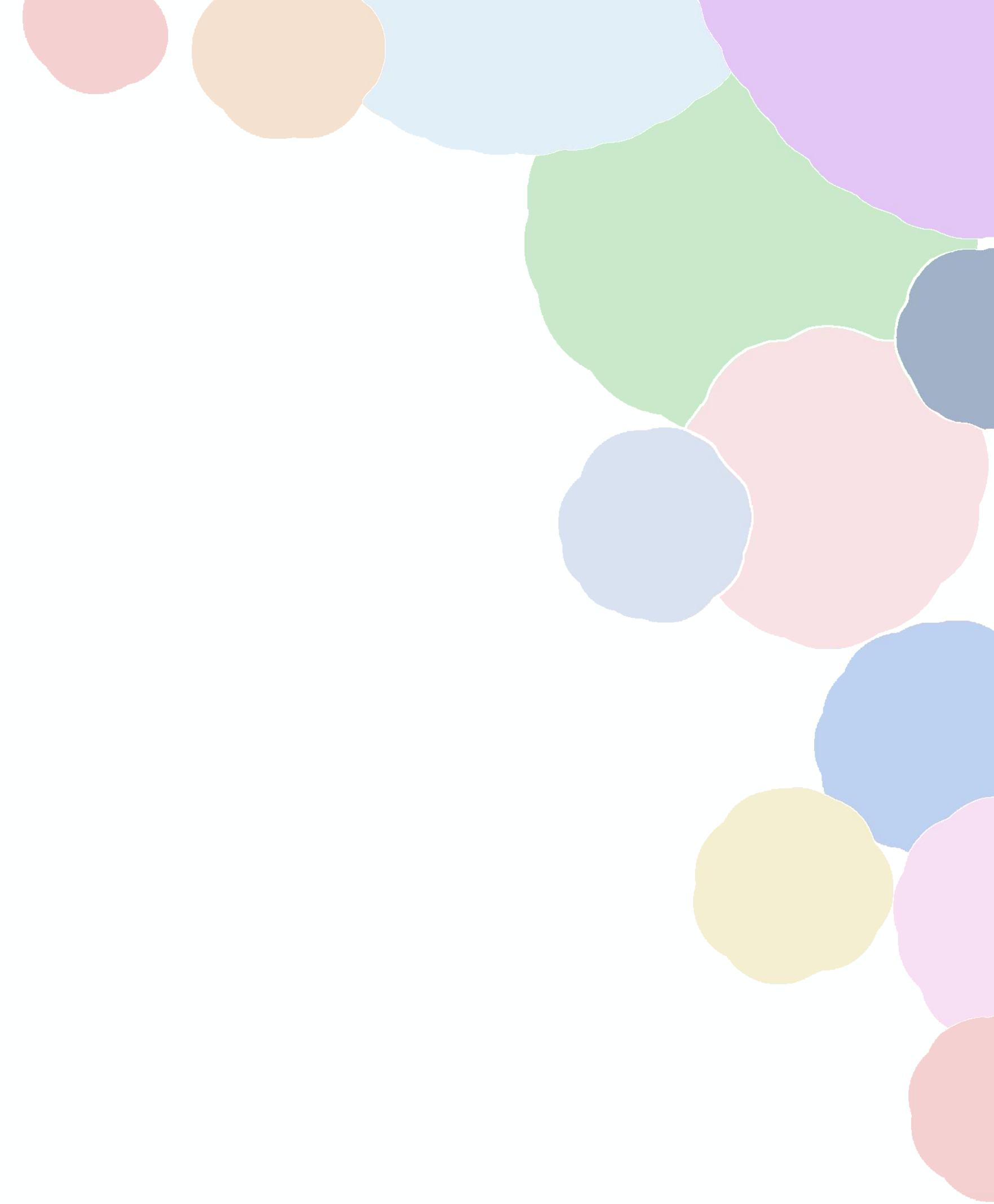


'stop this
bull****!'

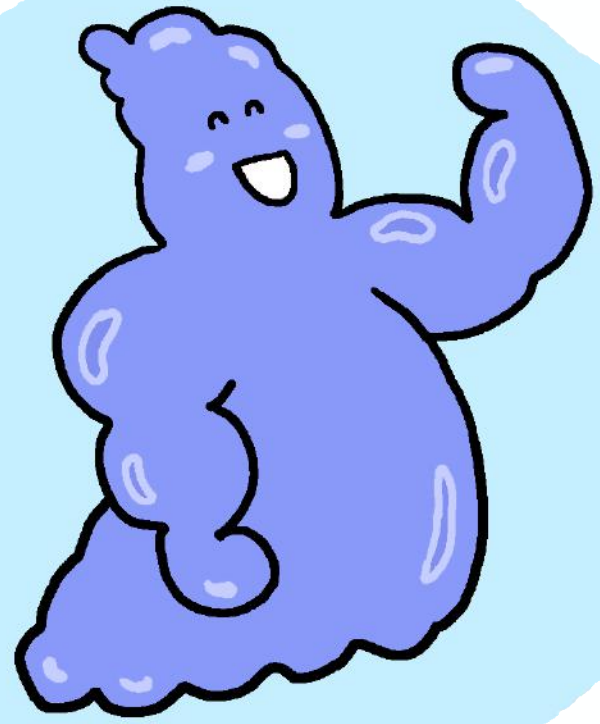


try to control

How to help?

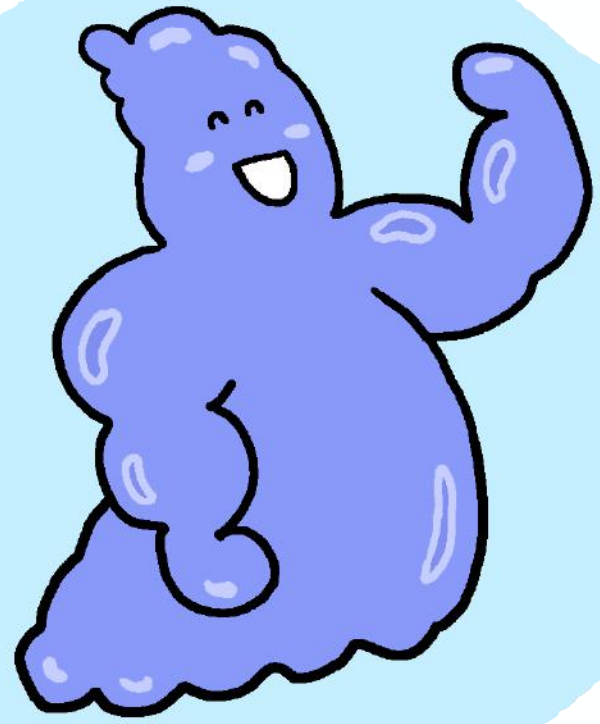


How to help?



be
ready

How to help?

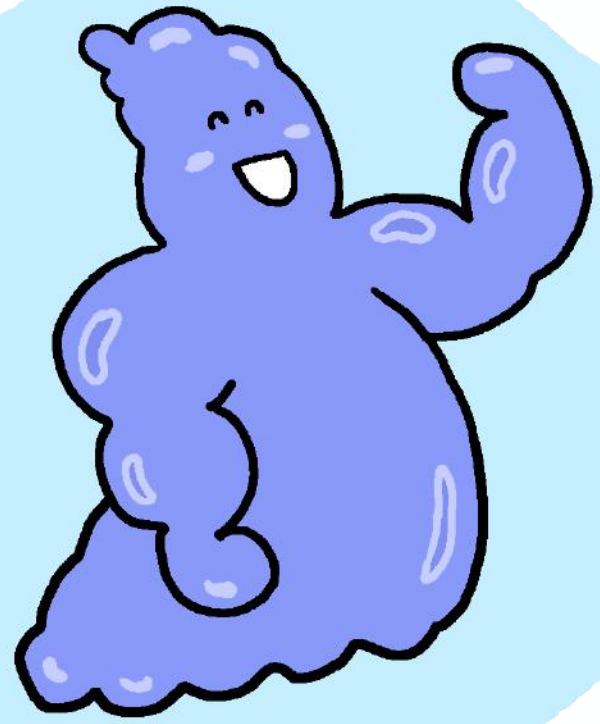


be
ready

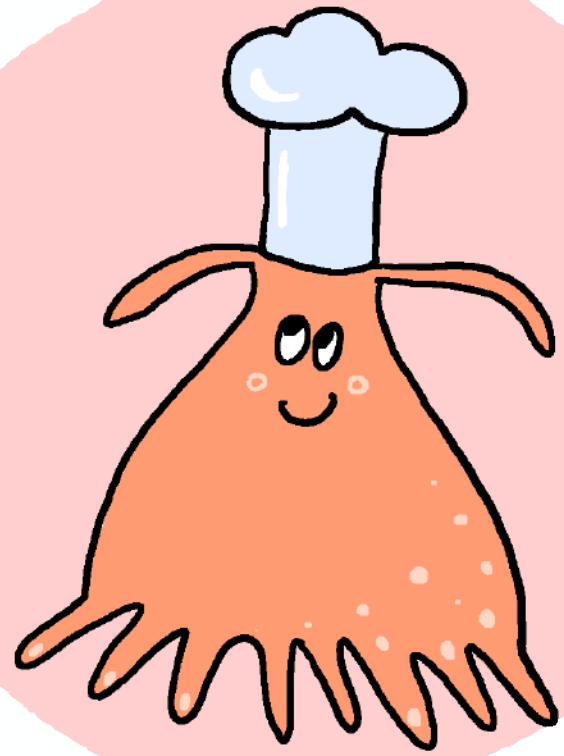


psychological
safety

How to help?



be
ready

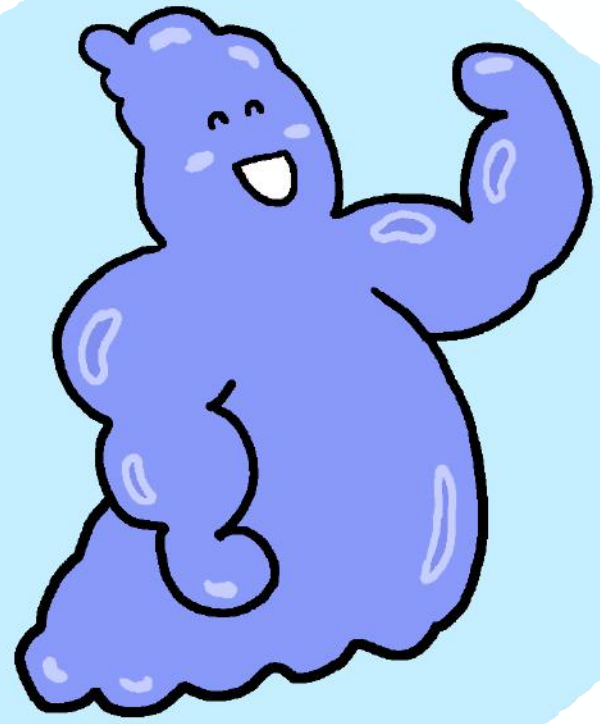


nobody
will be fired

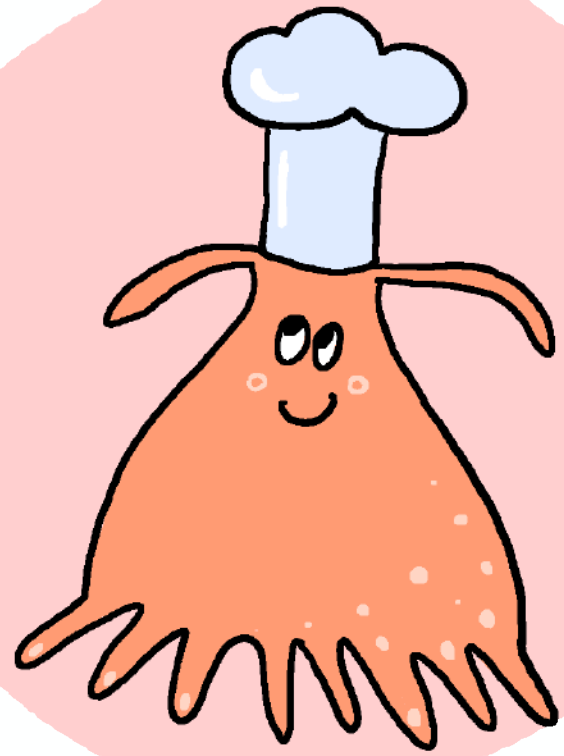


psychological
safety

How to help?



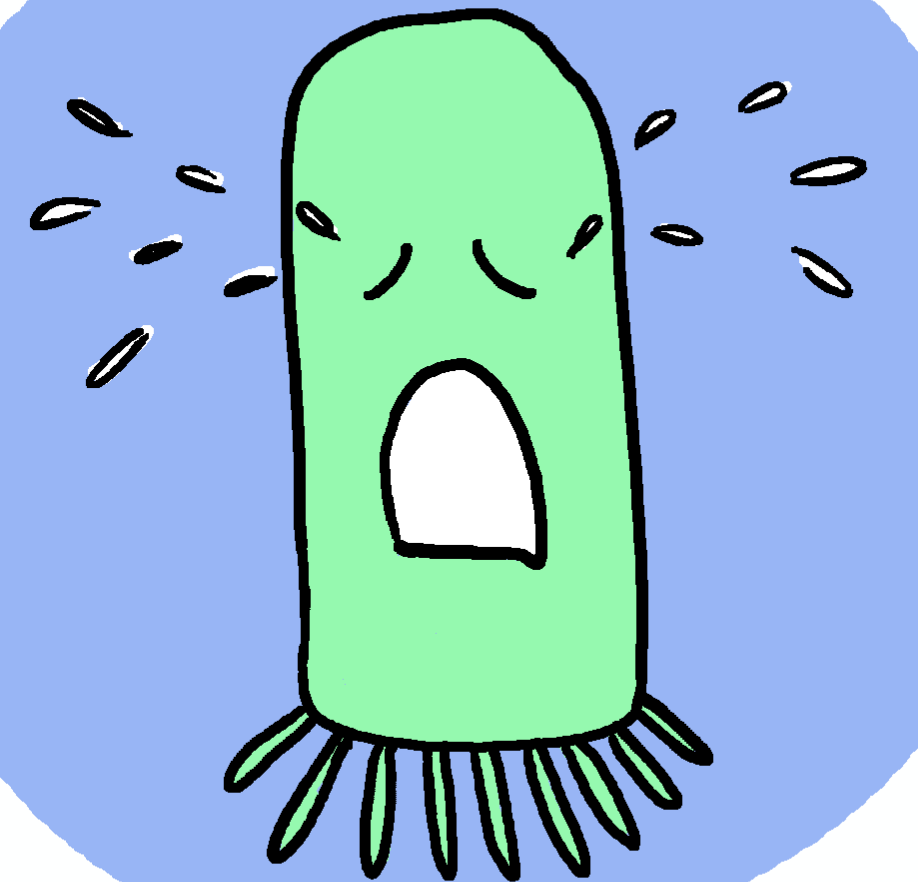
be
ready



nobody
will be fired

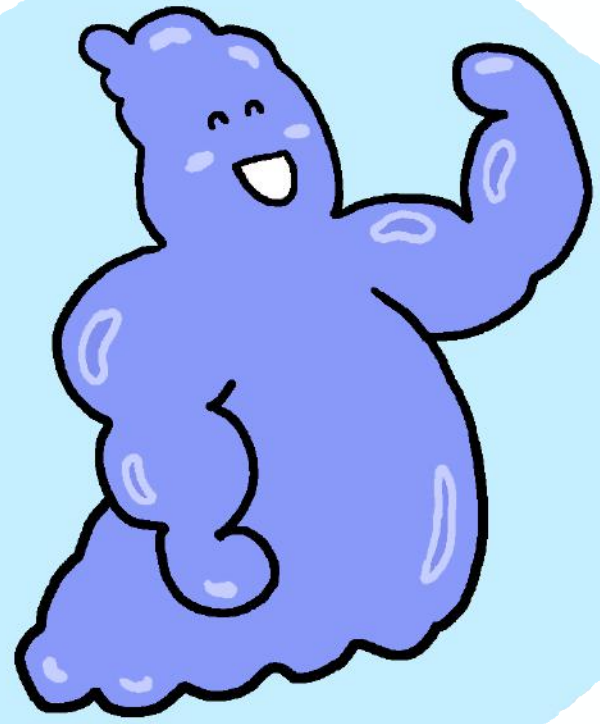


psychological
safety

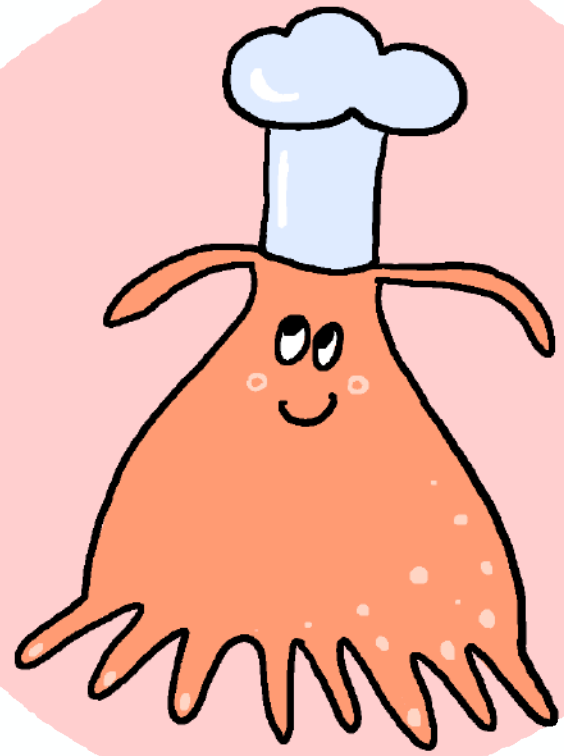


feelings & emotions

How to help?



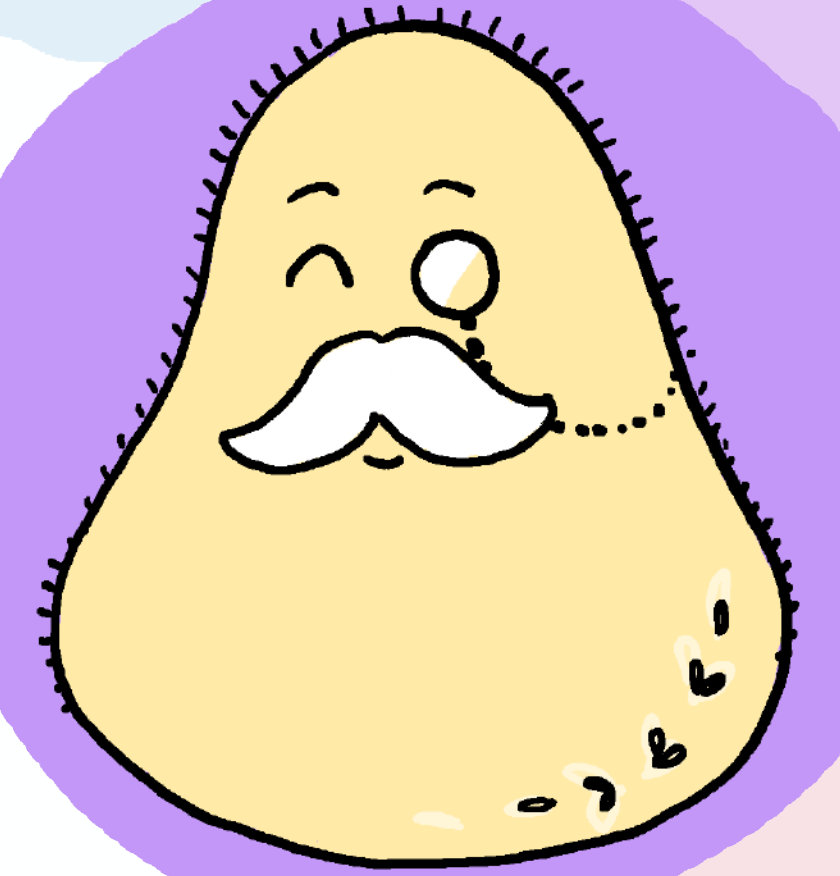
be
ready



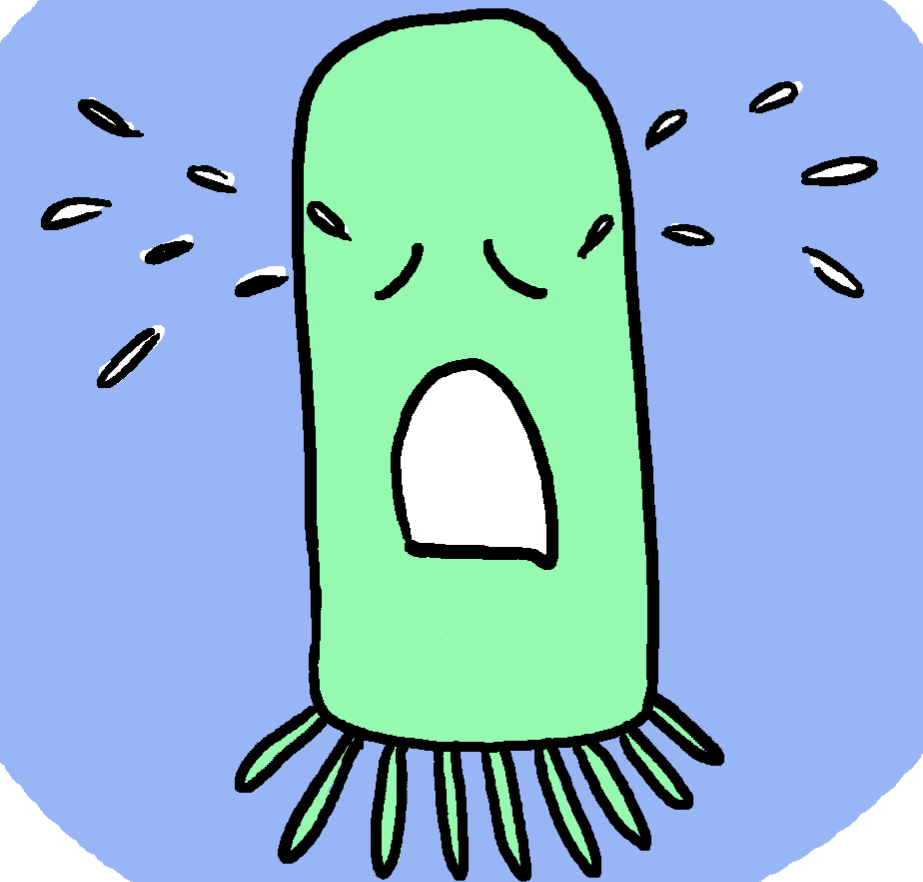
nobody
will be fired



psychological
safety



psychotherapist

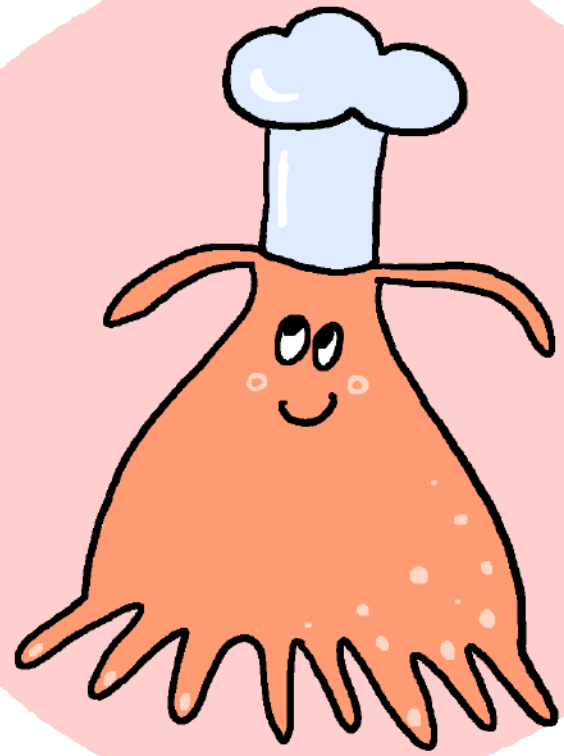


feelings & emotions

How to help?



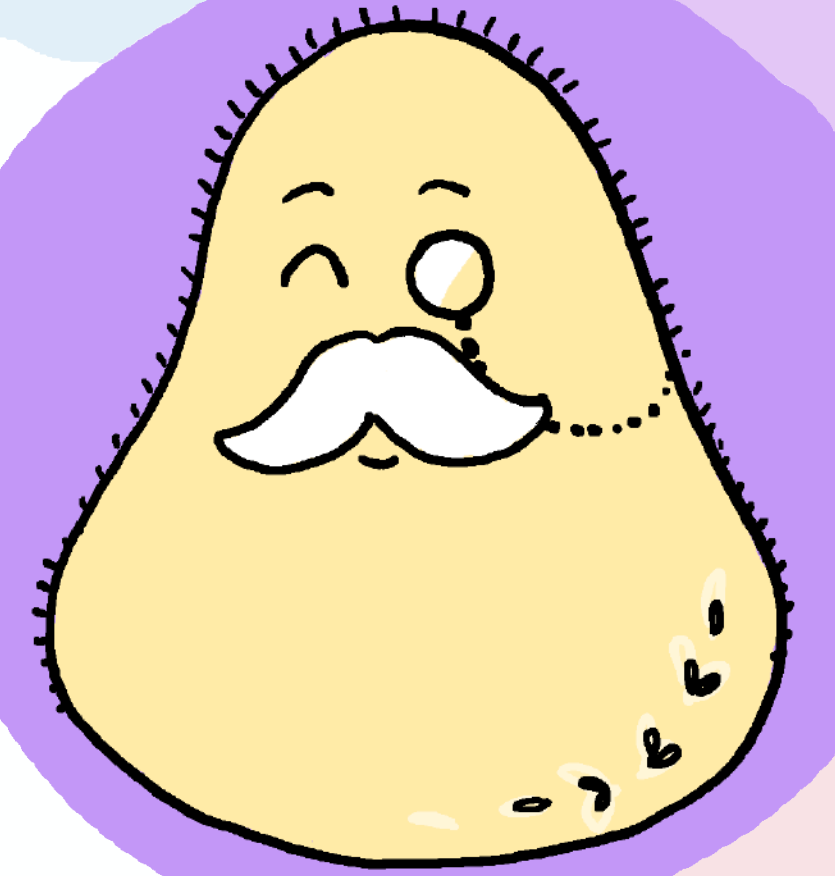
be
ready



nobody
will be fired



psychological
safety



psychotherapist

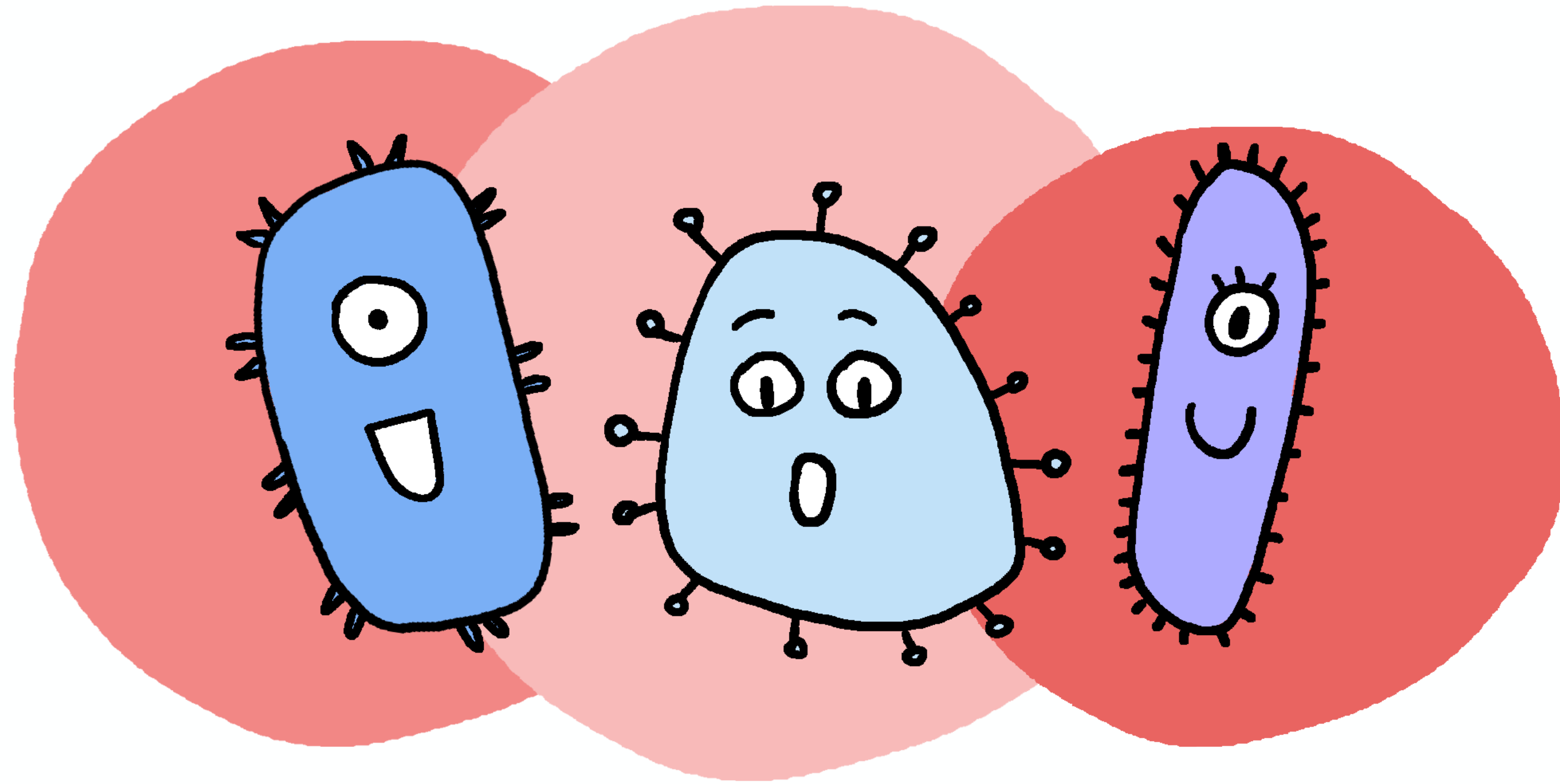


relax, have fun, enjoy and wait



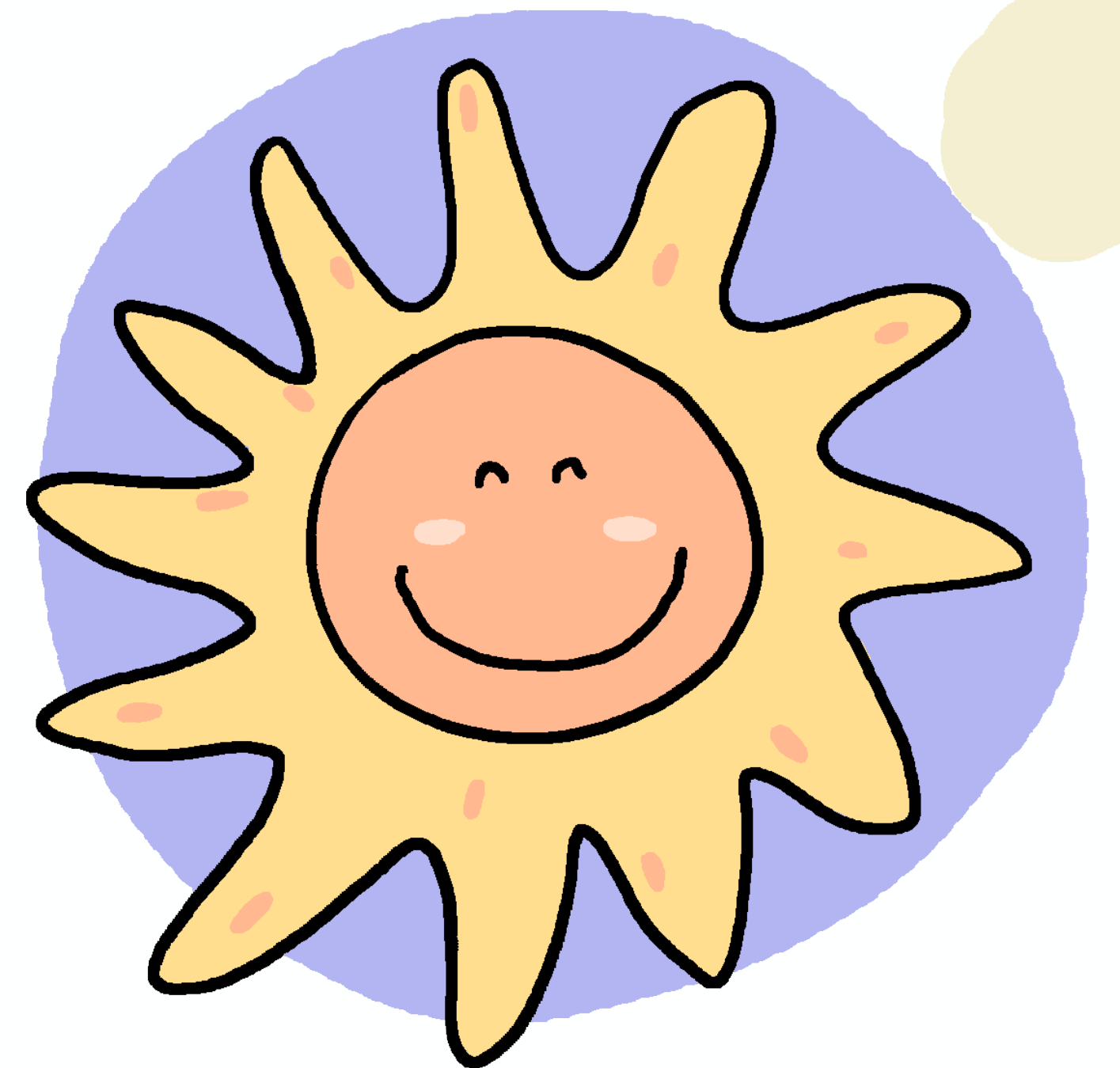
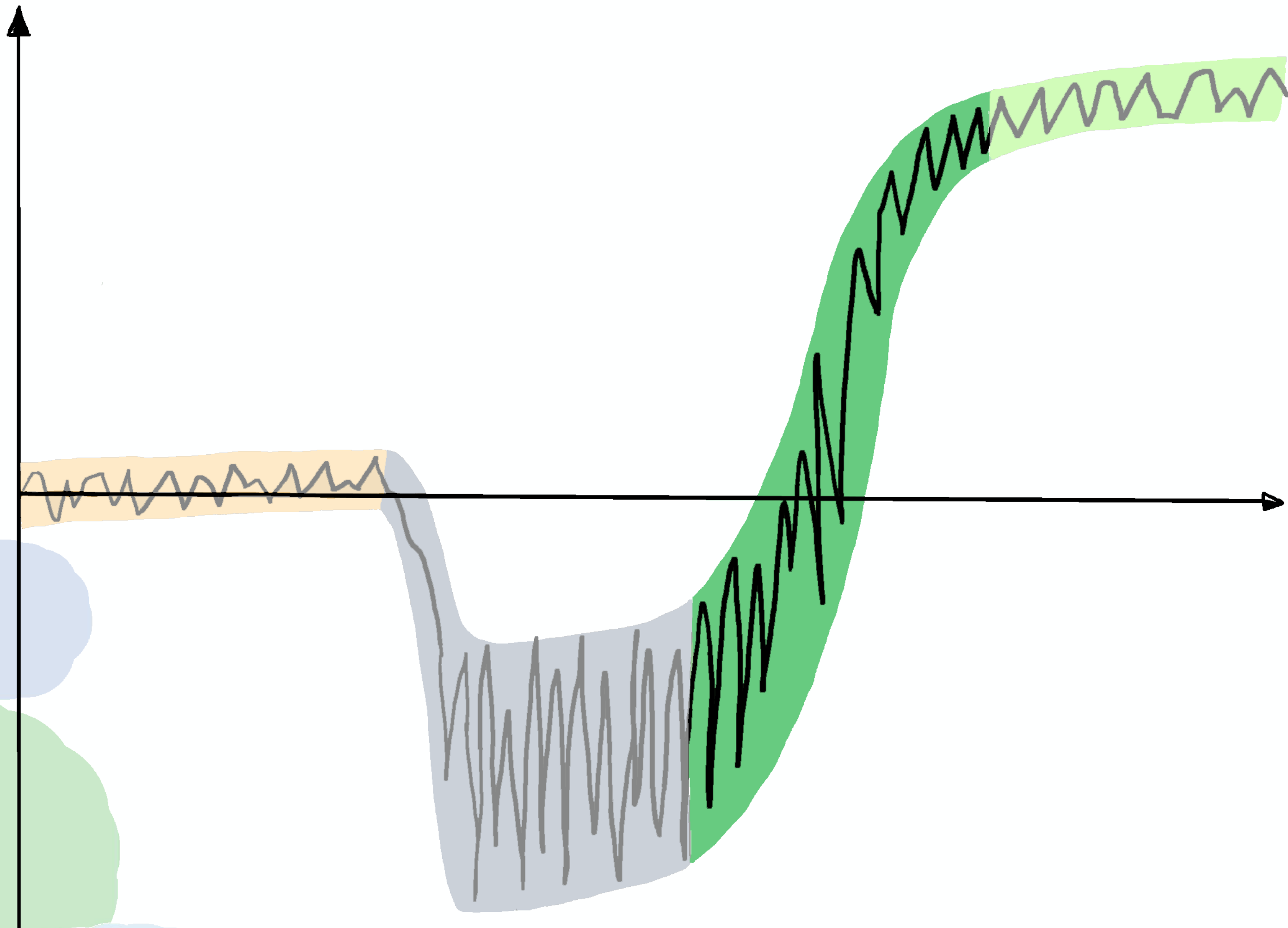
feelings & emotions

One day you will wake up



sudden awareness of critical mass

Integration



Integration



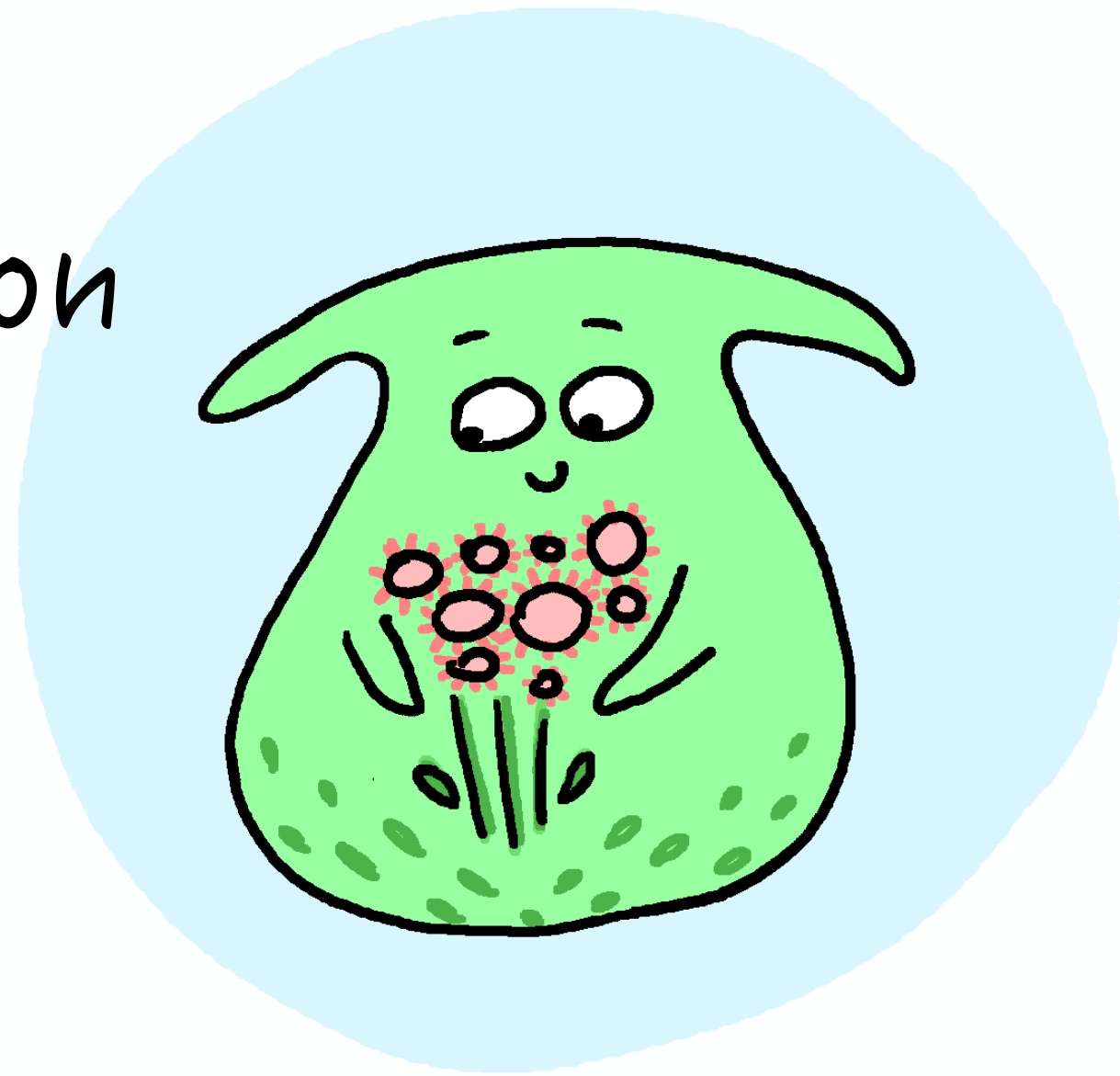
Integration



try out the new possibilities

Integration

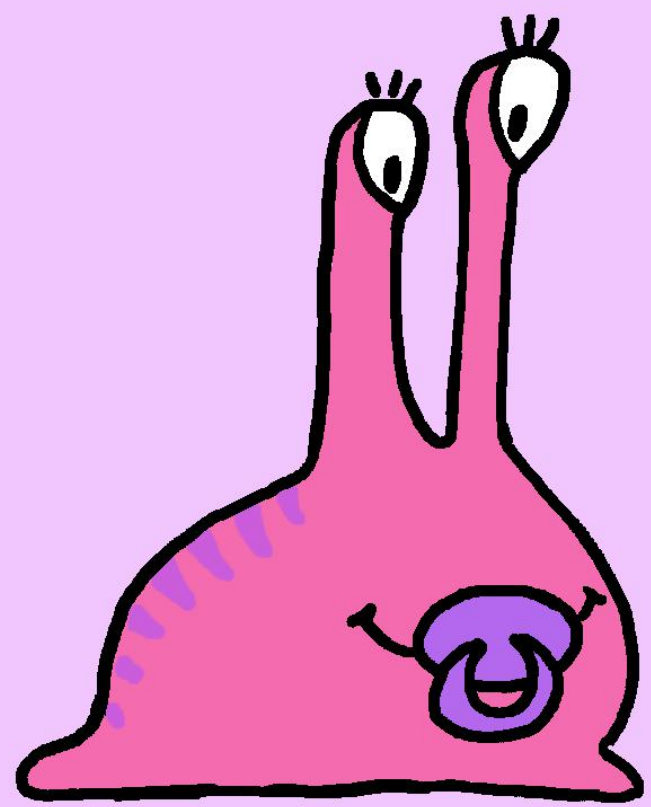
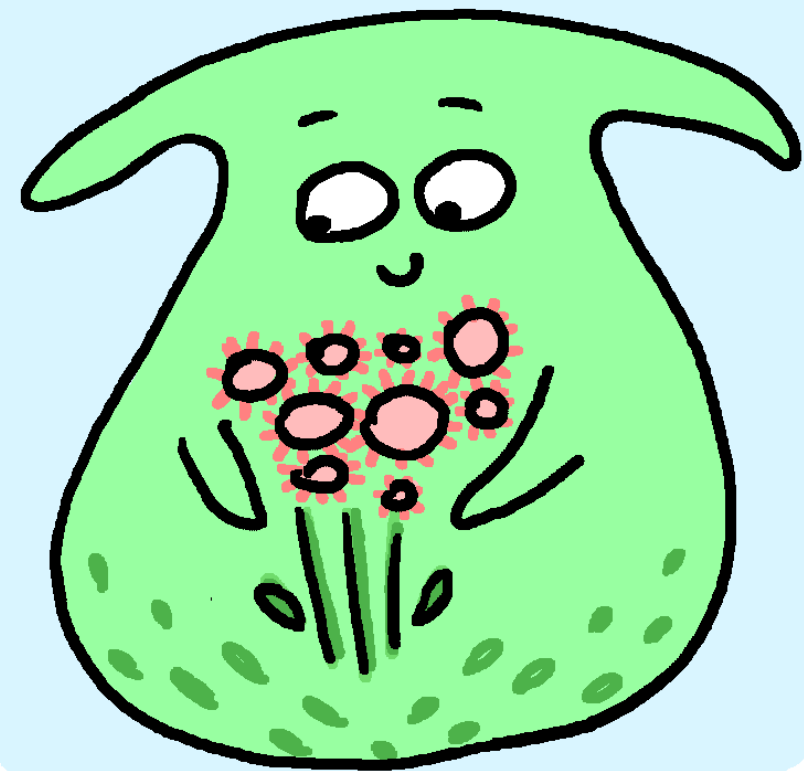
honeymoon
period



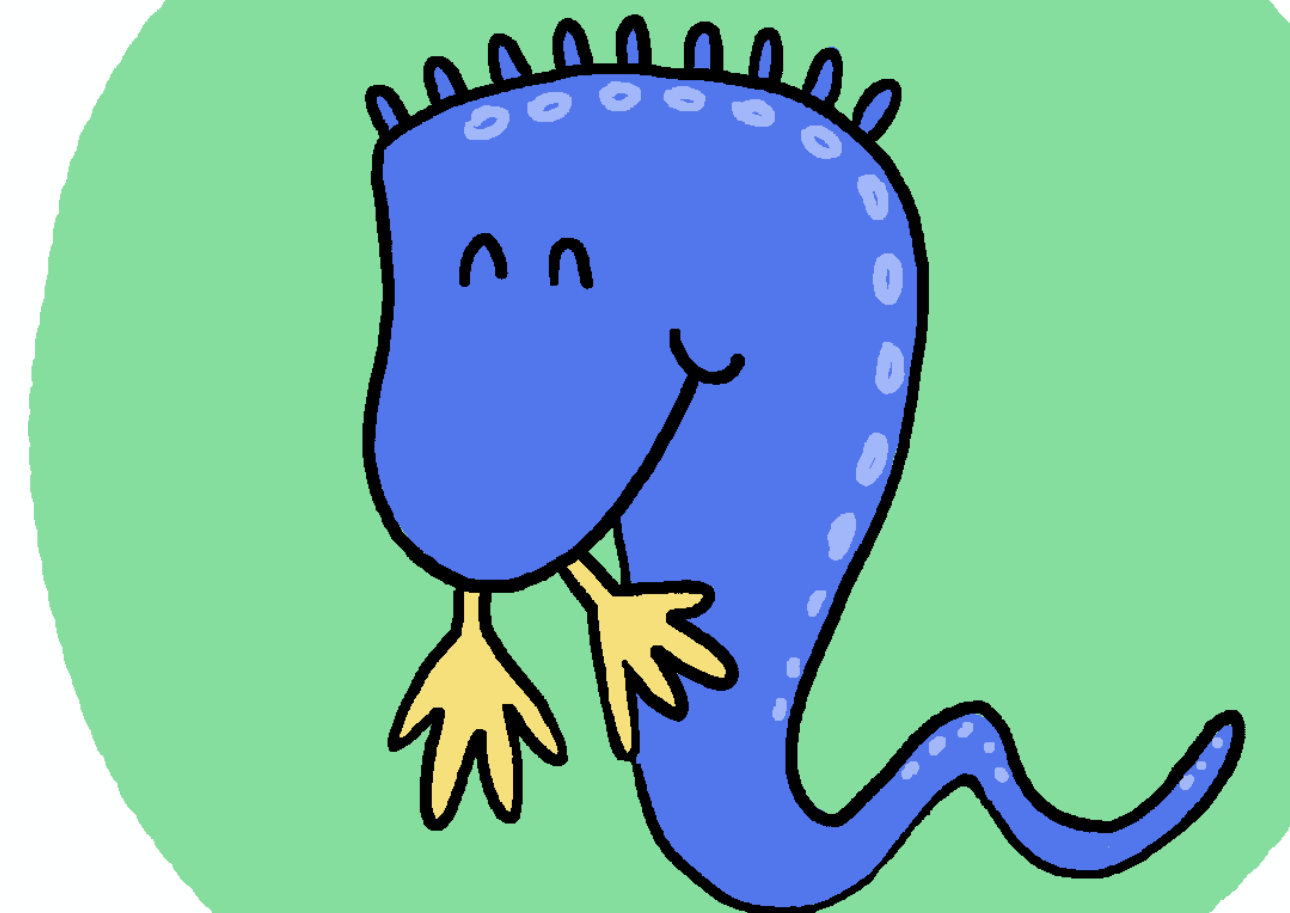
try out the new possibilities

Integration

honeymoon
period



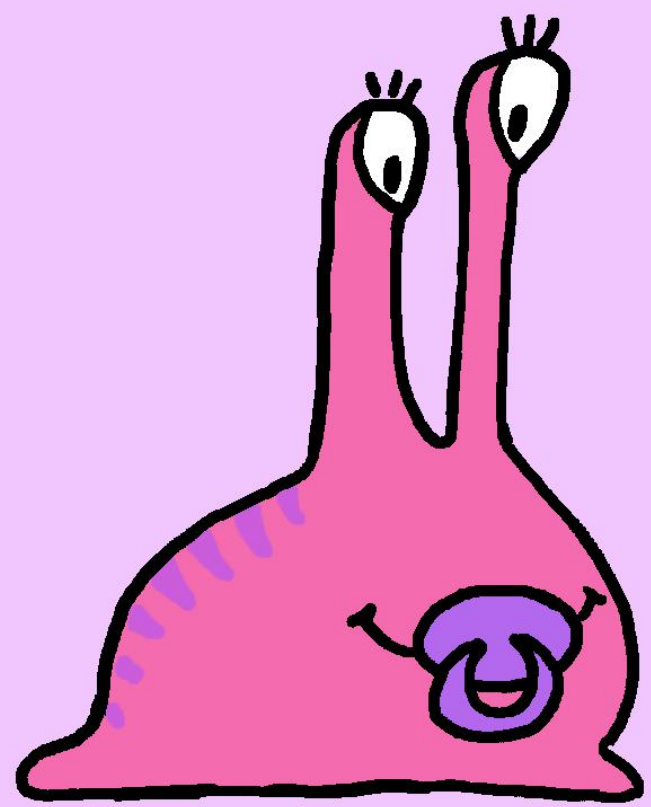
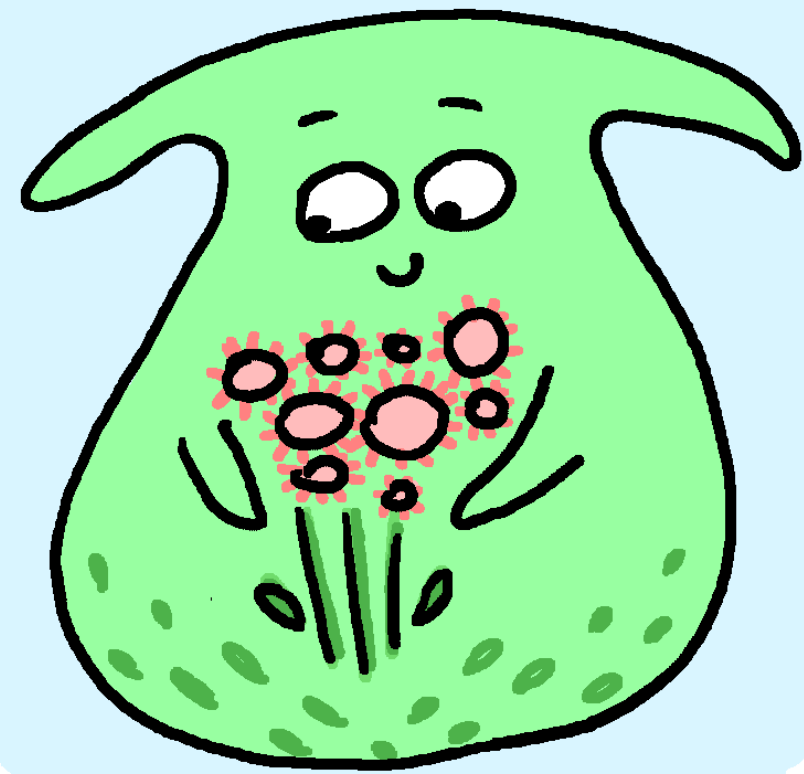
system is like a child



try out the new possibilities

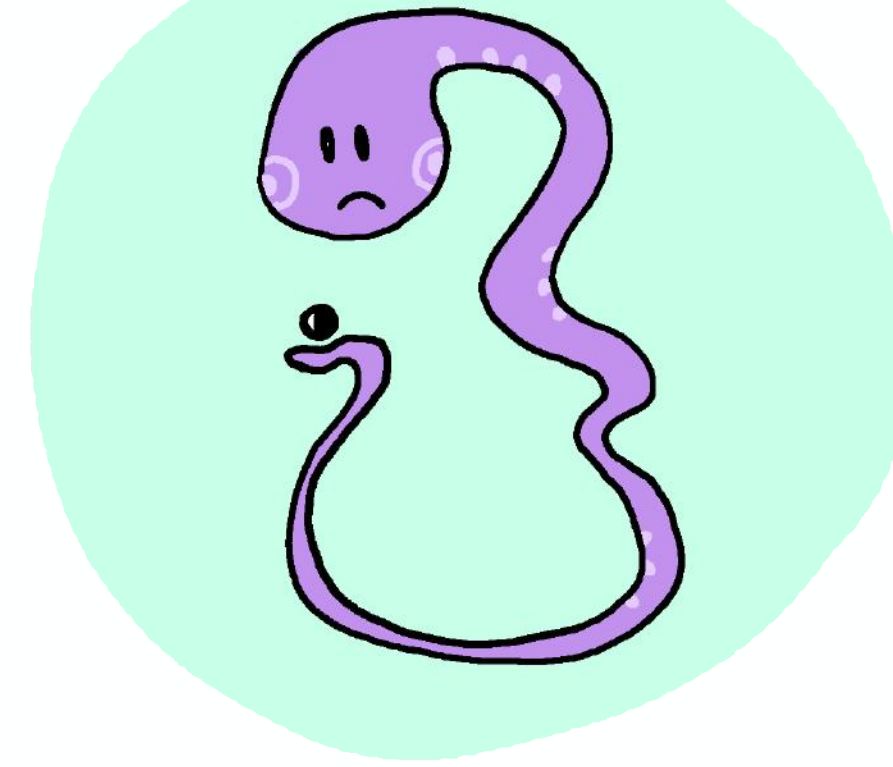
Integration

honeymoon
period



system is like a child

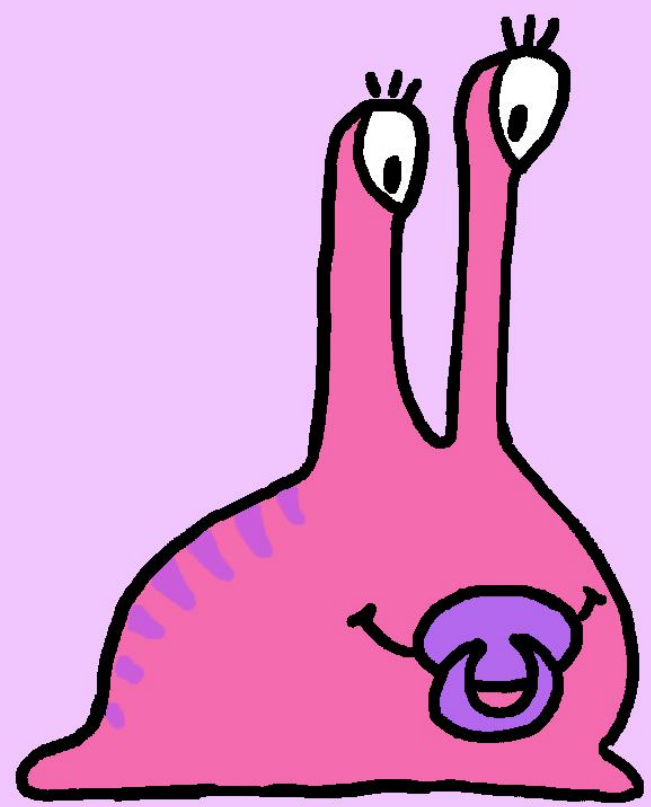
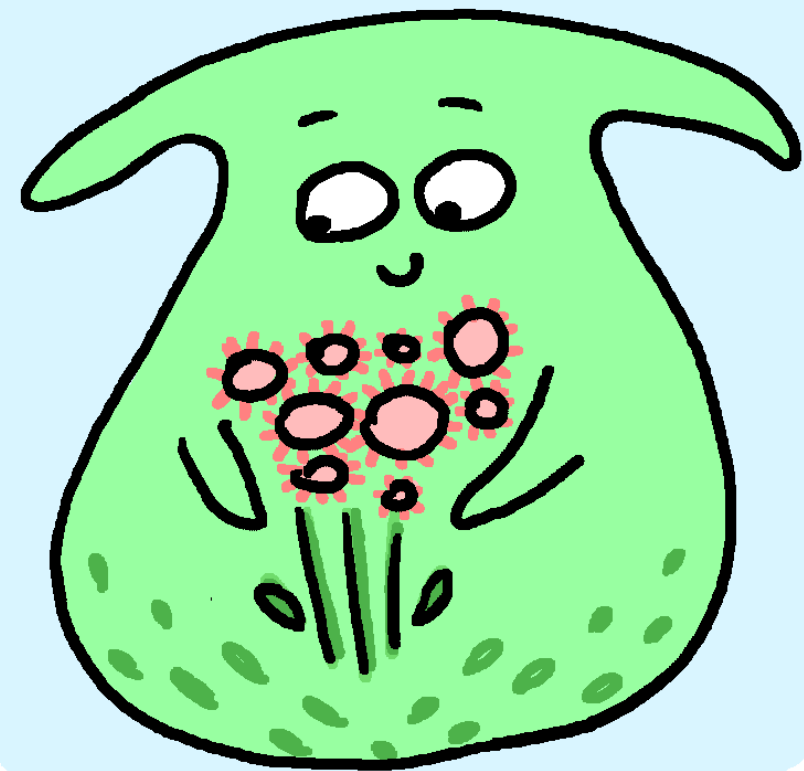
low
productivity



try out the new possibilities

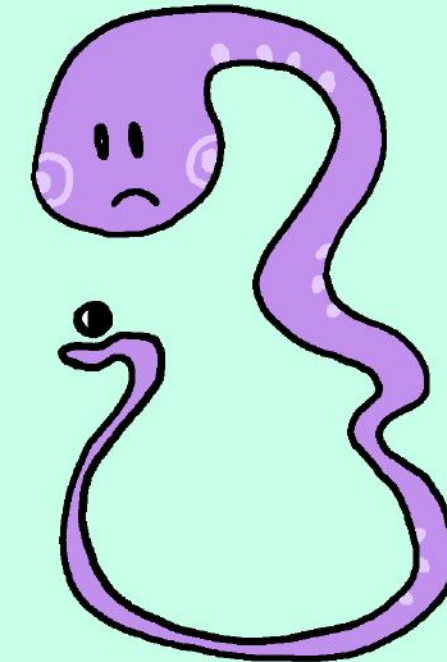
Integration

honeymoon
period

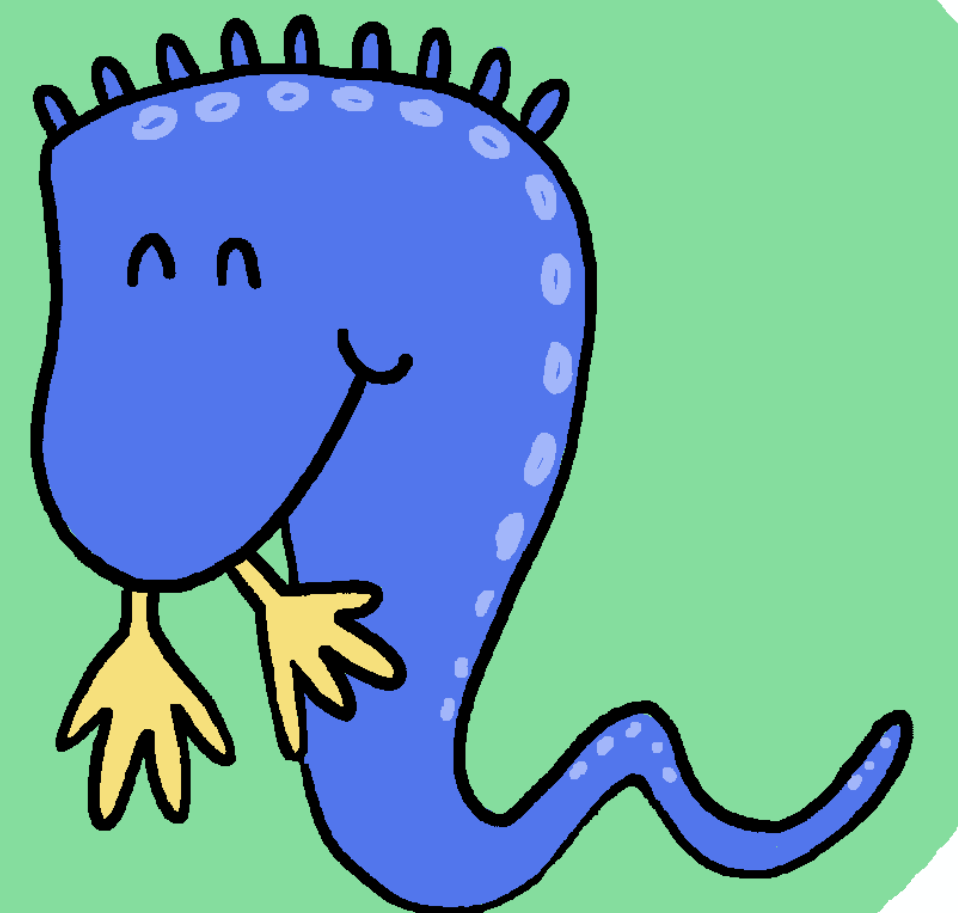


system is like a child

low
productivity



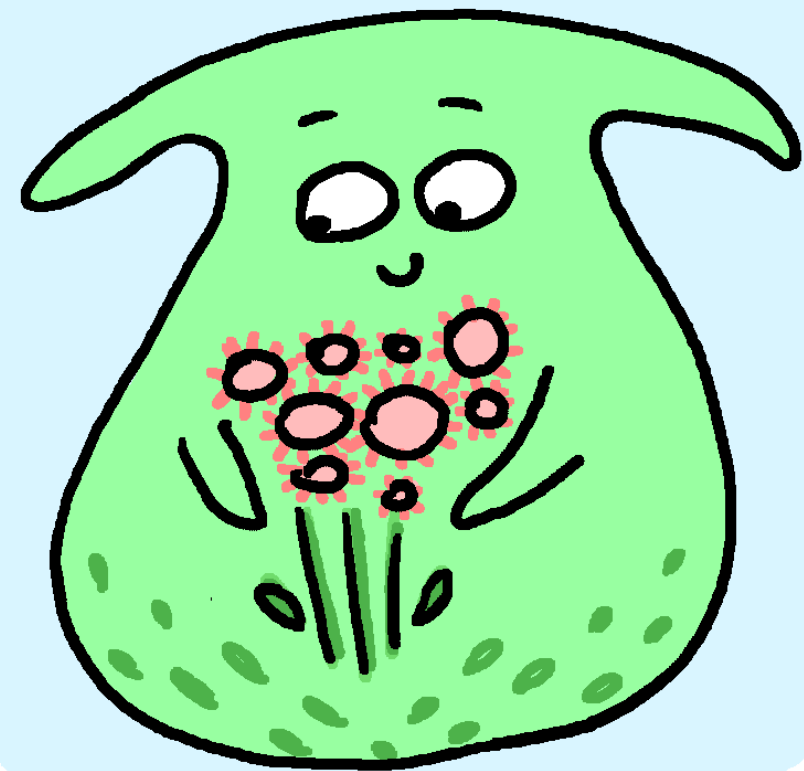
people often
get upset



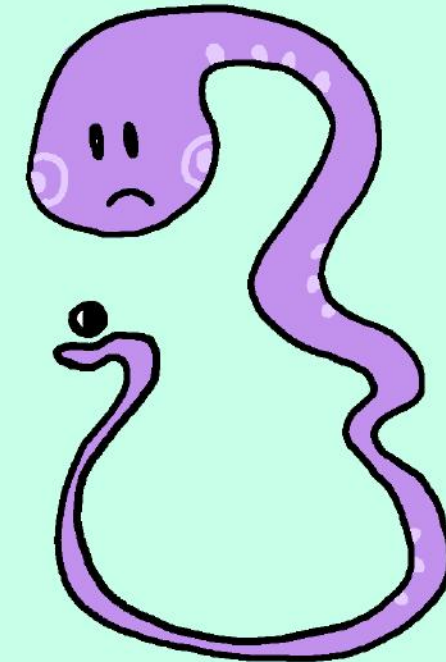
try out the new possibilities

Integration

honeymoon
period



low
productivity

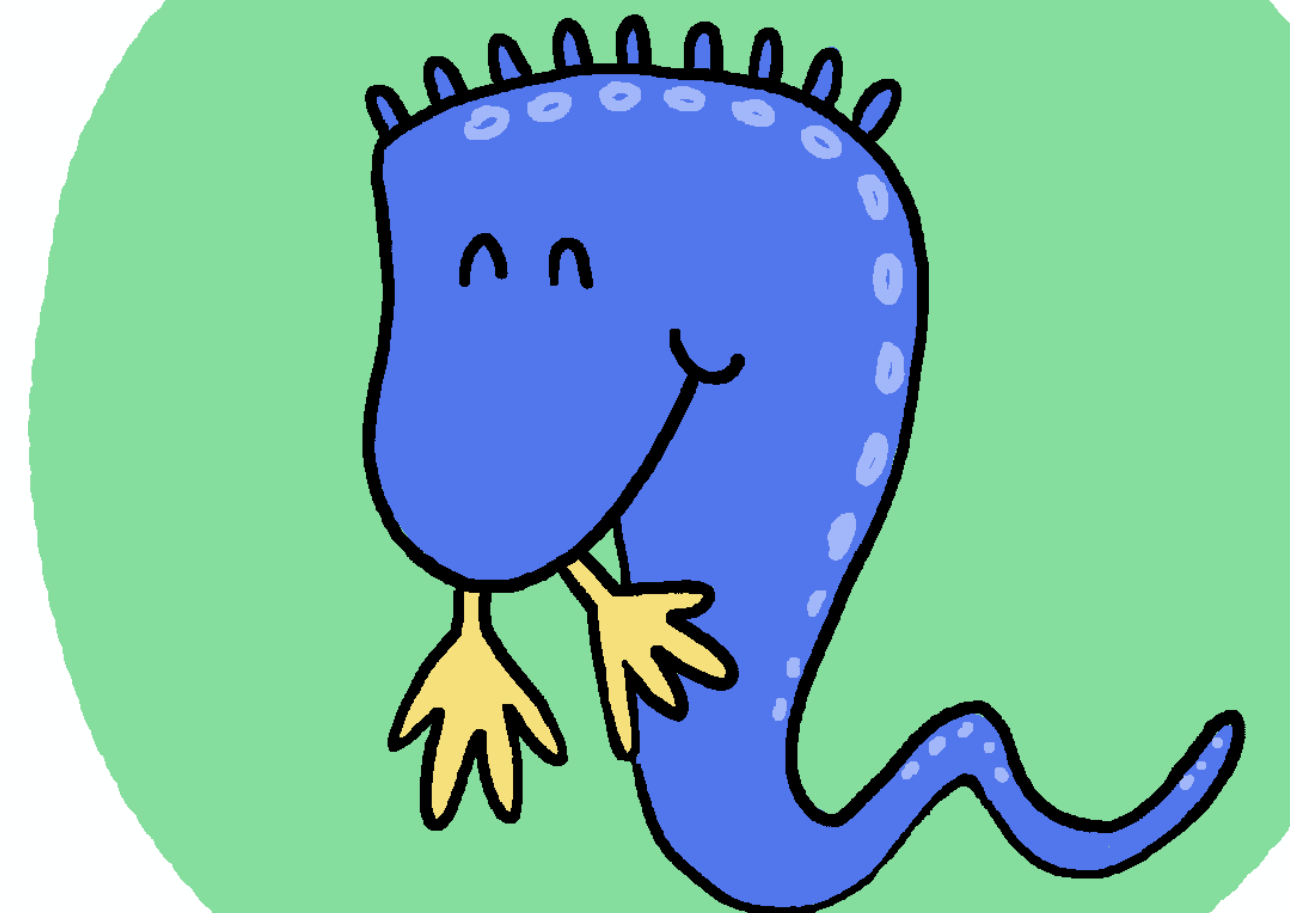
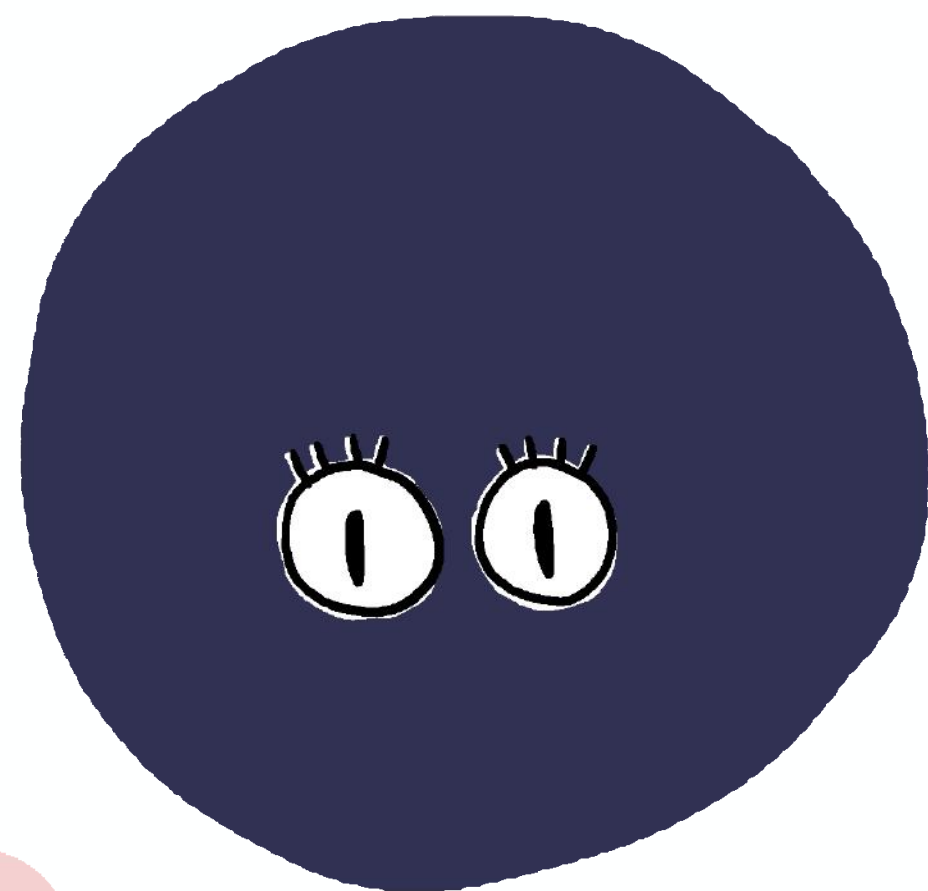
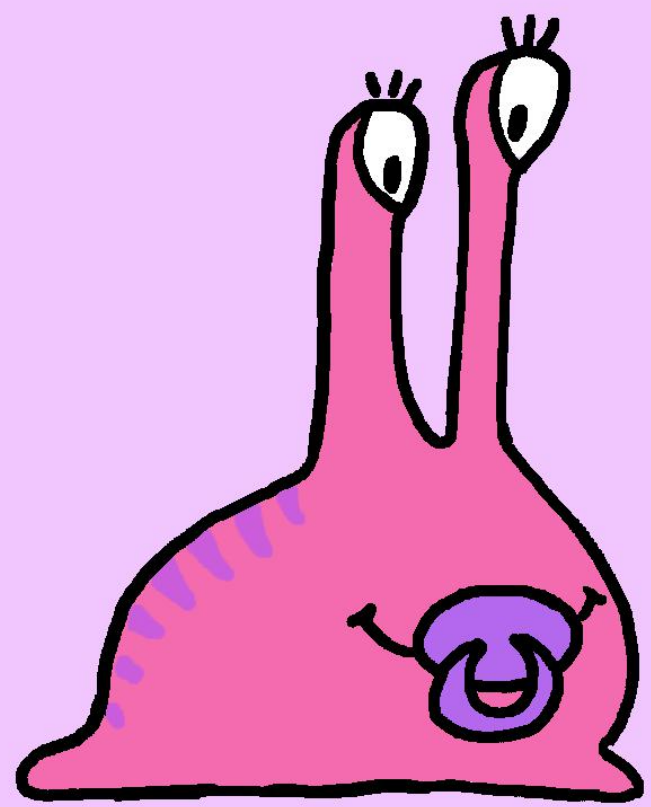


people often
get upset



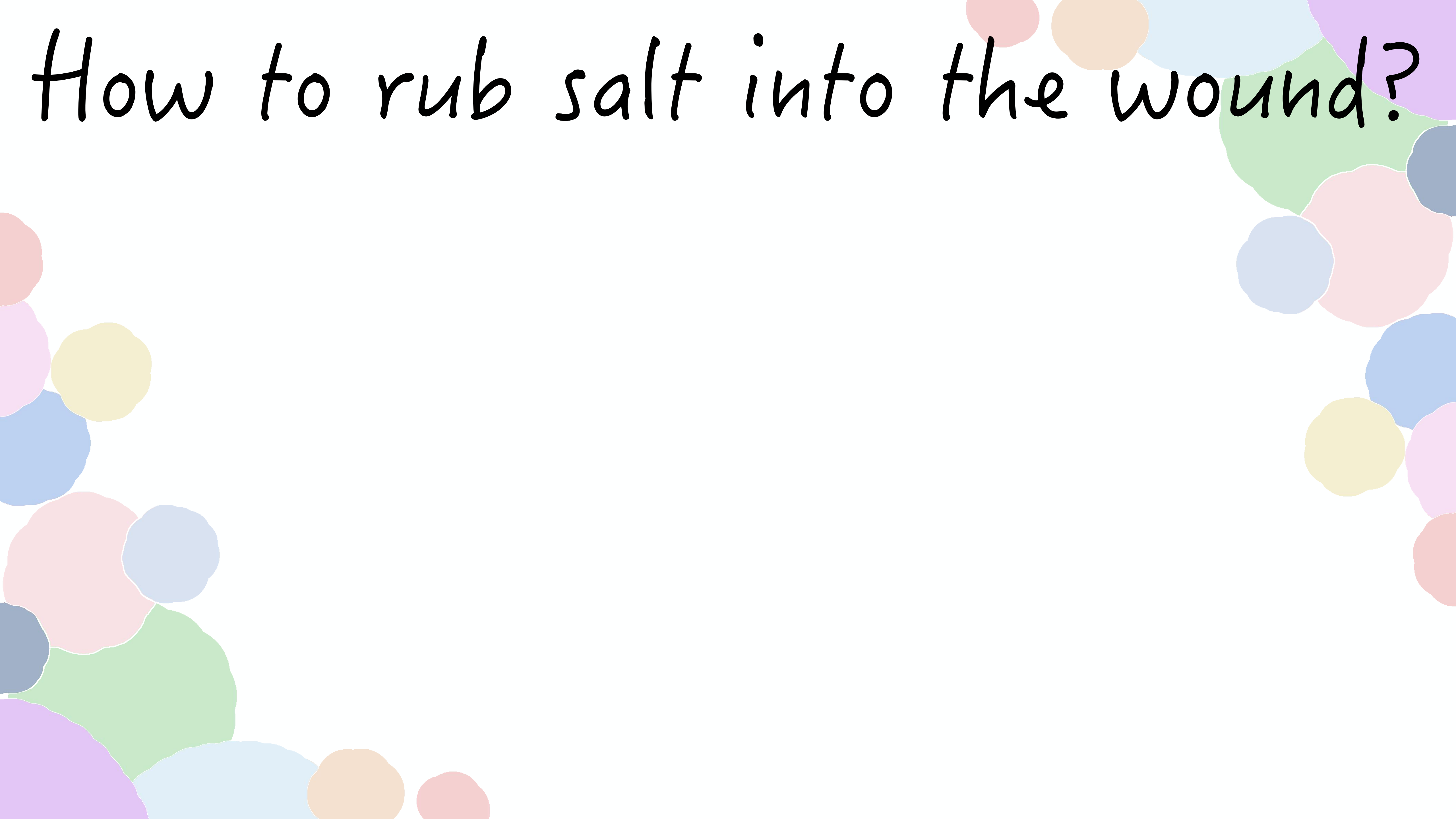
fear of
chaos

try out the new possibilities



system is like a child

How to rub salt into the wound?



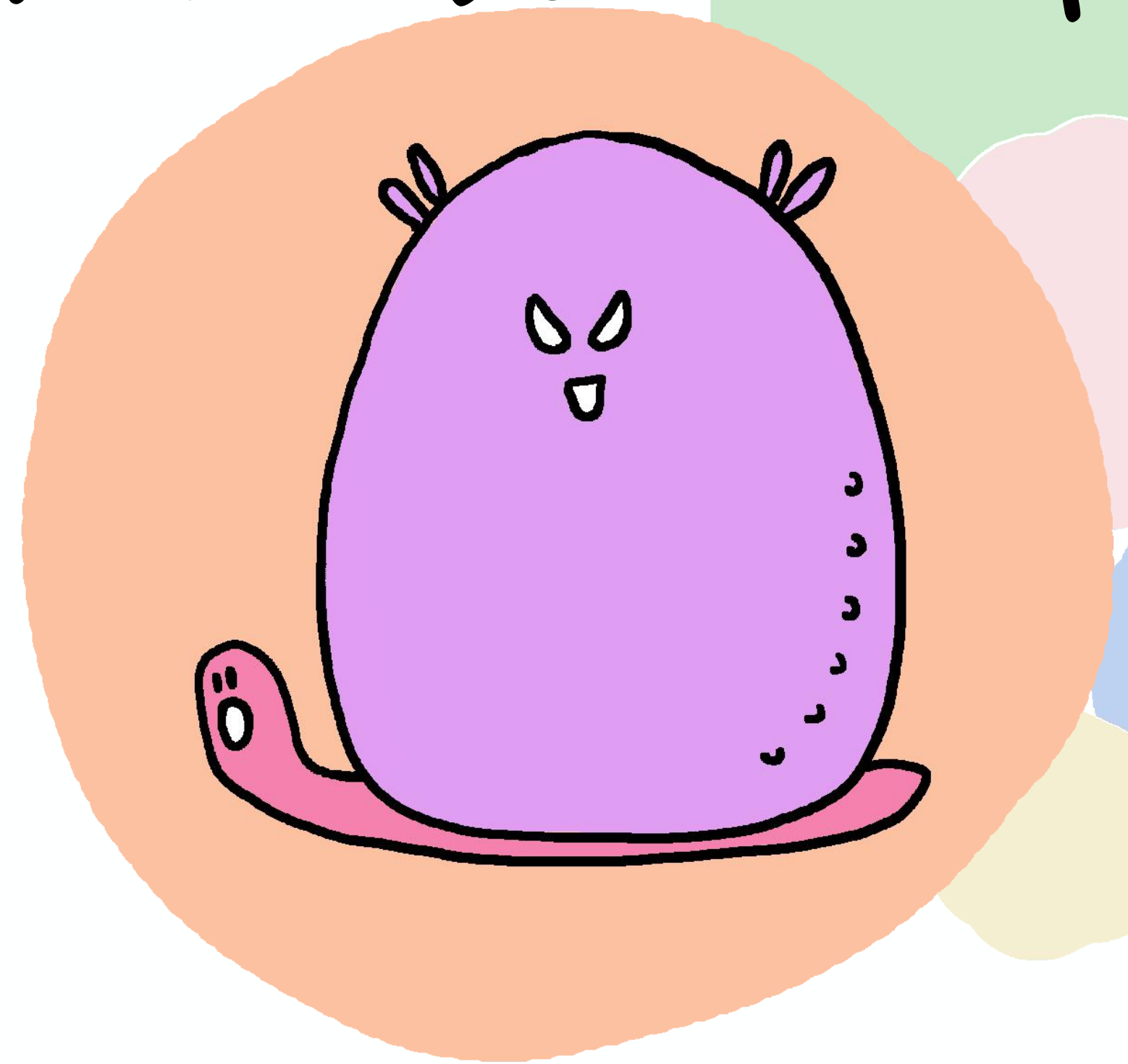
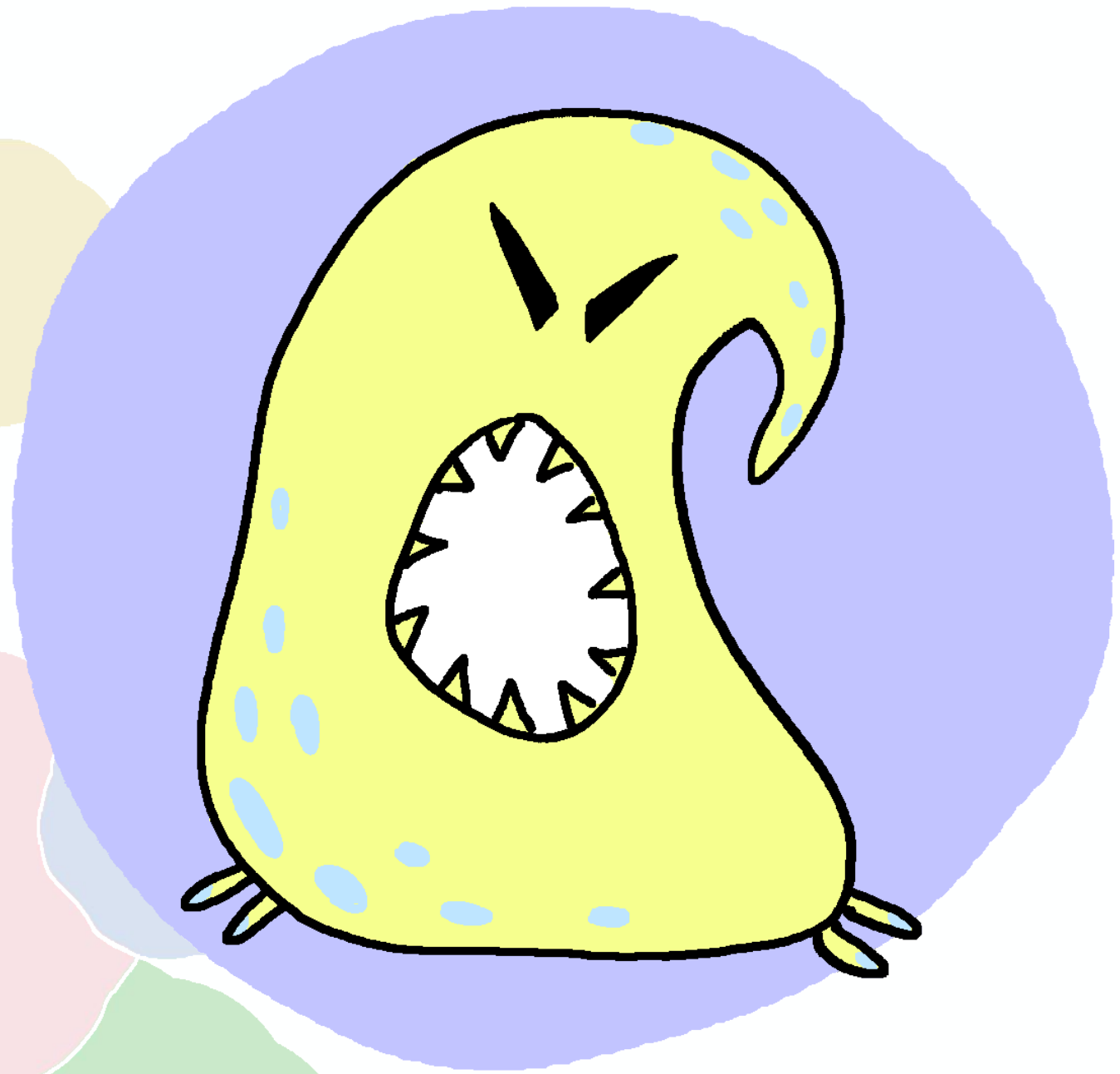
How to rub salt into the wound?

'I want my results NOW!'



How to rub salt into the wound?

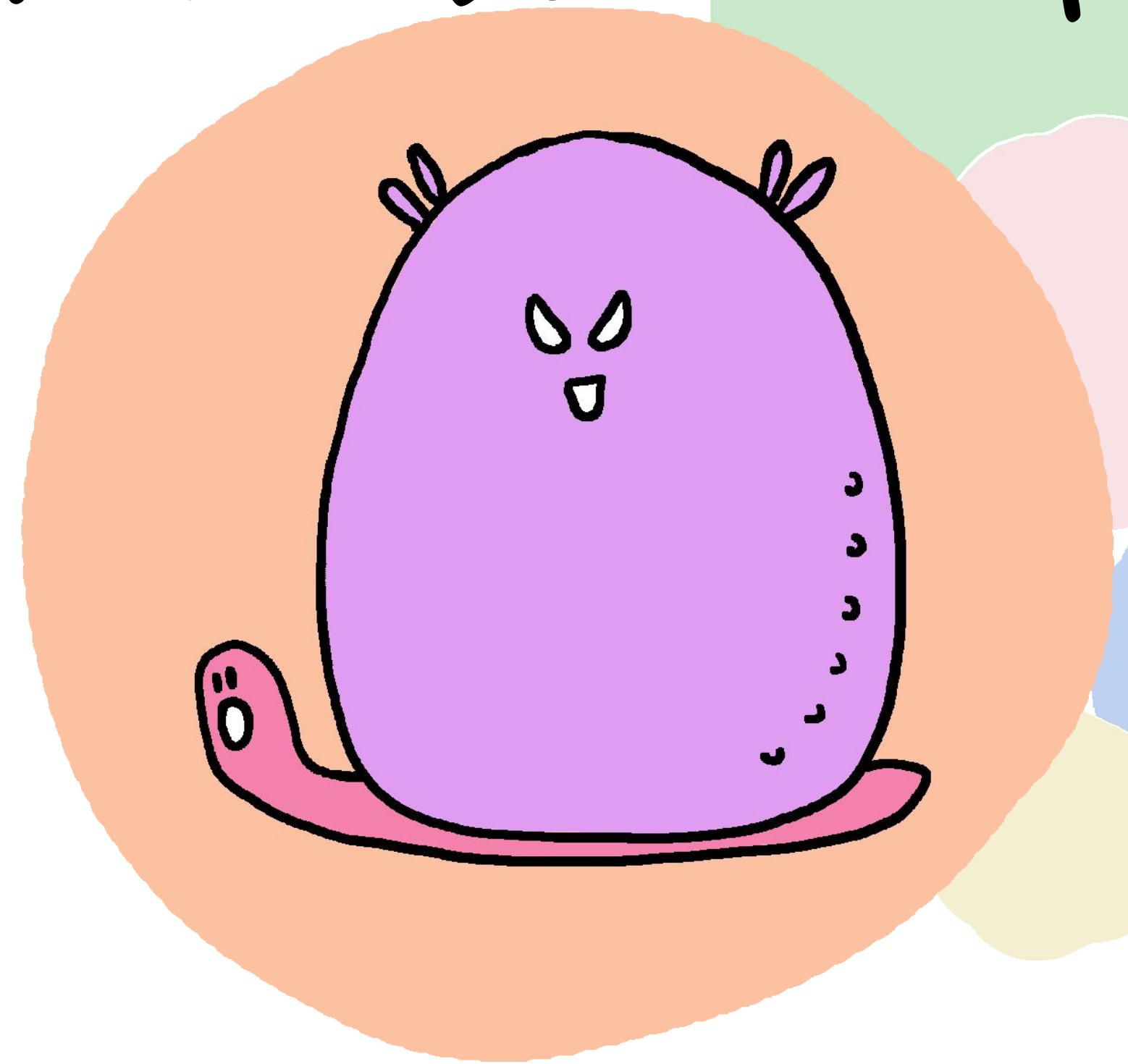
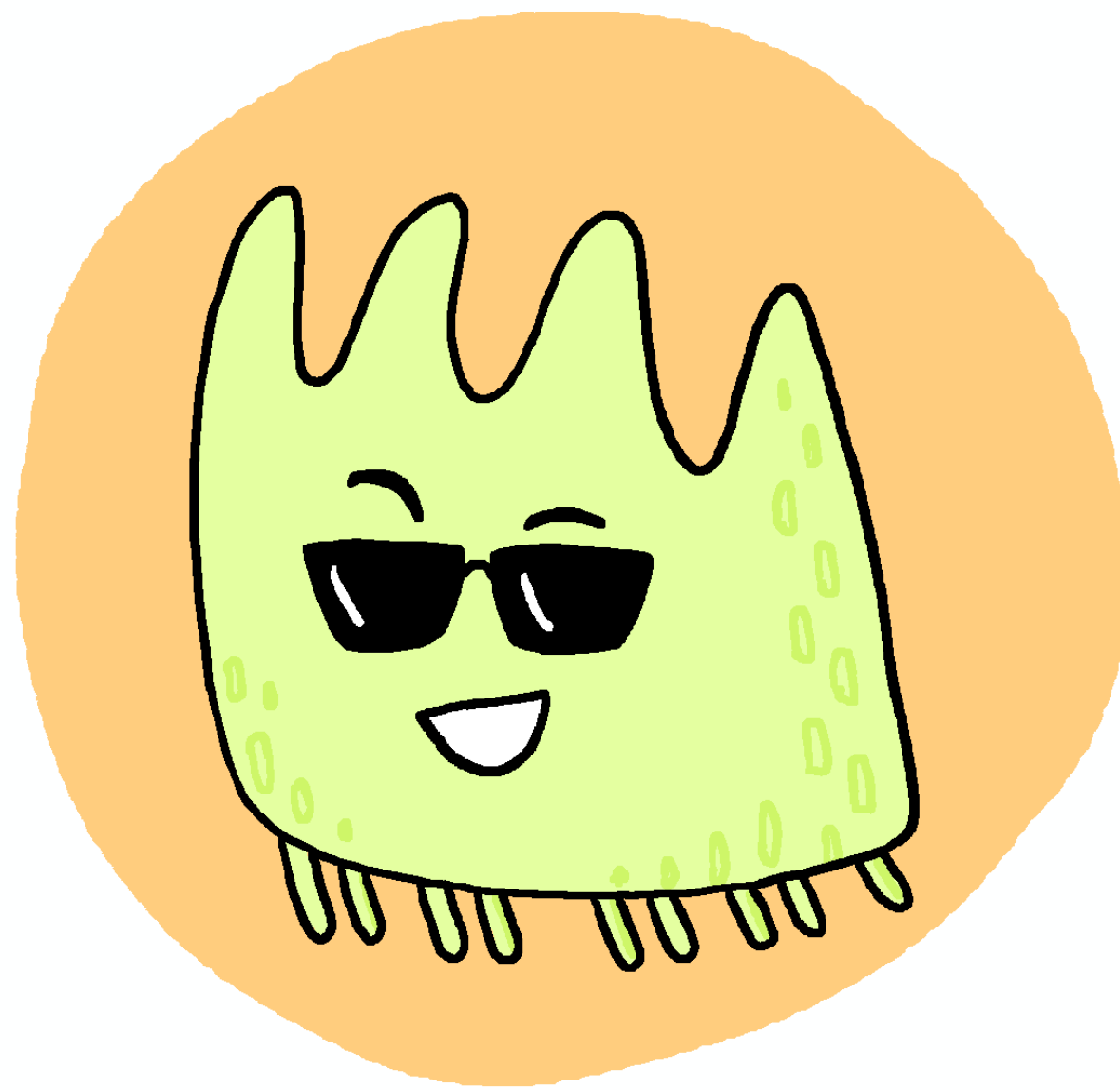
'I want my results NOW!'



put pressure

How to rub salt into the wound?

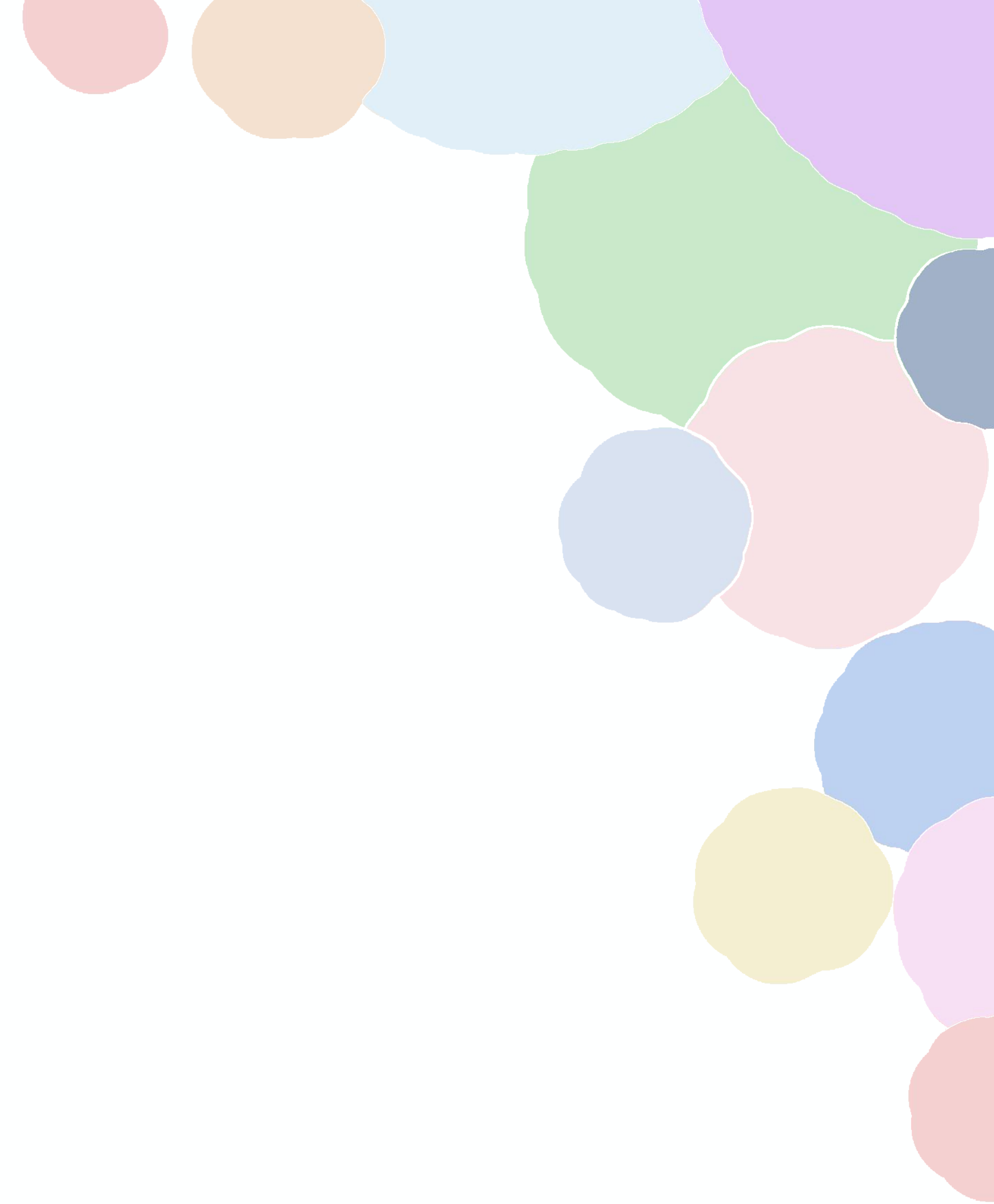
'I want my results NOW!'



put pressure

'our transformation is over!'

How to help?

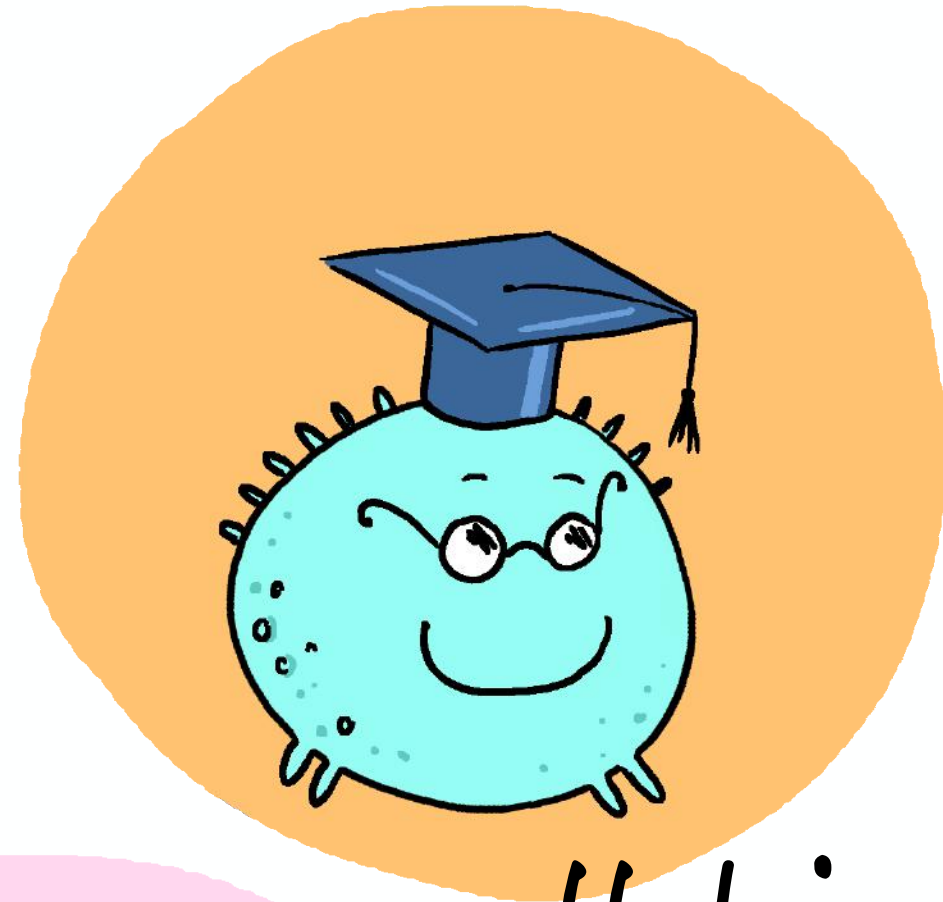


How to help?



safe-to-fail environment

How to help?

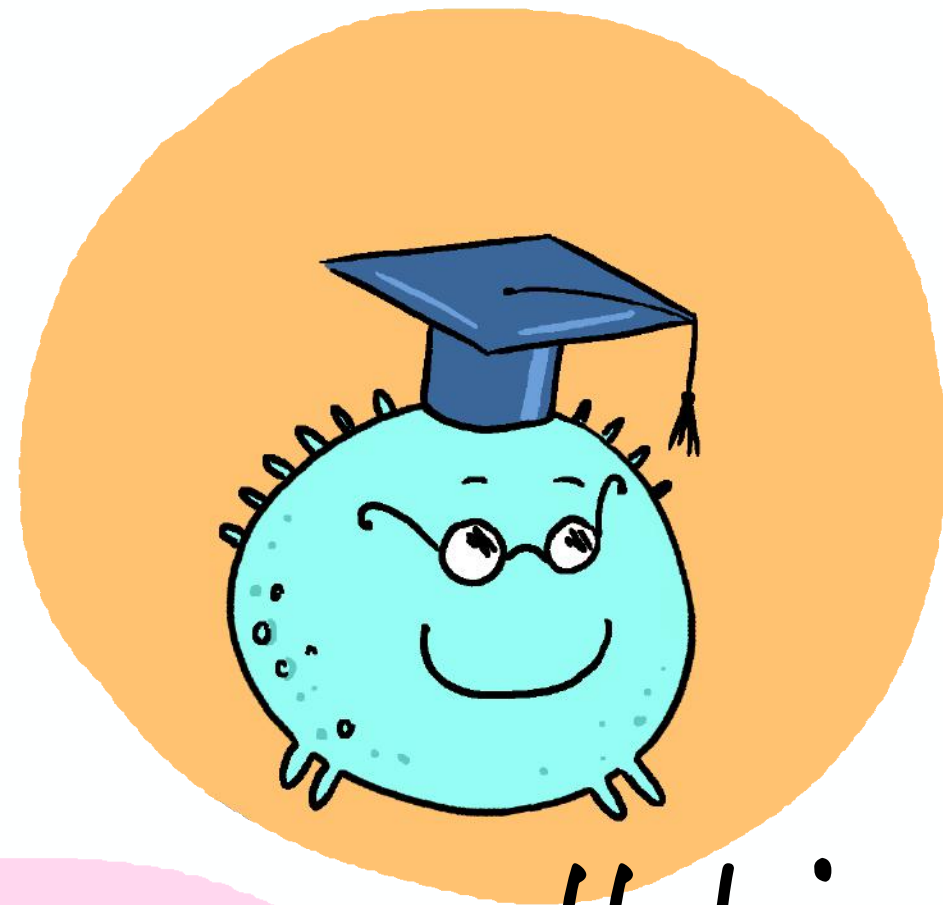


all kinds of
education



safe-to-fail environment

How to help?

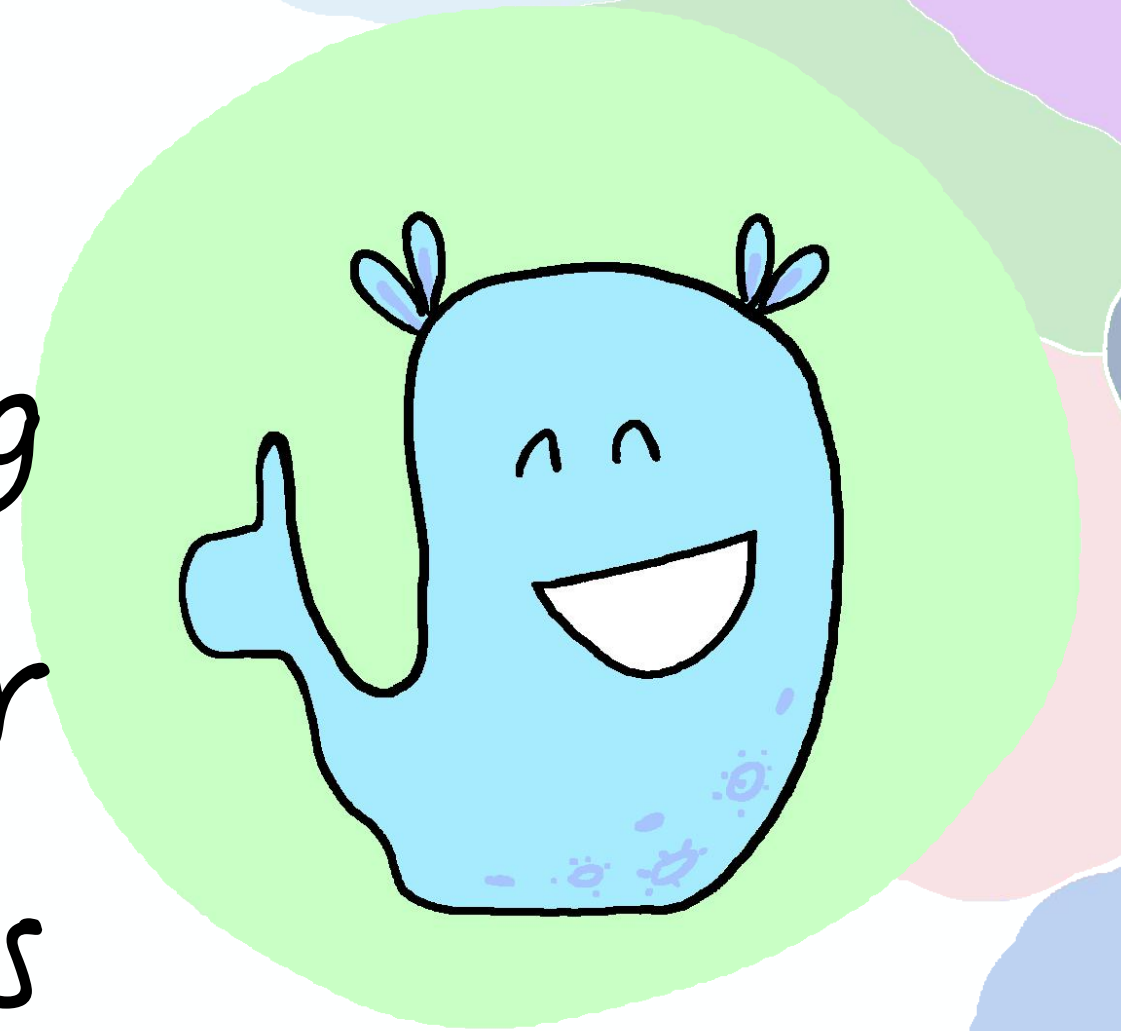


all kinds of
education

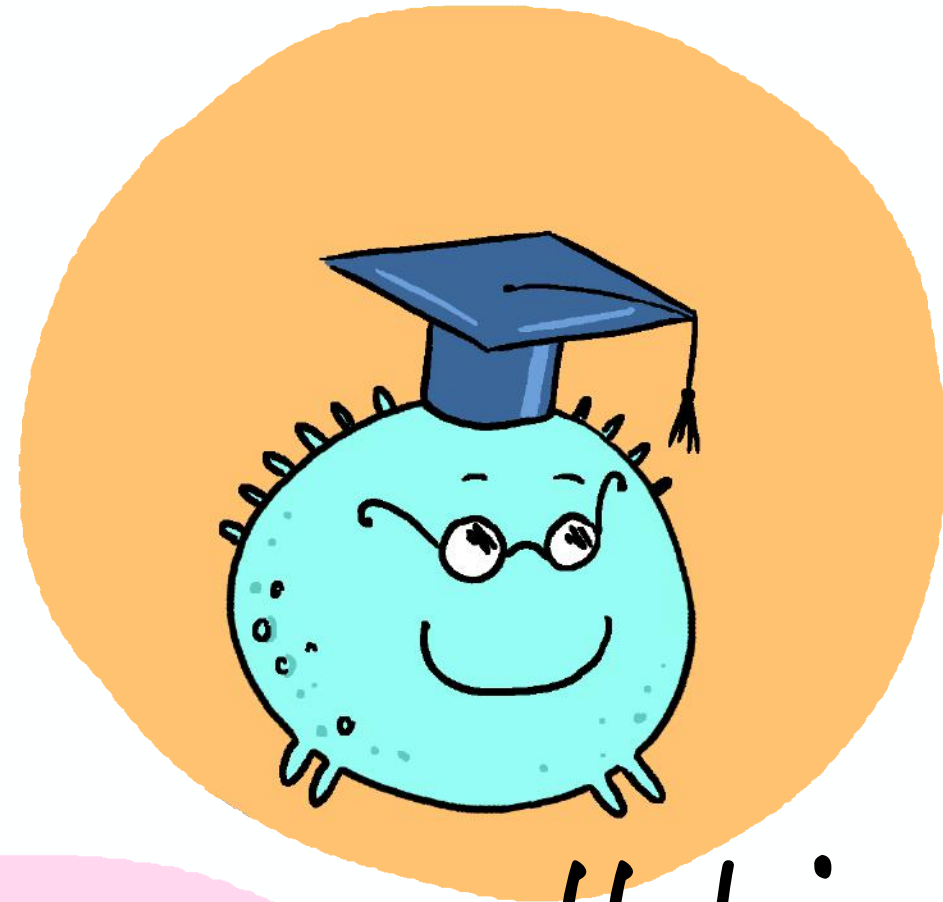


safe-to-fail environment

mentoring
for
leaders



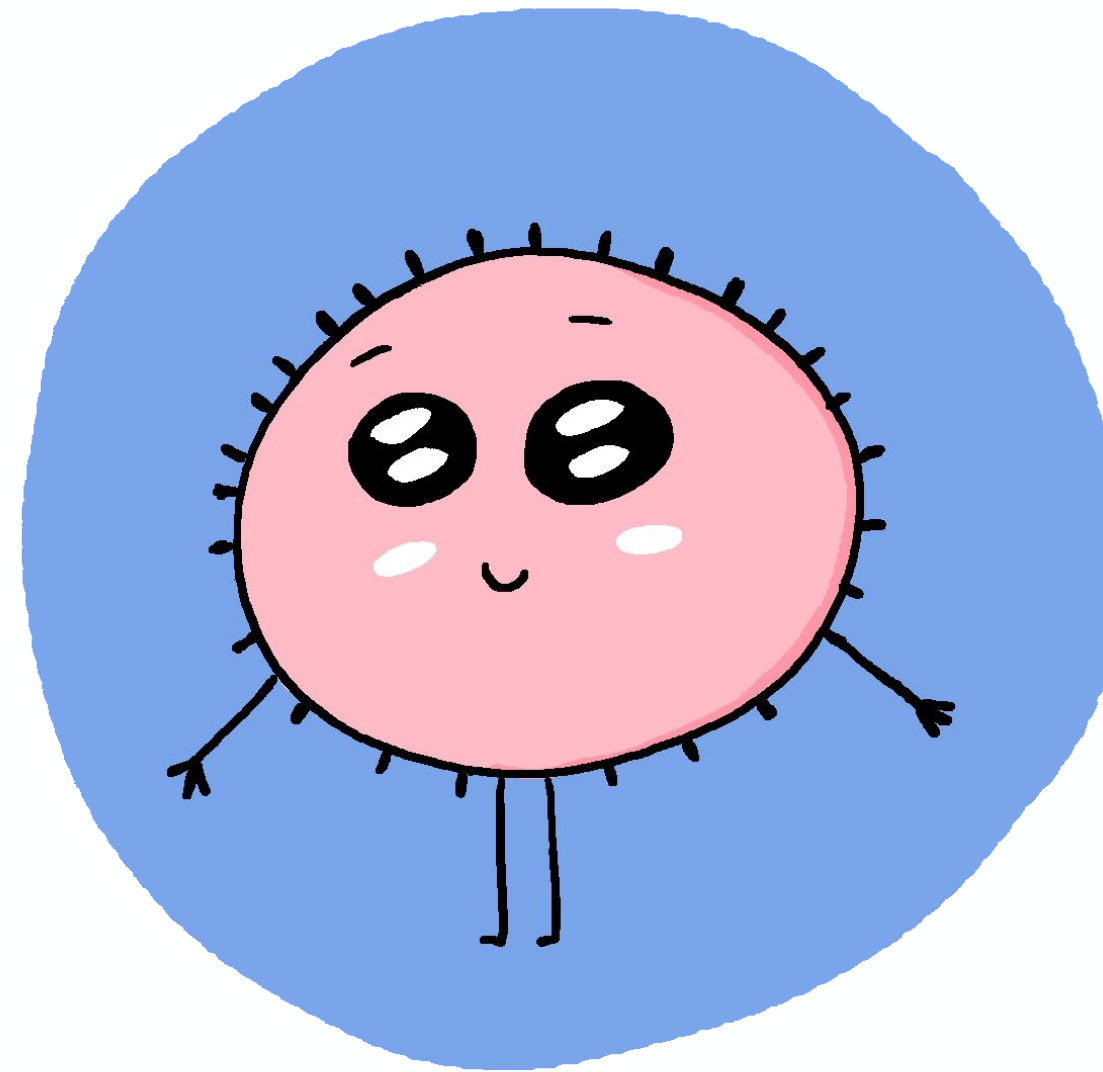
How to help?



all kinds of
education

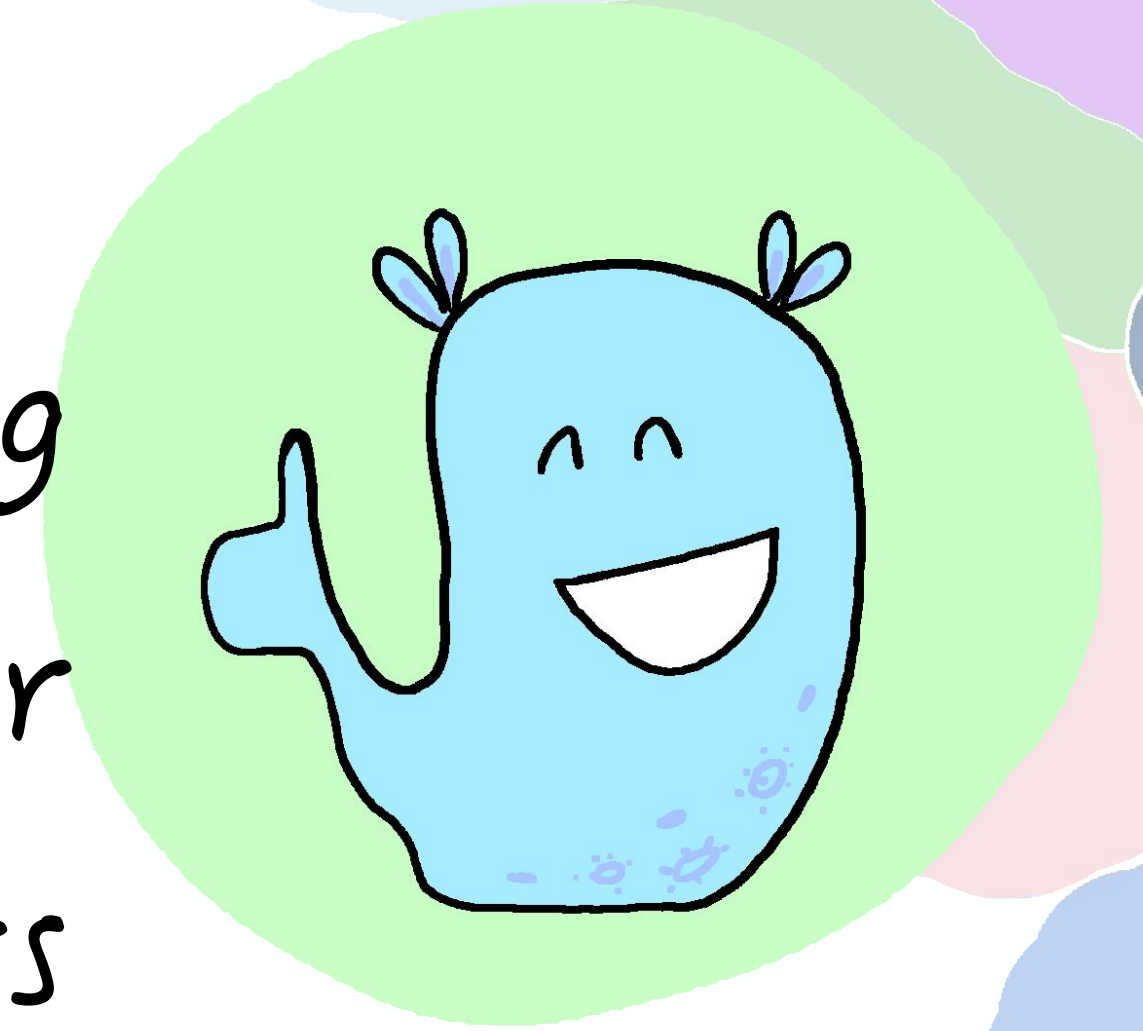


safe-to-fail environment

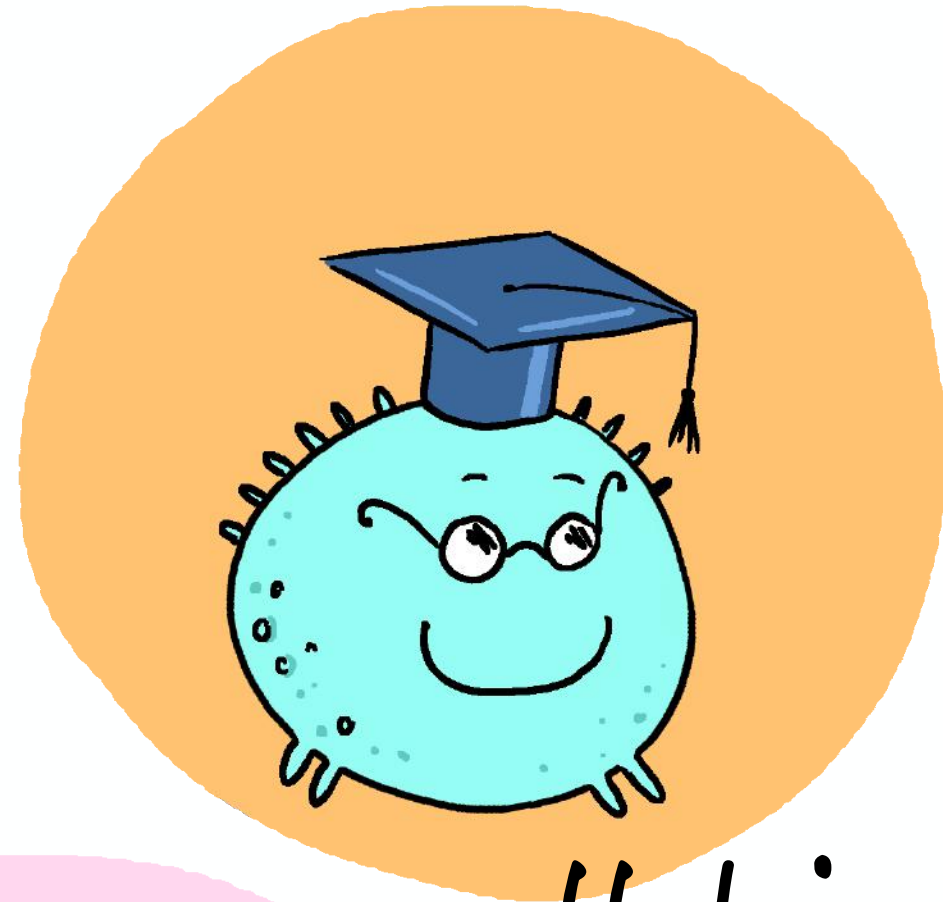


coaching support

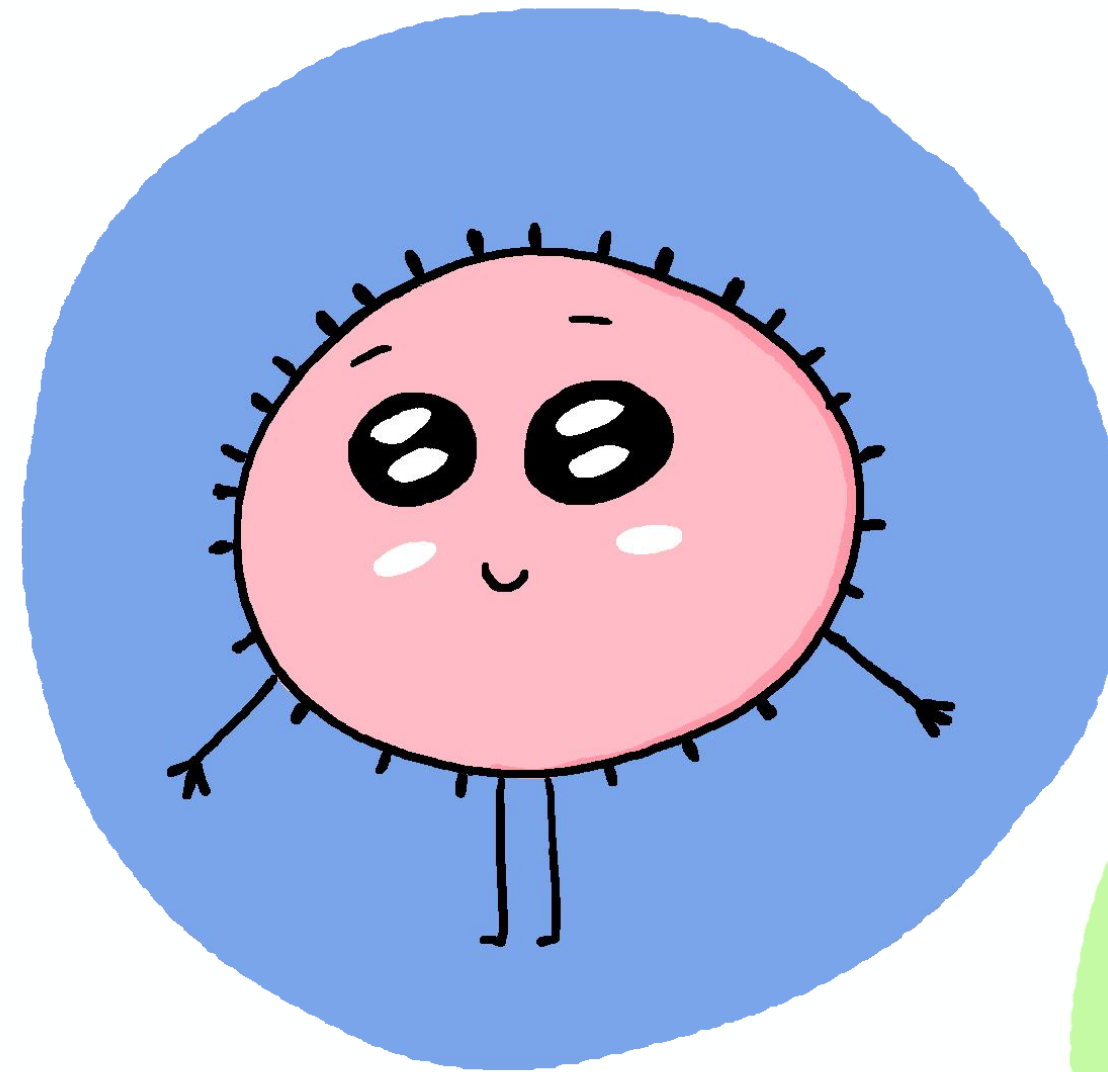
mentoring
for
leaders



How to help?

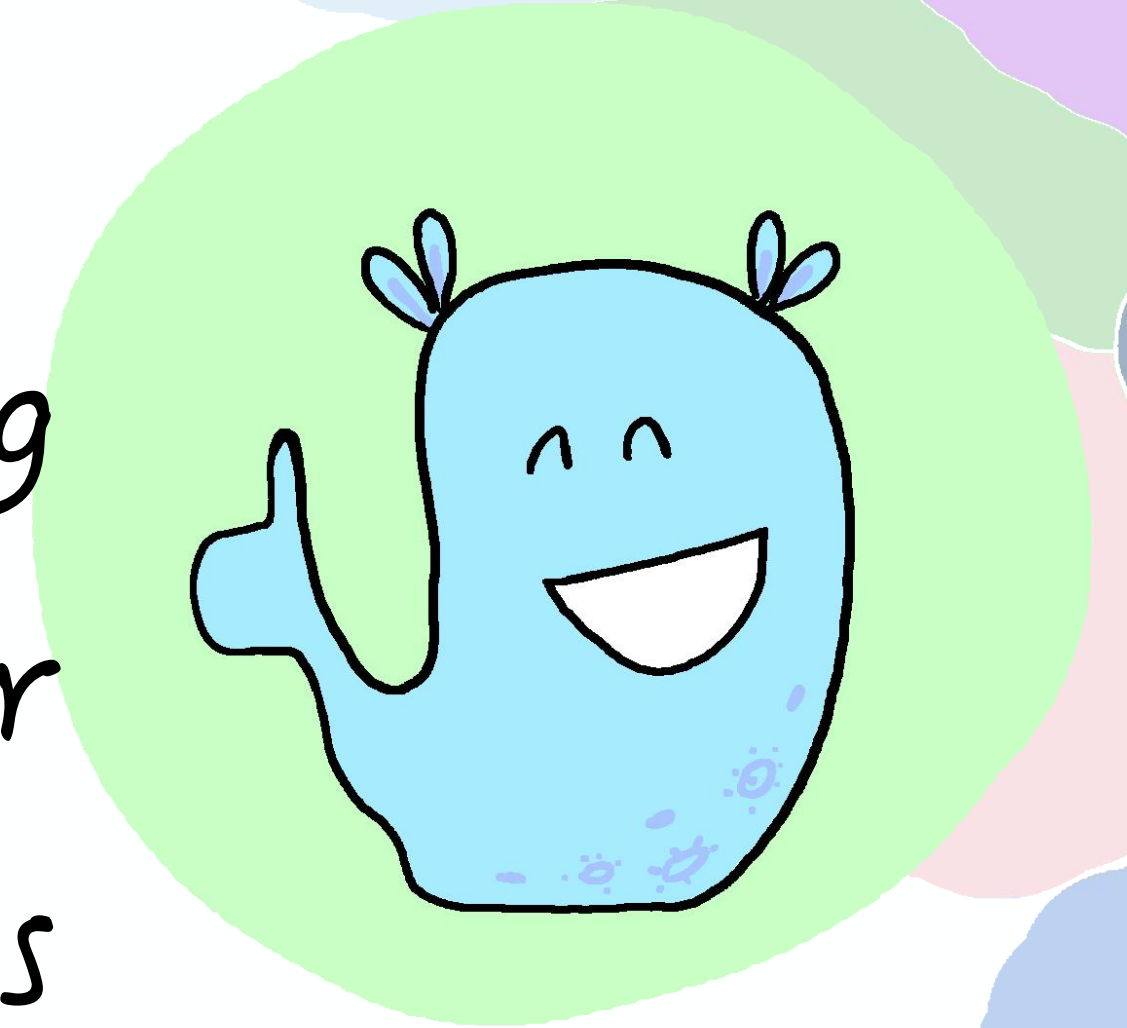


all kinds of
education

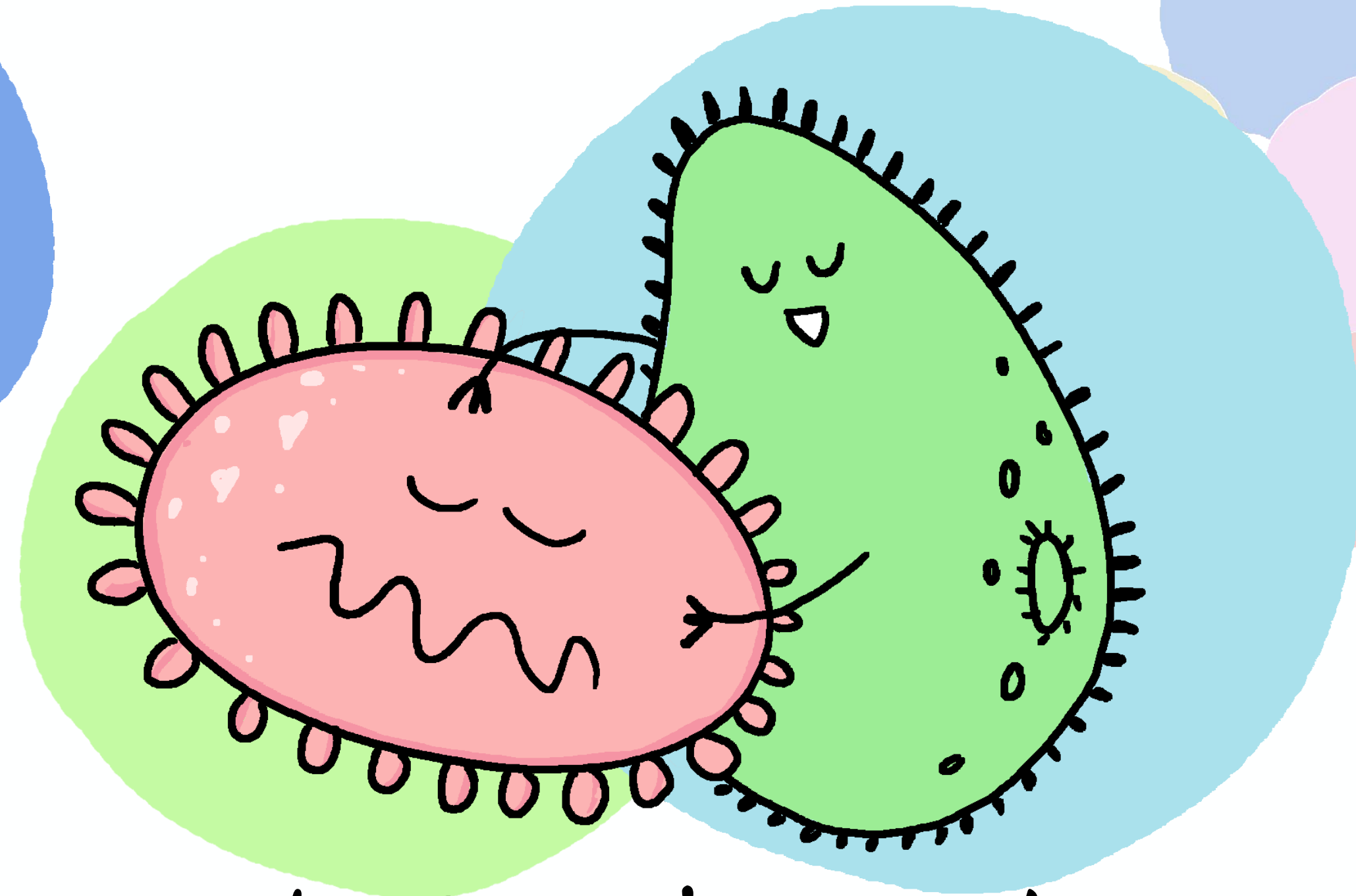


coaching support

mentoring
for
leaders

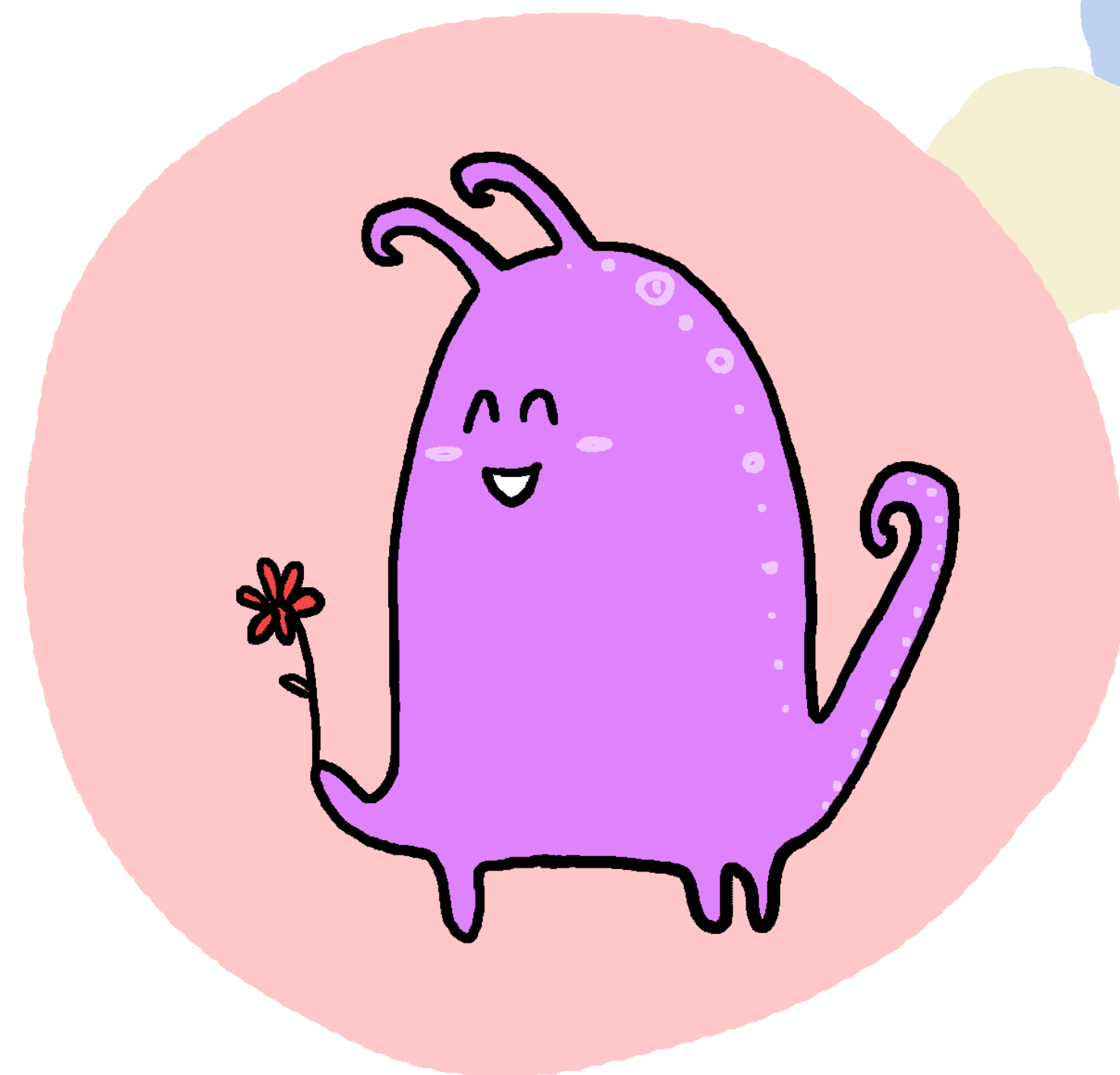
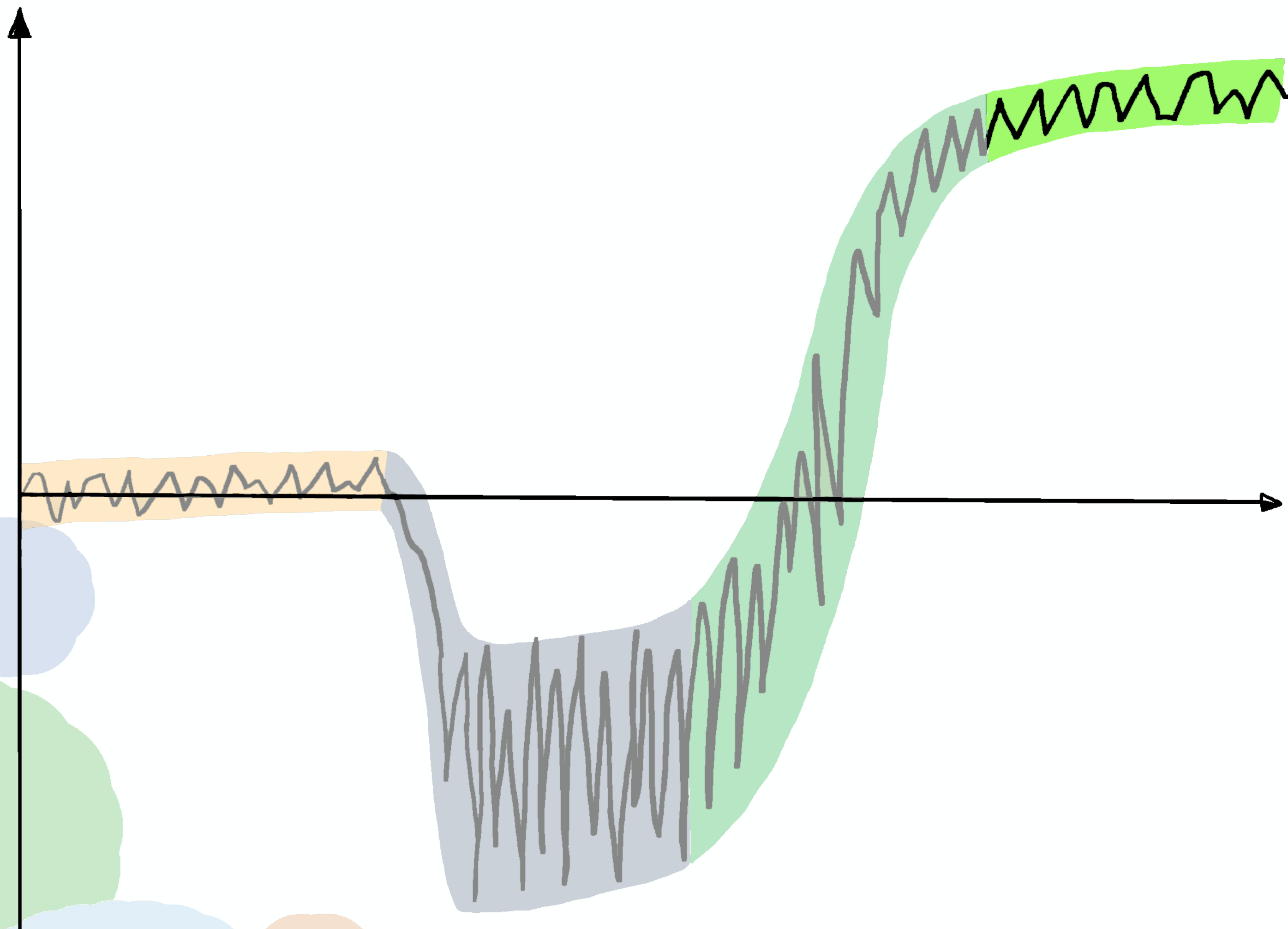


safe-to-fail environment

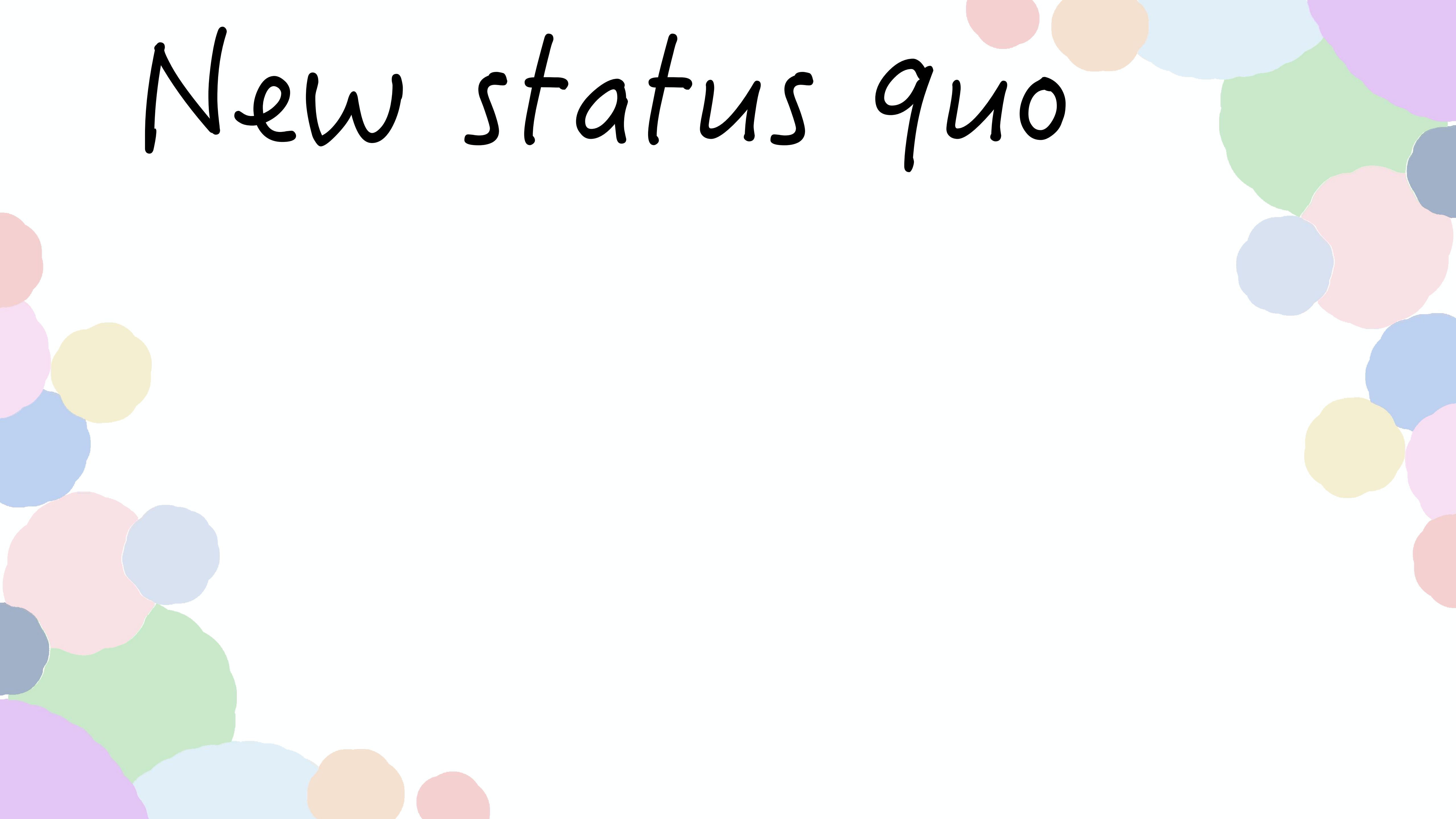


believe in people

New status quo



New *status quo*



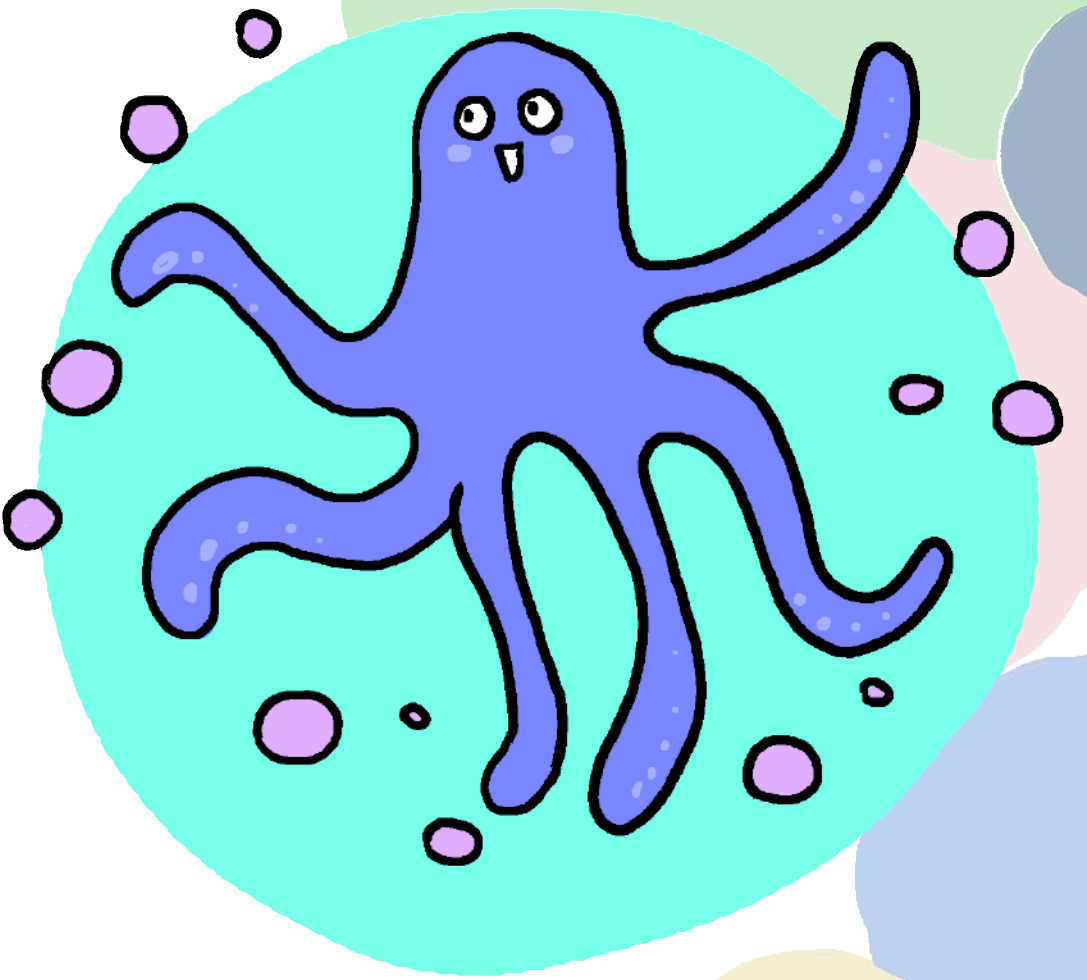
New *status quo*

*stable
again*



New status quo

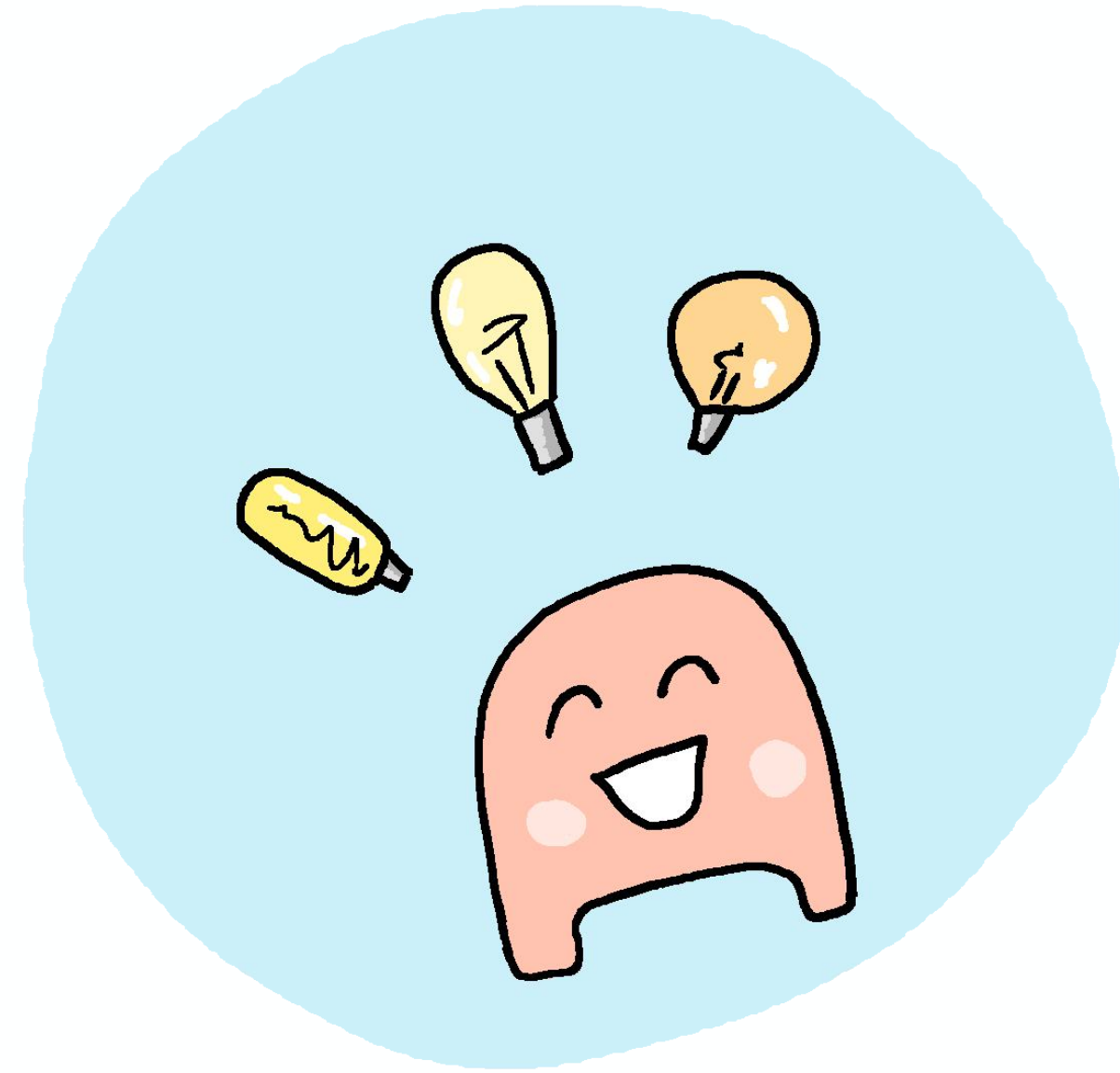
new
level of
productivity



stable
again

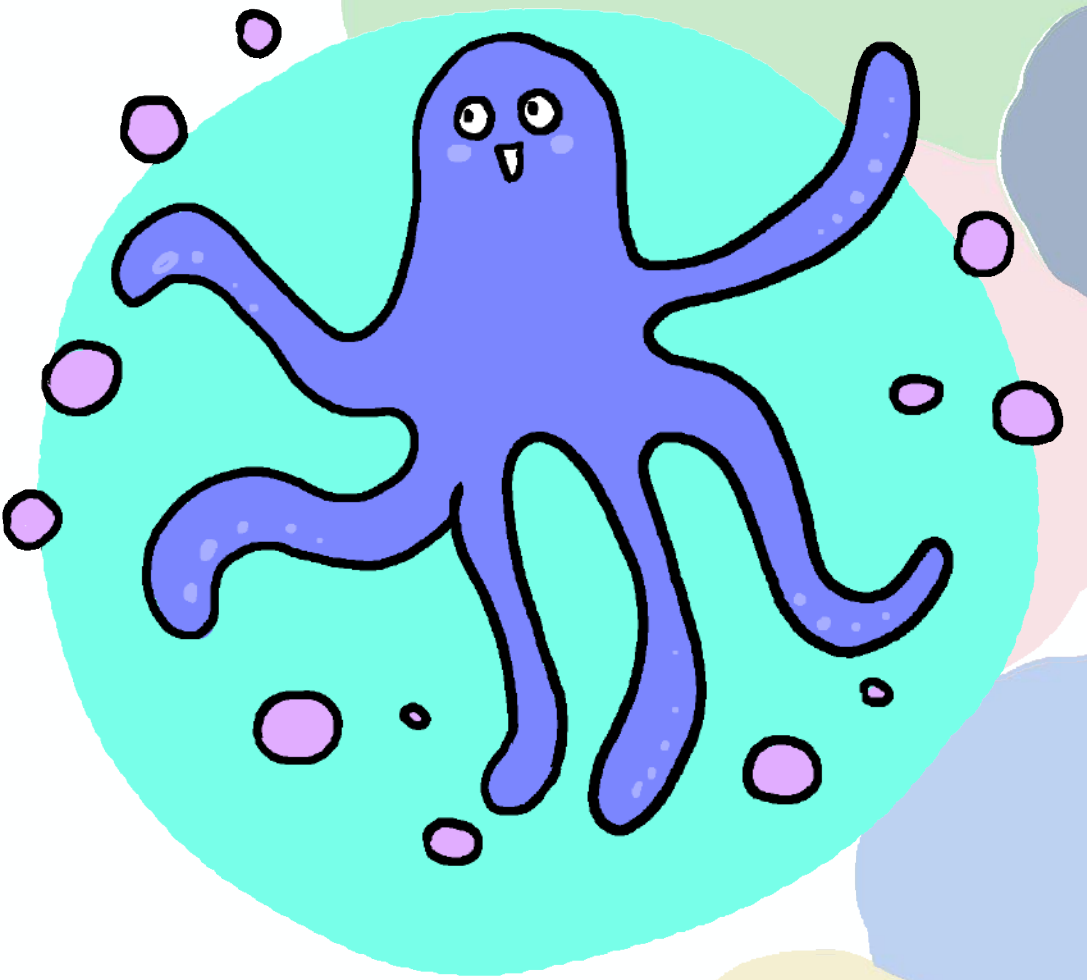


New status quo



new ordinary
reality

new
level of
productivity



stable
again

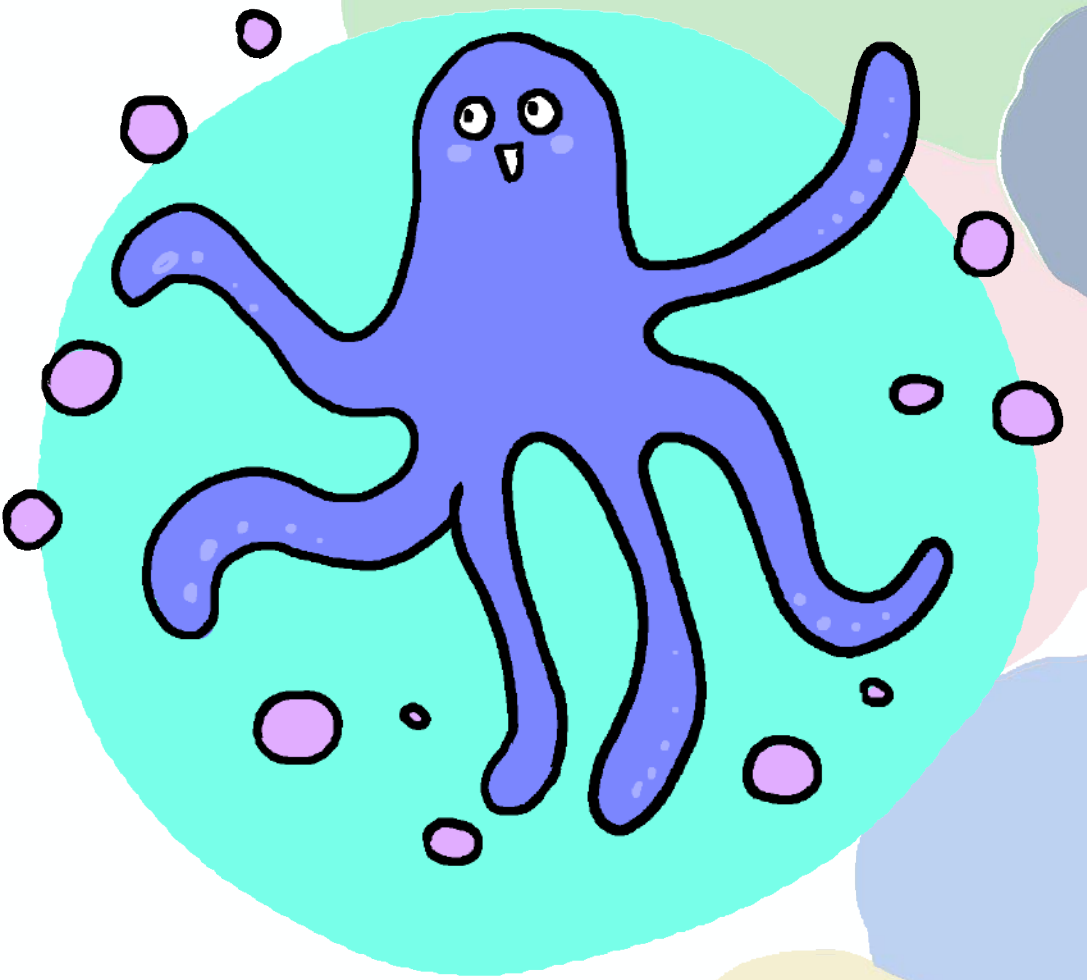
New status quo

comfort &
happiness



new ordinary
reality

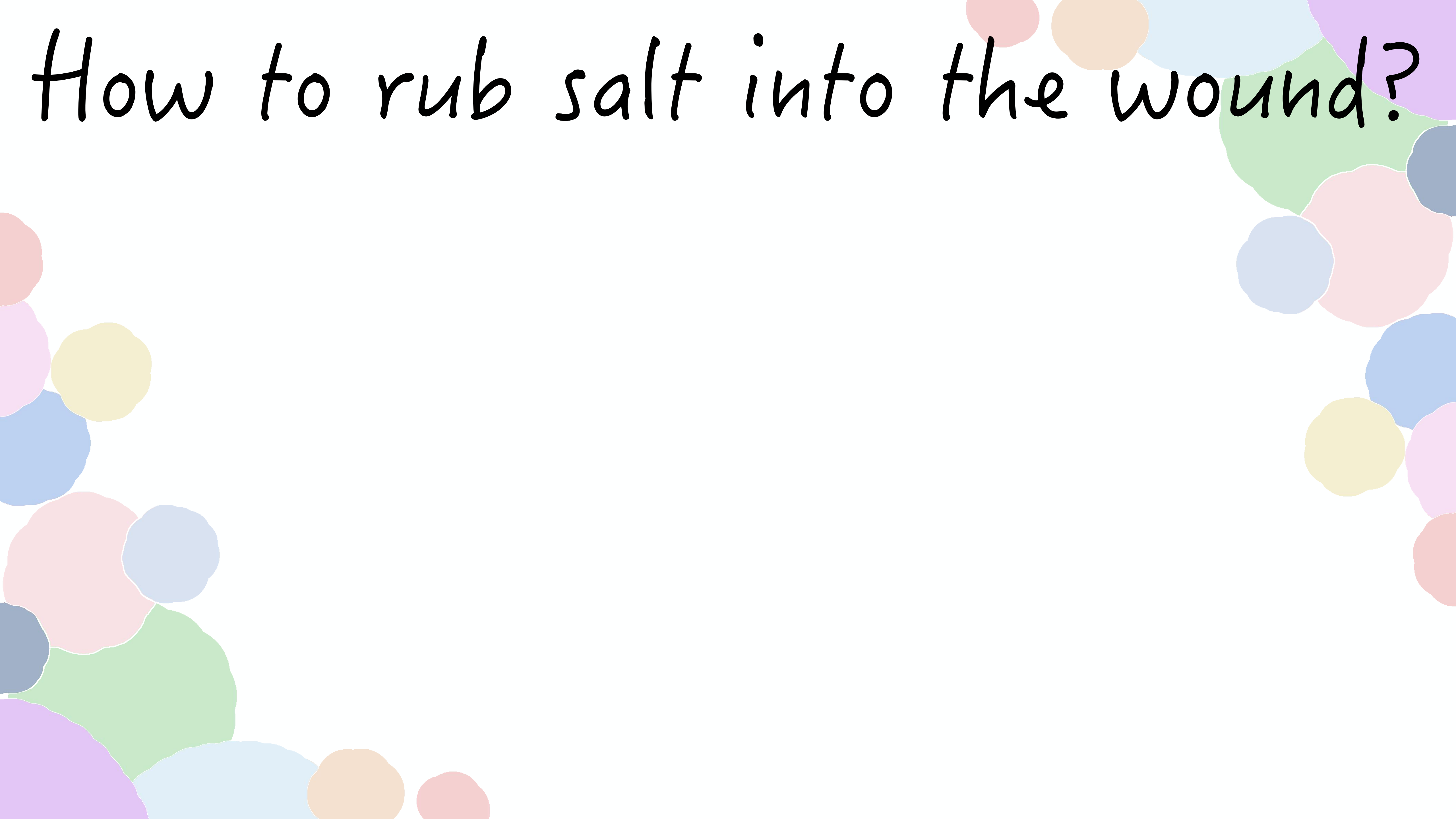
new
level of
productivity



stable
again

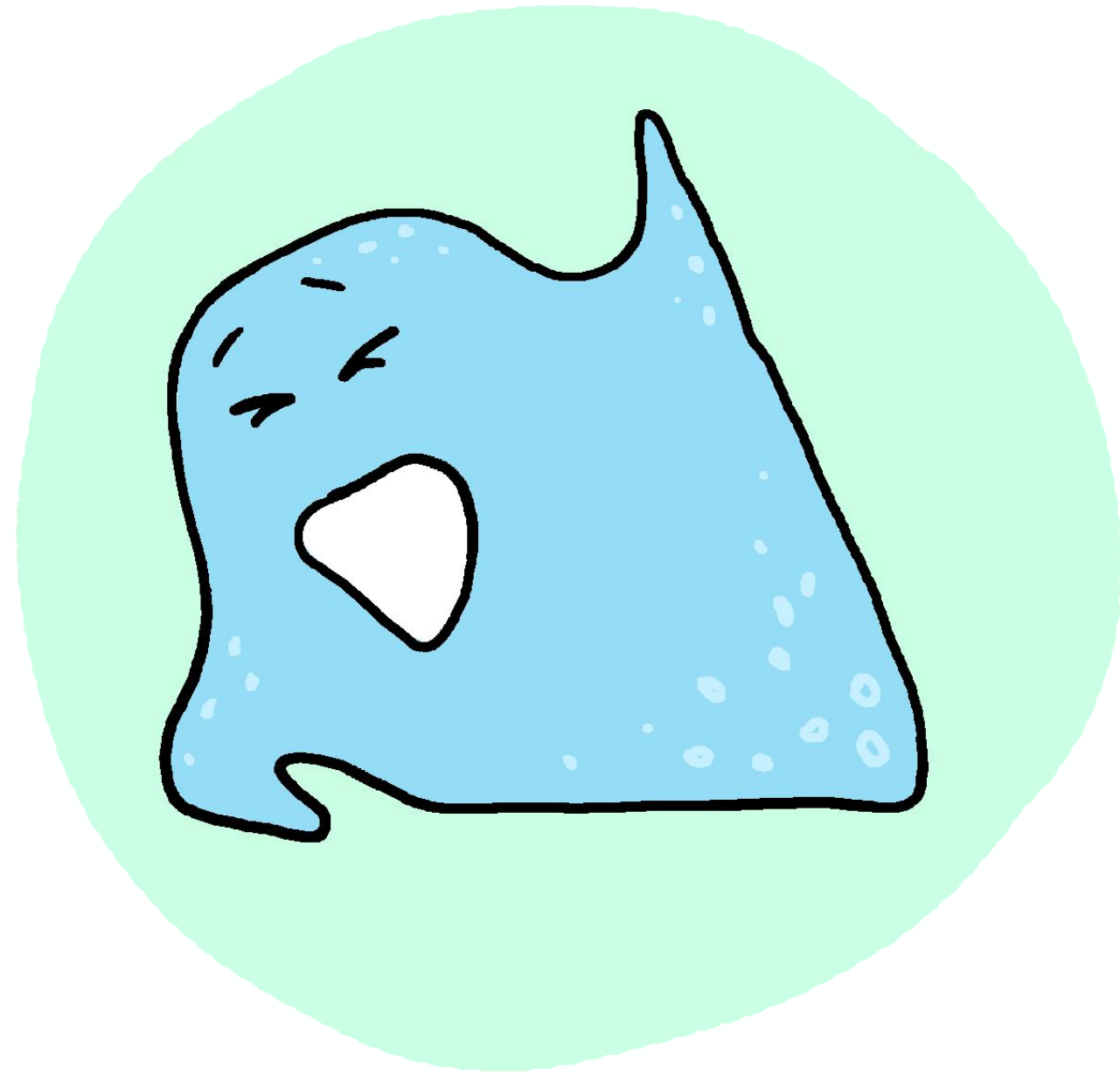


How to rub salt into the wound?



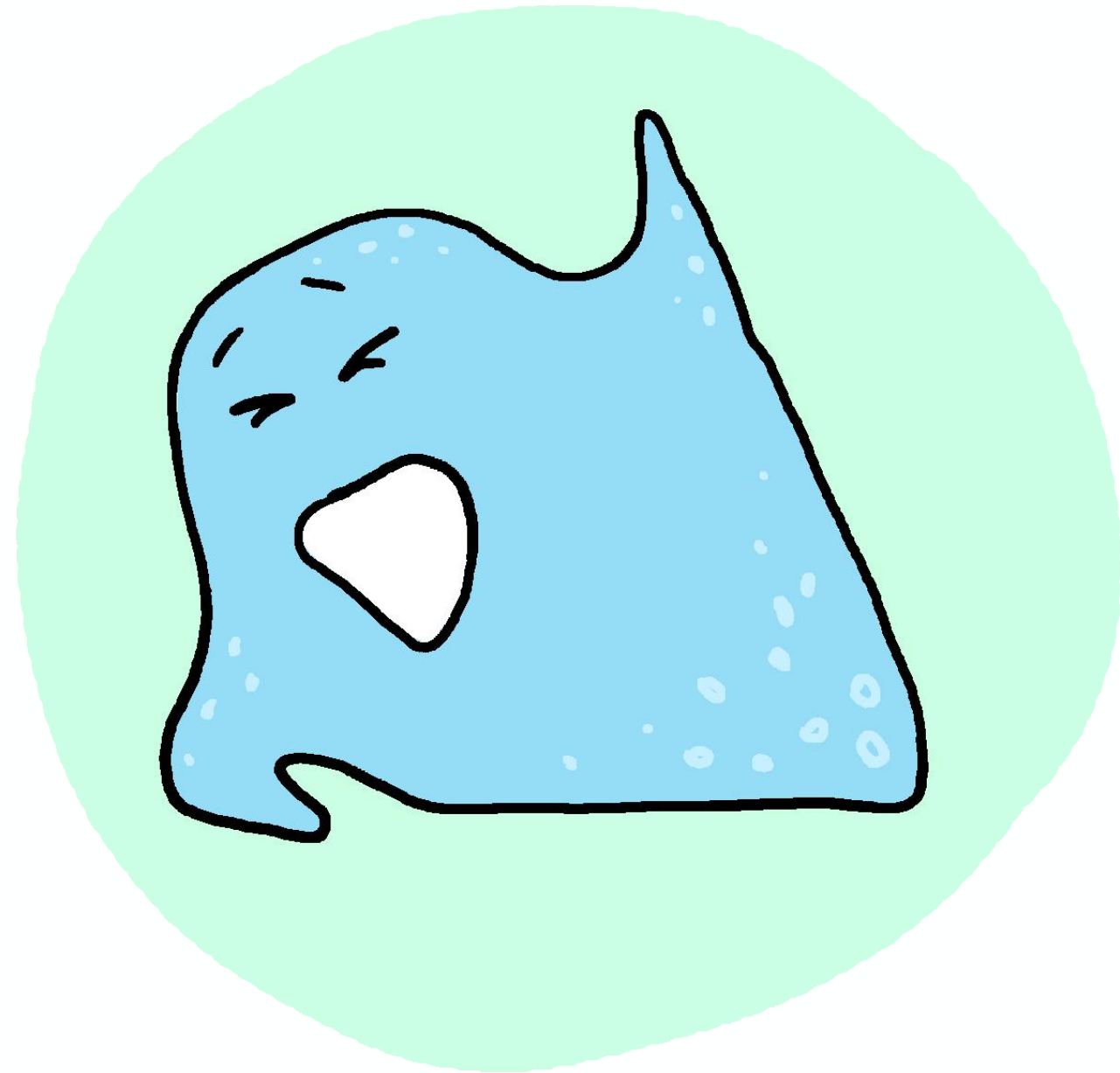
How to rub salt into the wound?

old patterns of behaviour

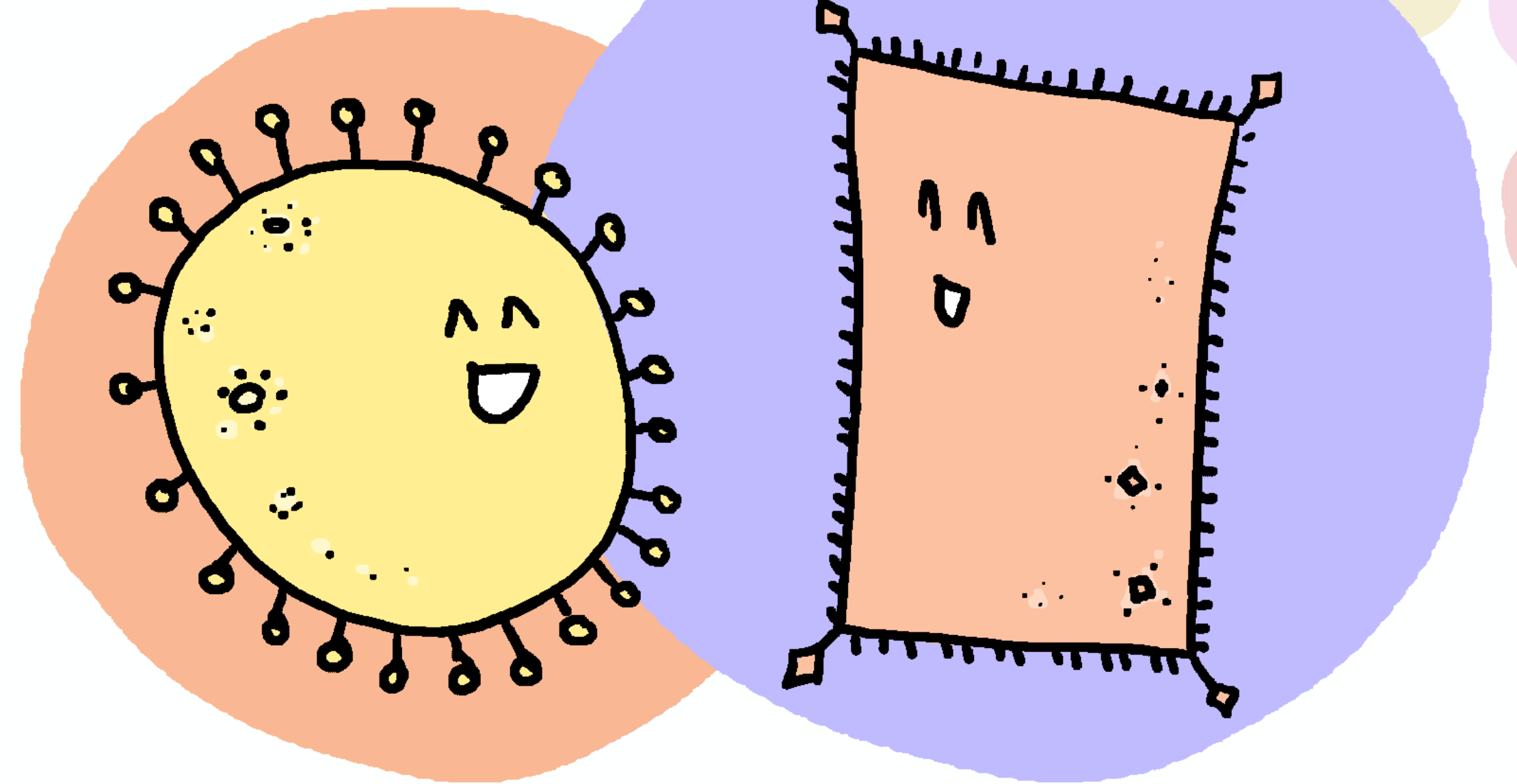


How to rub salt into the wound?

old patterns of behaviour



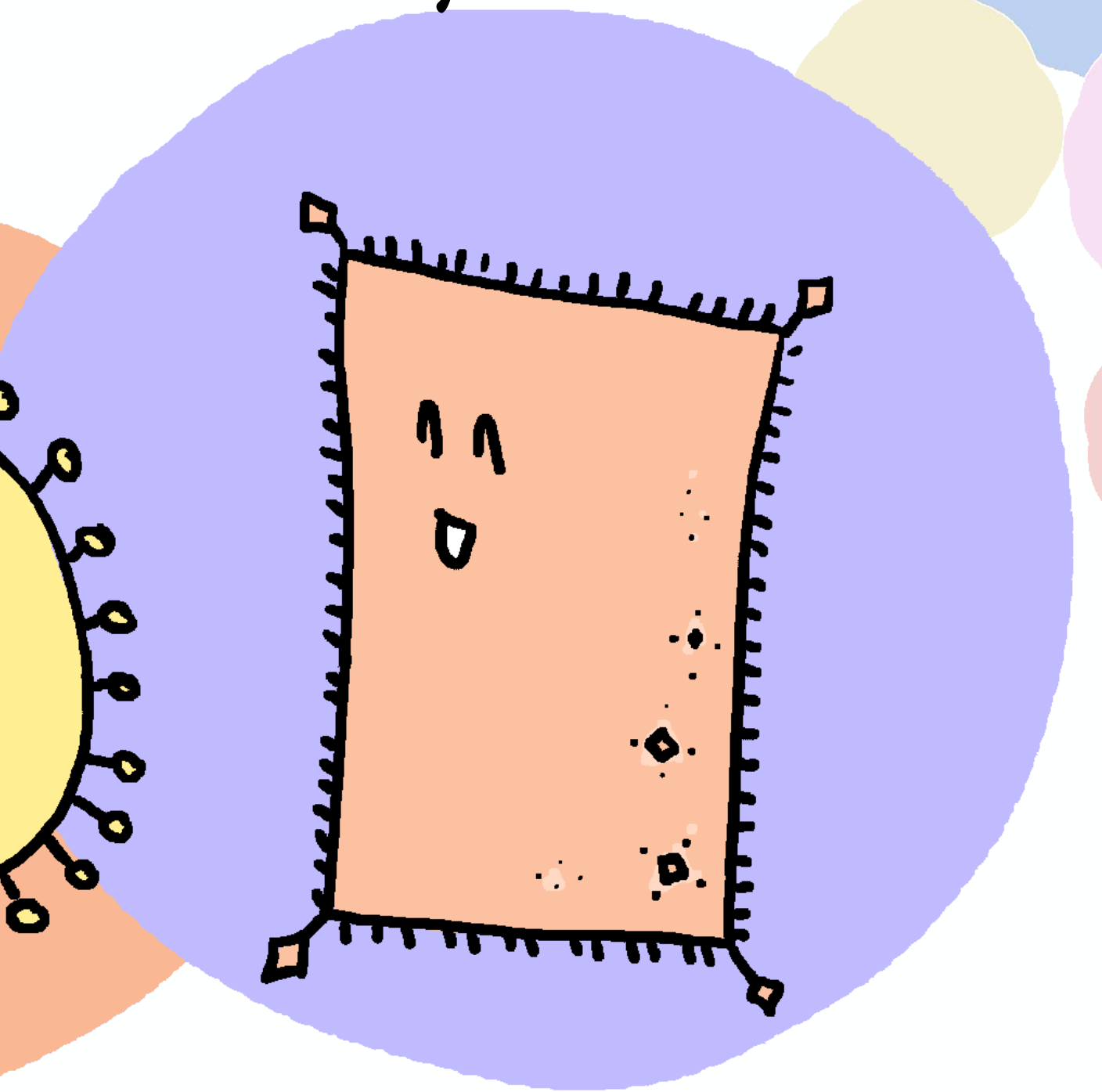
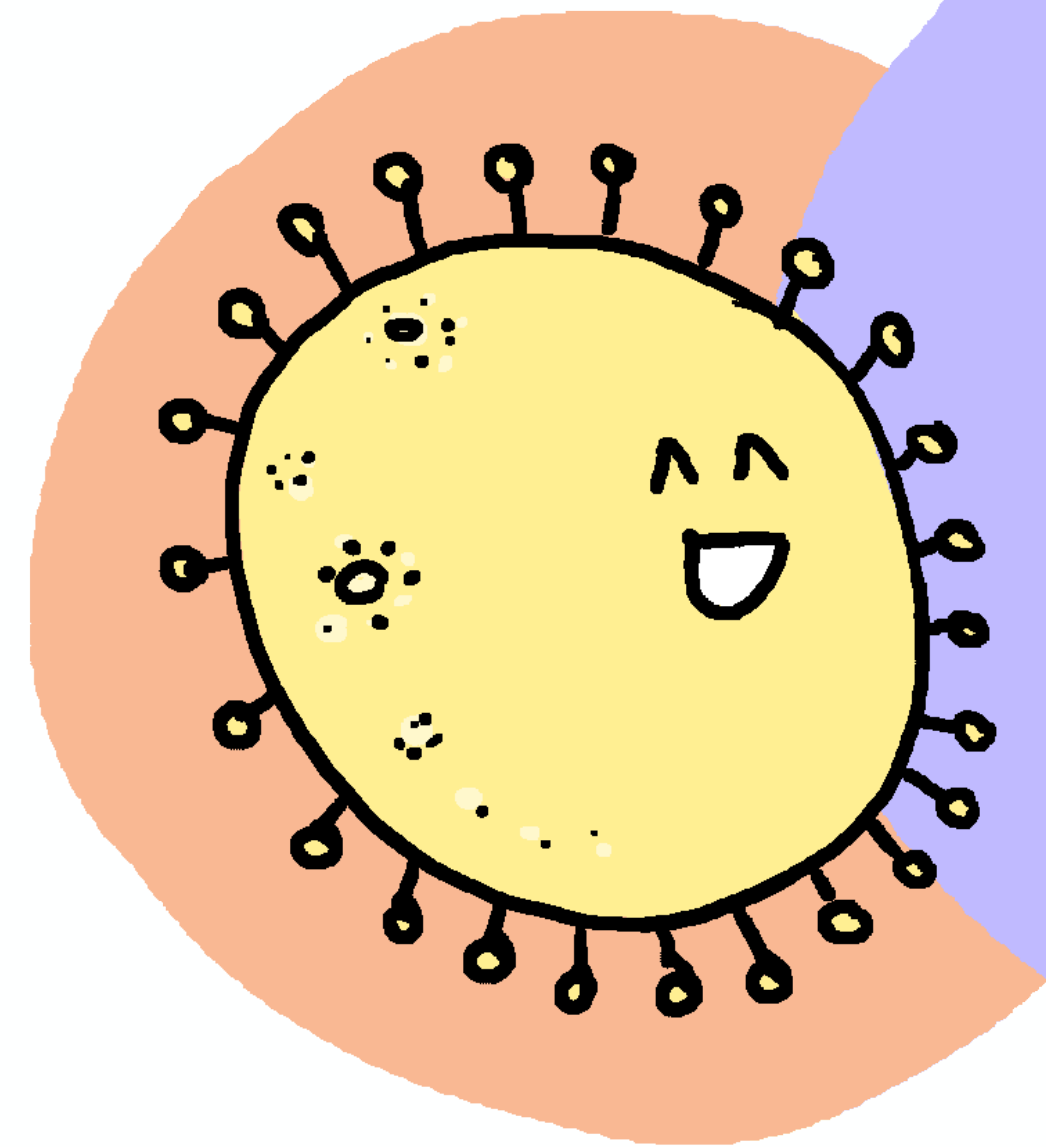
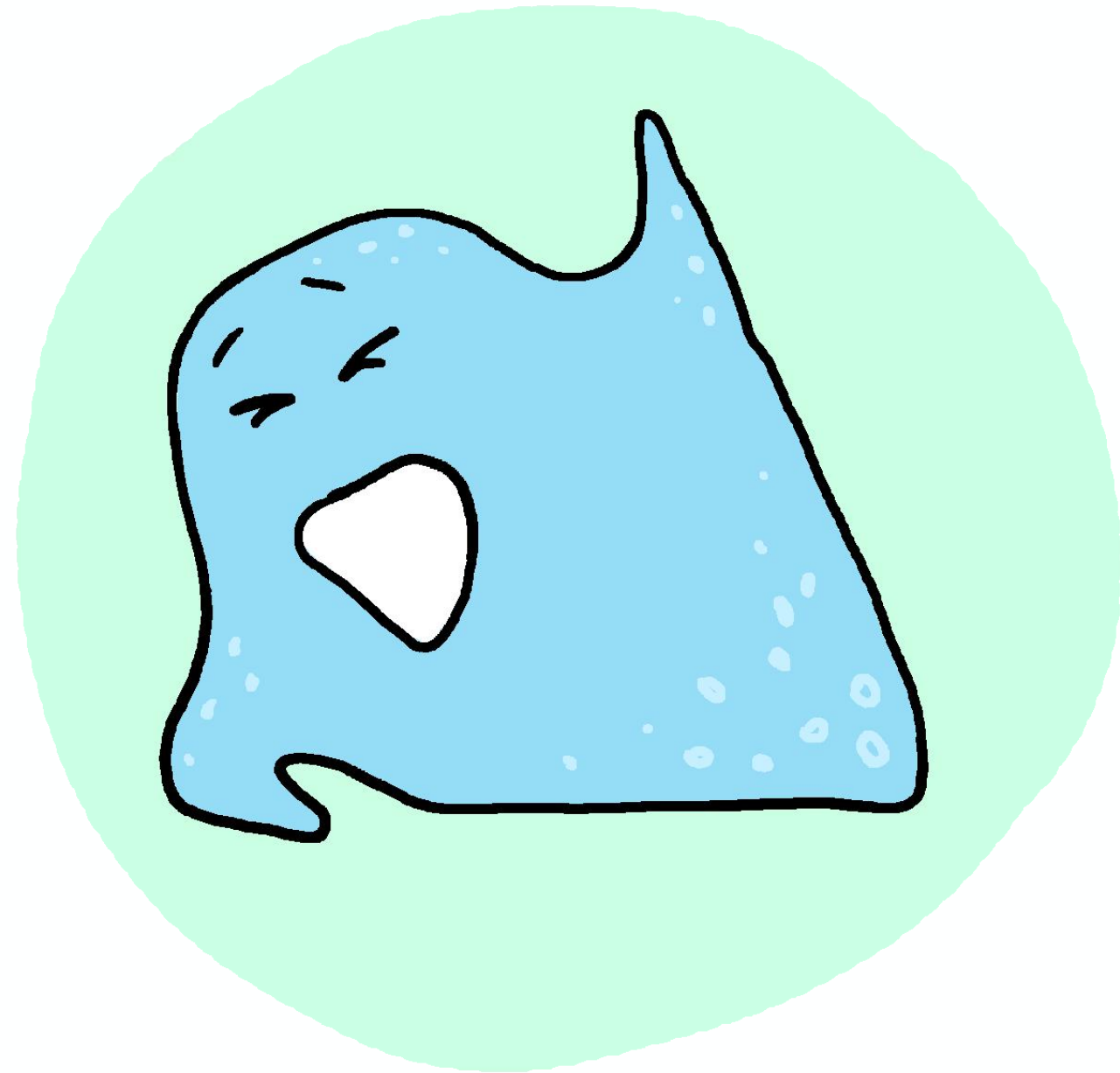
hire without
culture fit



How to rub salt into the wound?

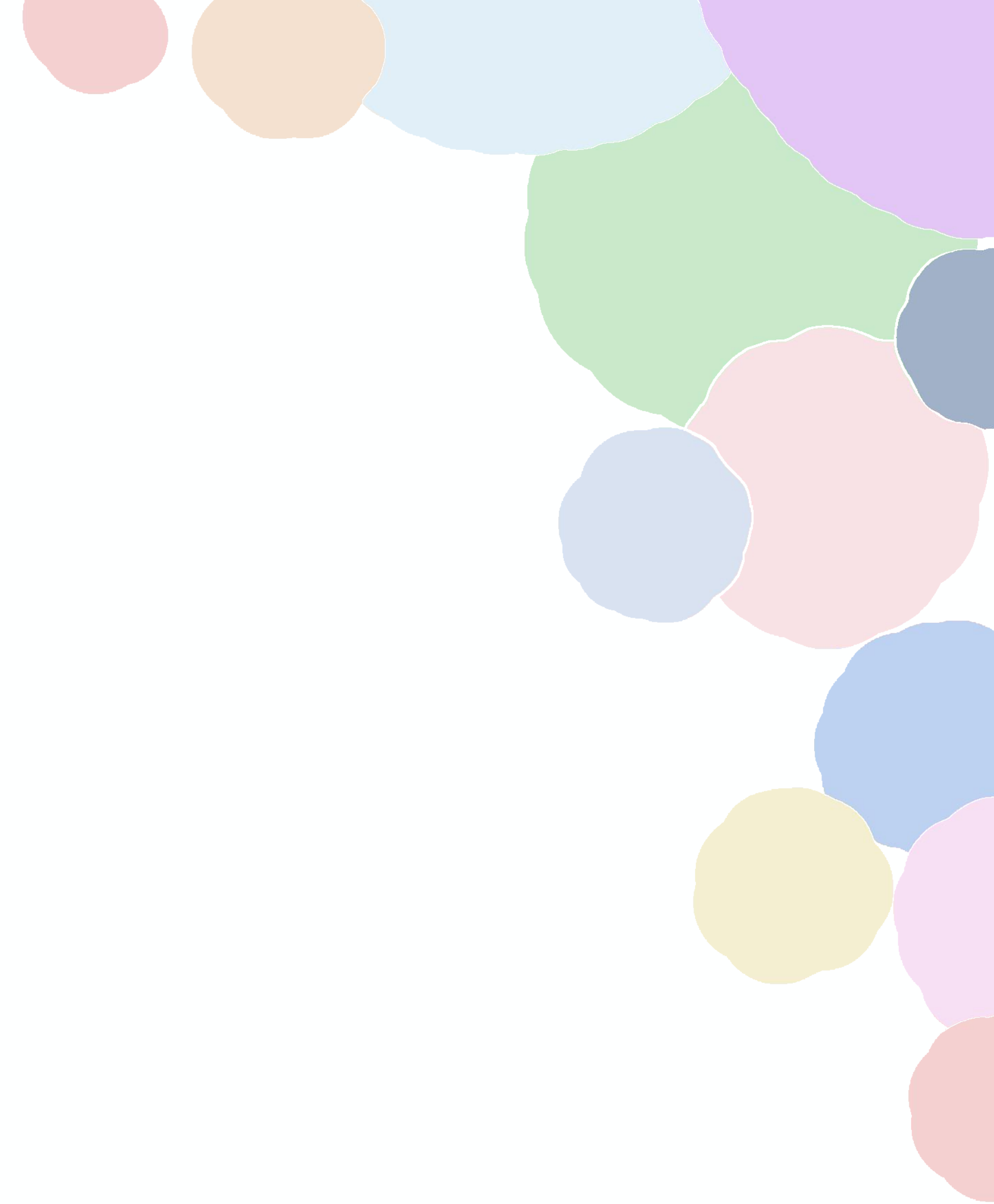
old patterns of behaviour

hire without
culture fit

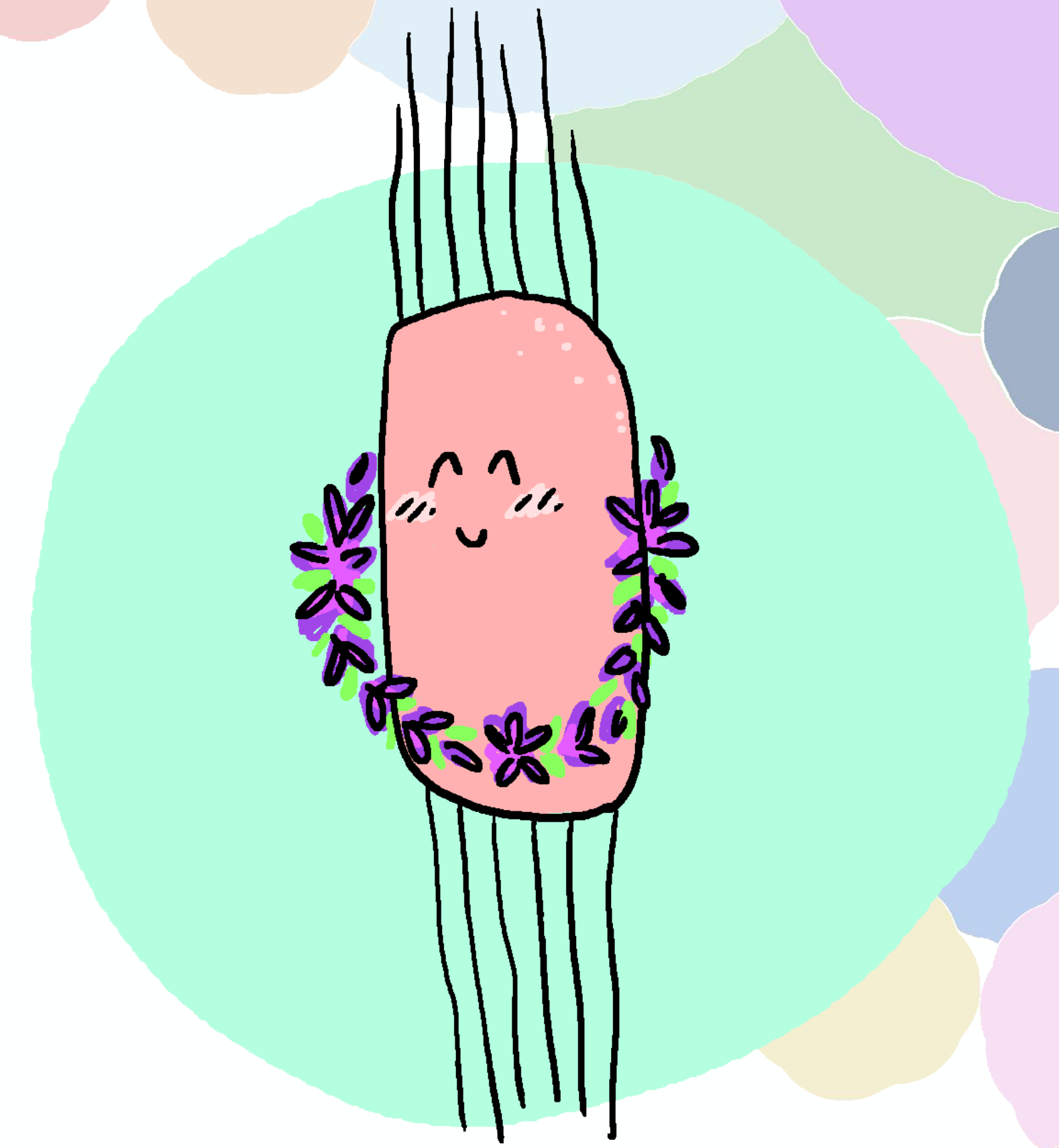


'time to relax - it's over'

How to help?



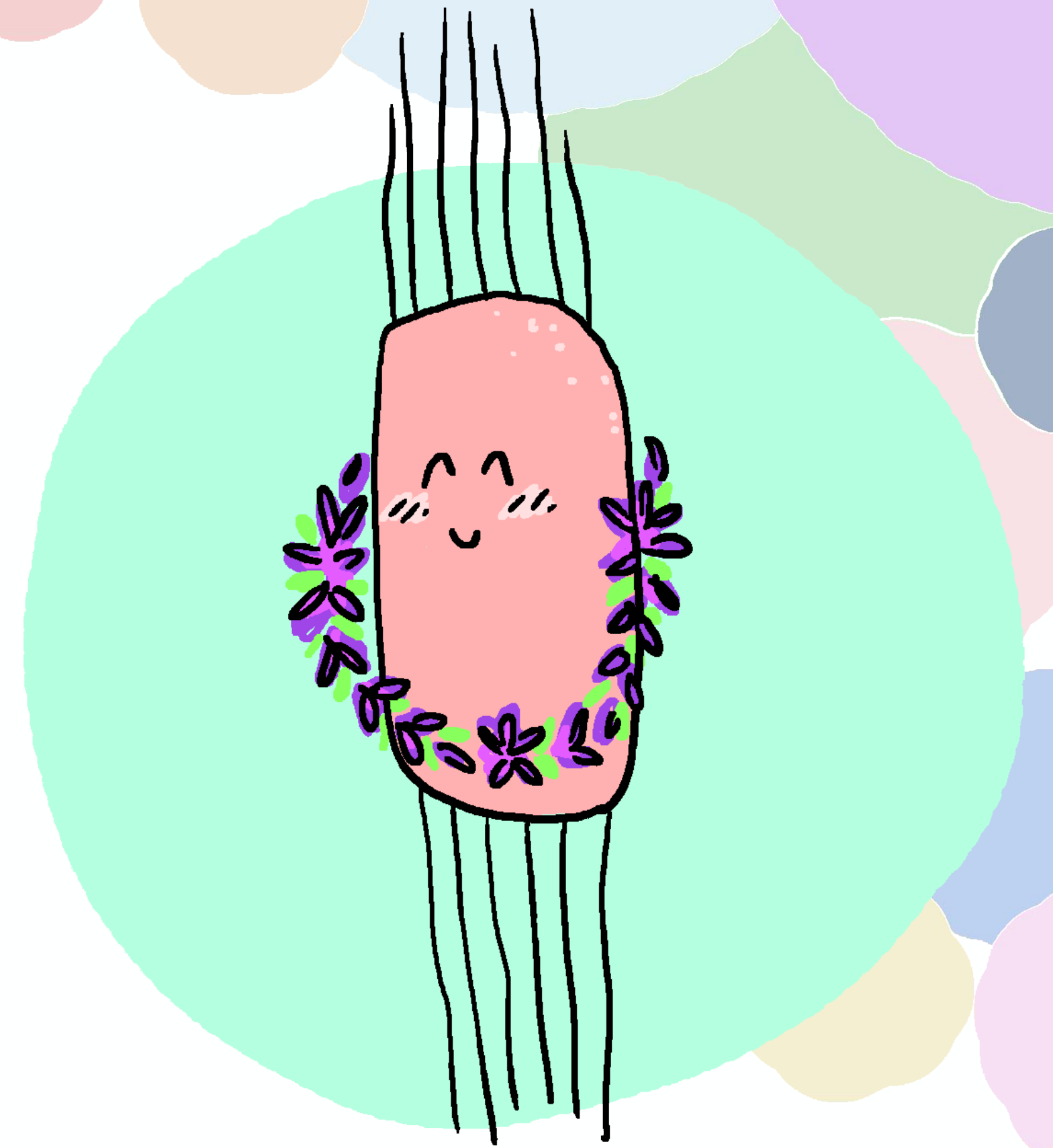
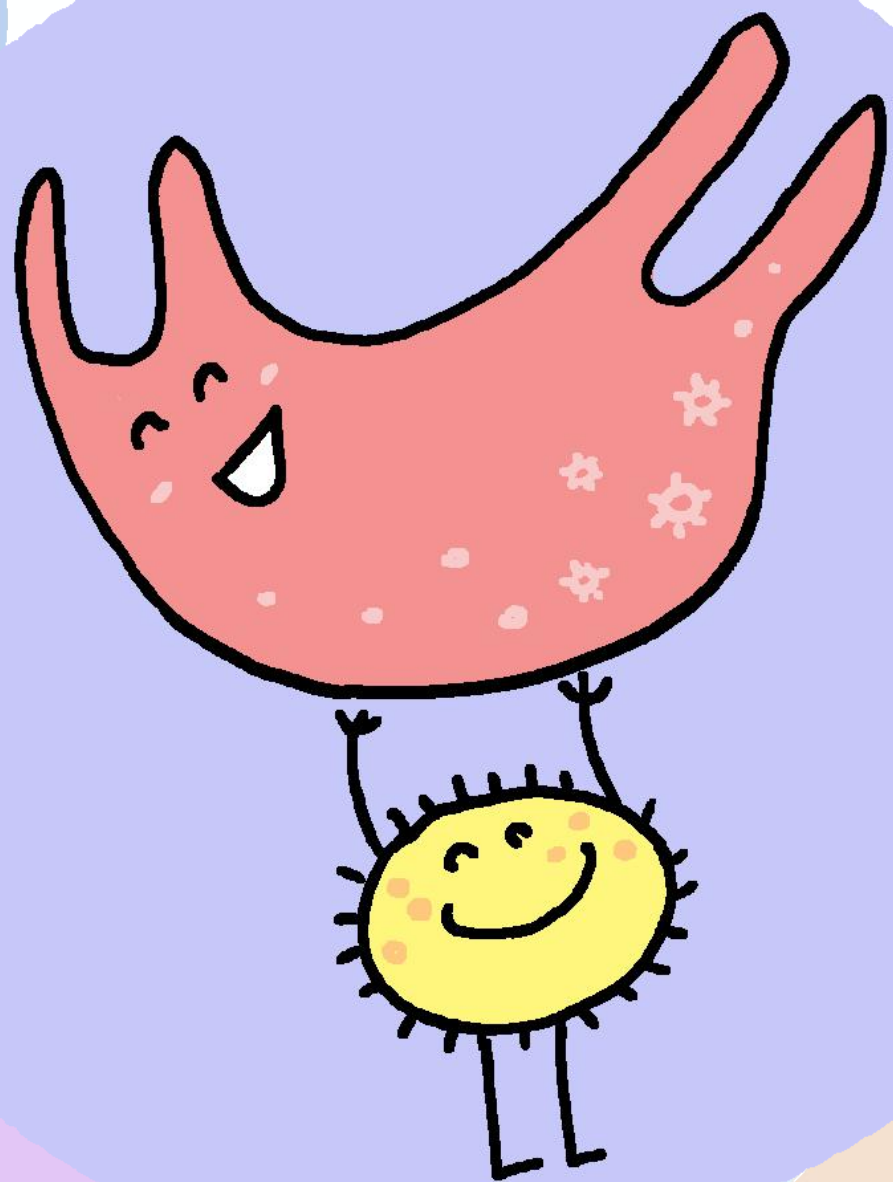
How to help?



boast
publicly

How to help?

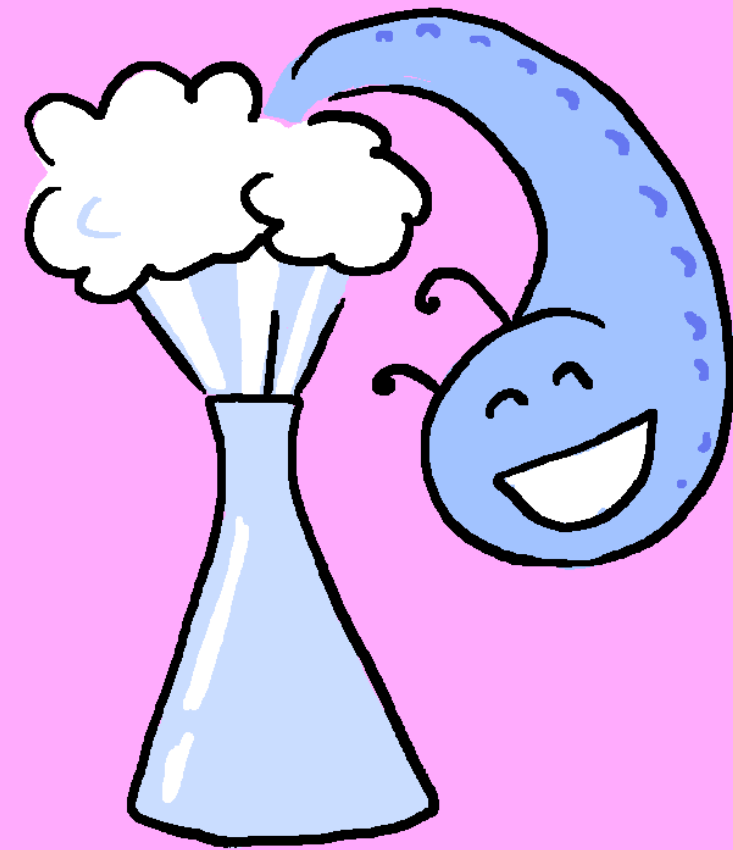
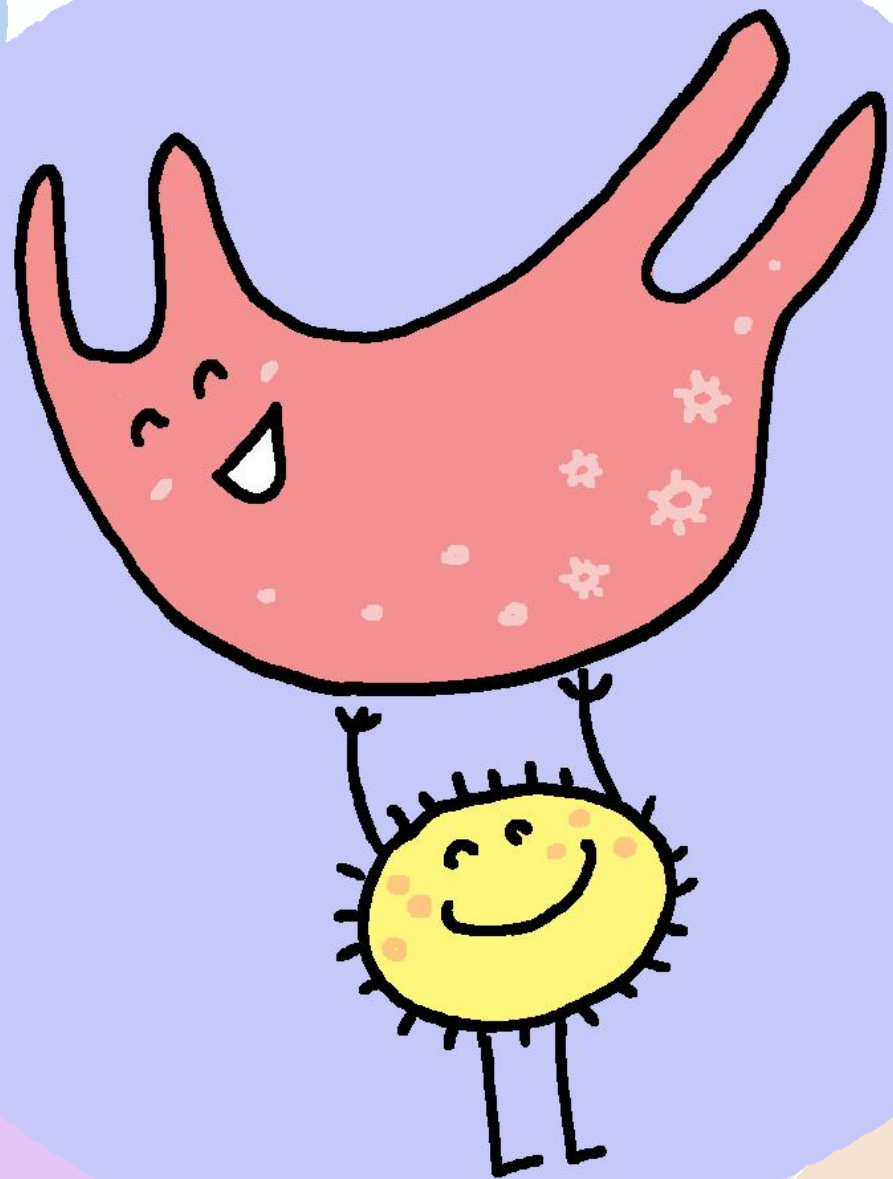
be proud of people



boast
publicly

How to help?

be proud of people



regular
global retrospectives



boast
publicly

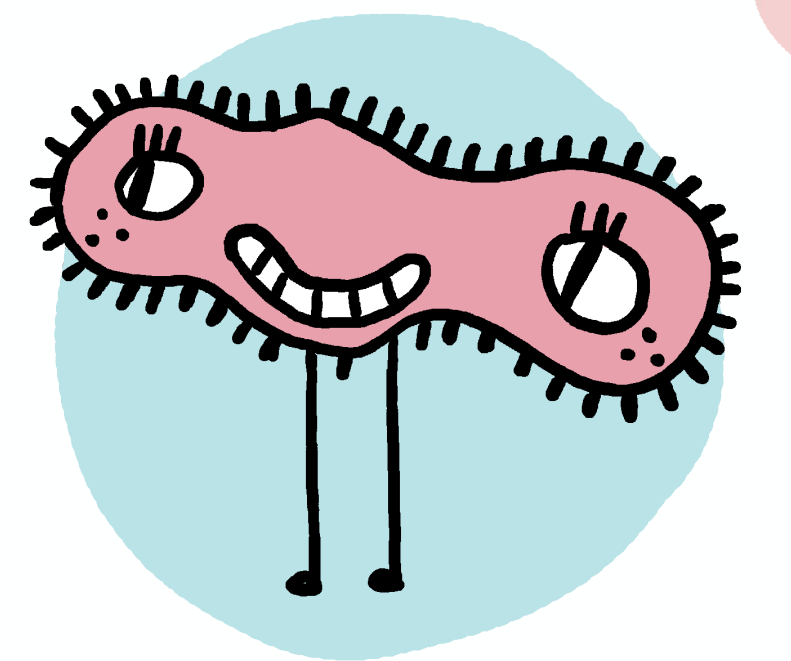
Bon voyage!

anton.zotin@gmail.com

www.facebook.com/anton.zotin.42

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twitter.com/antonzotin



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