

RefineM

Agile Leadership

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Agenda

1. Introductions and Expectations
2. Overview of Leadership
3. Overview of Agile Concepts
4. Agile Leadership
5. Quiz – winner will get \$10 Amazon gift card
6. Summary / Q&A

RefineM's Virtual Lunch & Learn

This is a monthly webinar delivered during the lunch hour in the first week (Wednesdays) of every month.

It's designed to help you learn while you eat lunch, providing a relaxed environment to enhance your experience.

The monthly webinars will cover a variety of Project Management / Agile topics.

Your Expectations

What are your expectations from this webinar?

Go to menti.com to answer



NK Shrivastava

PMP, RMP, ACP, CSP, SPC4

- CEO/Consultant since Dec 2011
 - Agile Transformation/Coaching/Adoption
 - Enterprise Agile Coach @ IBM
 - Project Management/Process Improvement Consulting and Training Products for Project and Agile Professionals
 - Essential Gear for Project Managers
RefineM.com/products/essential-gear-for-project-managers/
 - PMP Exam Simulator
RefineM.com/pmp-exam-prep-practice-test/
 - Agility Assessment Tool
Agility.RefineM.com/
 - Videos – PMP and Agile
<https://vimeo.com/search?q=RefineM>
- 20+ years of successful project leadership
 - Successfully led hundreds of projects of all sizes
 - Recovered many projects, saved millions of dollars
 - Implemented numerous process improvements
 - Coached/mentored hundreds of PMs and executives
 - Board member of SWMO PMI Chapter (2008-2014)

Helping organizations
turn their project
management capability
into a **competitive**
advantage



What's New at RefineM

Upcoming Free Webinars	Date
Agile Metrics to Measure Team Improvement	Oct 7
Using Agile to Stay Resilient During The Challenging Times – <i>ProjectManagement.com</i>	Nov 4

RefineM Products

1. Essential Gear for PMs- Refinem.com/products/essential-gear-for-project-managers/
2. PMP Exam Prep Test Simulator – Examprep.RefineM.com
3. PMP® Self-Paced Online Training - Vimeo.com/ondemand/refinempmpexamprep
4. Agility Assessment – Agility.RefineM.com
5. Agile Fundamentals Self-Paced Online Training - Vimeo.com/ondemand/refinemagile
6. Agile Business Reqs. Self-Paced Online Training - Vimeo.com/ondemand/refinembusreq

Overview of Leadership

1. Who is a Leader?
2. Who is a Manager?
3. Emotional Intelligence



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Who is a Leader?

Leader is one who

1. Sets vision
2. Aligns people to that vision, and
3. Inspires and energize people

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Who is a Manager?

Manager is one who

1. Plans work
2. Organizes people
3. Solves problems



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Emotional Intelligence

Ability to manage ourselves and our relationships efficiently

4 areas to improve

1. Self-awareness
2. Self-management
3. Social awareness
4. Relationship Management



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Overview of Agile Concepts

1. Agile Manifesto
2. Twelve Agile Principles
3. Agile Mindset



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Agile Manifesto

Individuals and interactions over processes and tools

Working software over comprehensive documentation

Customer collaboration over contract negotiation

Responding to change over following a plan

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Twelve Agile Principles

1. Satisfy the customer through early and continuous delivery
2. Welcome changing requirements even late in development
3. Deliver working software frequently, every couple weeks to every couple months
4. Work together daily (business people and developers)
5. Motivate individuals, build projects around them, and give them freedom
6. Face-to-face conversations are the most efficient and effective form of communication
7. Measure progress according by working software
8. Create sustainable development
9. Pay continuous attention to technical excellence and good design
10. Simplicity – the art of maximizing work not done – is essential
11. Self-organizing teams deliver the best architectures, requirements, and designs
12. The team reflects on how to become more effective at regular intervals

Agile Mindset

1. Value focus, deliver value faster
2. Fix cost and time, scope can be flexible
3. Deliver highest value within fixed cost and time
4. Deliver working software at each iteration's end
5. Self-managing teams don't need managers
6. Delivering faster with self-managing teams does not mean chaos or poor-quality product

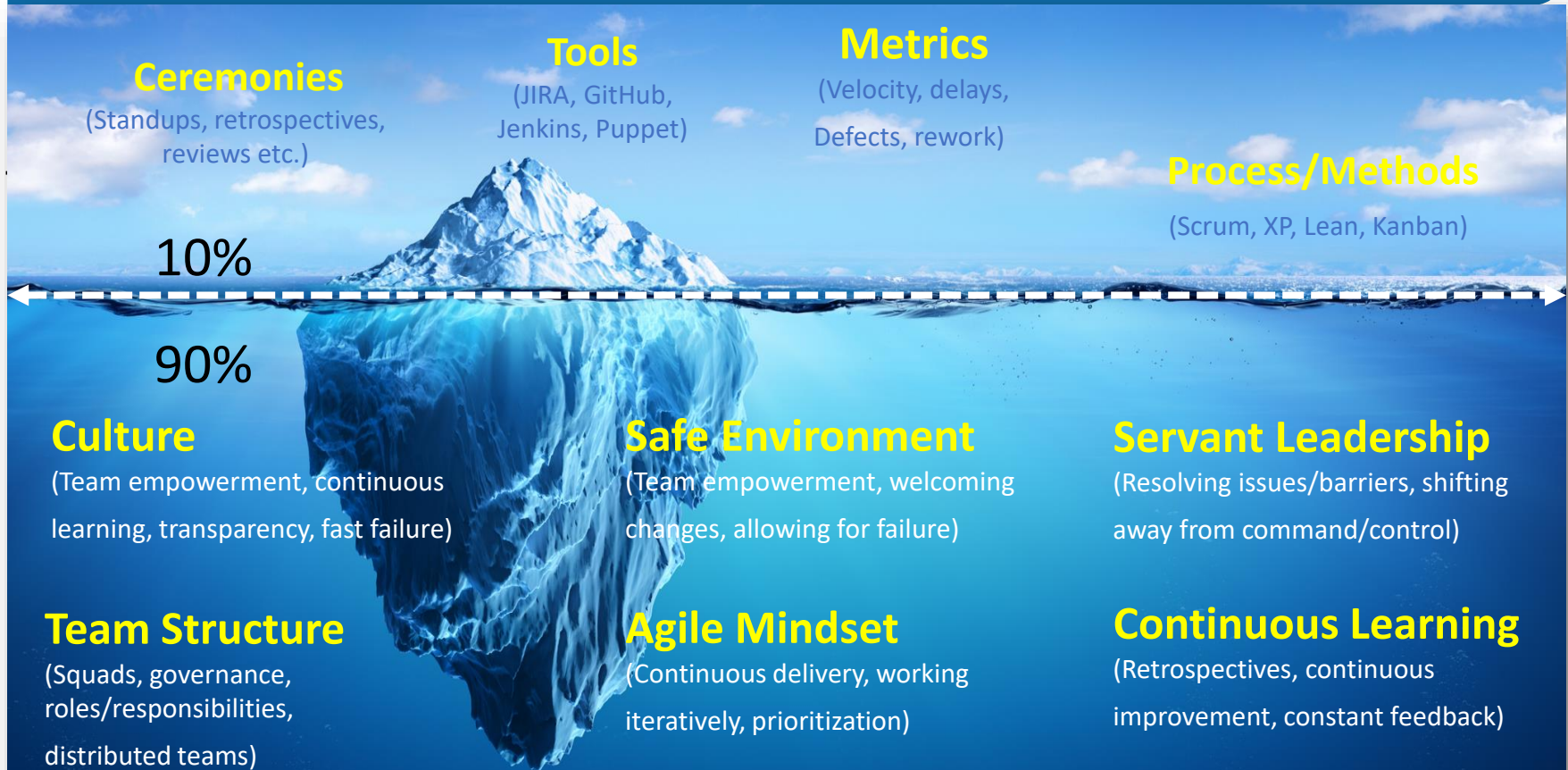
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Agile Leadership

What does "Agile Leadership" mean to you?

Use [menti.com](https://www.menti.com) to answer

Agile Leadership Context



This is where Agile Leadership is crucial

Making Customer Satisfaction as #1 Priority

1. Ensure customer needs are at the top of the list
2. Empower customer to engage with team
3. Make customer feel like a partner



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Developing Agile Prioritization

1. Make sure prioritization is done in Agile manner, backlog items ranked 1 to "n" (not high, medium low)
2. Make sure highest-value items are delivered first
3. Make sure items are being groomed



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Leading With Agile Prioritization

1. Make sure customer validates priority
2. Make sure team has clarity on priority and
3. They are ready to work on highest-value items



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Creating Self-Managed Empowered Teams

1. Let the "control" go
2. Servant leadership – remove barriers
3. Encourage team to solve problems – don't take the ball away



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Creating a Safe Environment

1. Create an environment where people can talk freely
2. Embrace facilitator role – let team lead
3. Make sure everyone's voice is heard in standups, reviews



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Managing Work, Not People

1. Prioritize work by ranking items in the backlog
2. Ensure team understands priority very well
3. Let the team figure out how to deliver

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Welcoming Changes

1. Make sure changes are prioritized in timely manner
2. Make sure customers agree with updated priorities based on the new changes
3. Ensure team welcomes changes, all the time

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Fostering a Culture of Transparency

1. Create a culture of "everyone knows what's going on"
2. Make sure everyone feels empowered to share concerns
3. Encourage use of information radiators to communicate progress



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Cultivating Servant Leadership

1. Be a leader with no "control"
2. Facilitate not manage
3. Help team solve problems – but don't take the ball
4. Make sure you are helping, not hindering, the team

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How important are the following to practice Agile Leadership in your organization?

Go to menti.com to answer

1. Making Customer satisfaction as #1 Priority
2. Developing and Leading with Agile Prioritization
3. Creating Self-Managed Empowered Teams
4. Creating a Safe Environment for free sharing of ideas
5. Managing Work, Not People
6. Fostering a Culture of Transparency
7. Cultivating Servant Leadership

Session #6 Quiz

Go to menti.com to answer



Winner gets \$10 Amazon gift card

Conclusion

1. Agile Leadership is much more than servant leadership
2. It requires deep knowledge of Agile and an Agile mindset
3. Develop these to help your team succeed on Agile projects

Questions?

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Next Lunch and Learn

- ***Agile Metrics to Measure Team Improvement***
 - ✓ What metrics are effective in measuring continuous improvement?
 - ✓ How frequently should they be measured?
 - ✓ How well should your teams be improving?
- ***Wednesday, October 7, 12:00-1:00 PM Central***

Register Today - Don't wait for the last Minute

Next Training Course

Agile Leadership



October 30, 2020, Half-Day Over the Web

\$175 until October 16, \$225 afterwards

Expand on the Agile leadership skills we discussed today.

<https://refinem.com/agile-leadership-course>

How to Earn 1 PDU for this Webinar?

1. **Log in to** ccrs.pmi.org and **Click** on “Report PDUs” link.
2. **Click** “Courses and Training” and **Input** the following:

Activity Name	“Agile Leadership” <i>(complete before selecting provider)</i>
Provider	“RefineM LLC” <i>(key in the Provider name)</i>
Date Started	September 2, 2020
Date Completed	September 2, 2020
Contact Person	NK Shrivastava
Contact Phone	(417) 763-6762
Contact Email	Trainings@RefineM.com
PDUs	1.00 Leadership.

3. **Check** “I agree this claim is accurate” box and then **Submit**.

Questions?

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Training Opportunities from RefineM

Name	Online
PMP® Exam Prep	Sept 14-17 Oct 05-08
Recipe to Deliver Projects Successfully – every 1 st Friday	Sept 04 Oct 02
Business Requirements for Agile Projects – every 2 nd Friday	Sept 11 Oct 09
Agile for Waterfall/Operational Work – every 3 rd Friday	Sept 18 Oct 16
Backlog Grooming for Agile Requirements – every 4 th Friday	Sept 25 Oct 23
Agile Leadership – every 5 th Friday	Oct 30
Agile Fundamentals / Agile 101	Sept 21-22 Oct 19-20
PMI-ACP® Exam Prep	Sept 21-23 Oct 19-21

All 2020 classes are now over the Web. Click [here](#) for more details.