

# Agile 2023

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# KEYNOTE SESSION

## Lyssa Adkins

“The Agilists’ Emerging Superpower  
And Our Planetary Challenge”

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**“One way to open your eyes is to ask yourself,  
What if I had never seen this before?  
What if I knew I would never see it again?”**

- Rachel Carson, *Silent Spring*





@LyssaAdkins  
LyssaAdkins.com

# THE AGILISTS' EMERGING SUPERPOWER *AND OUR PLANETARY CHALLENGE*

Agile 2023 Scotland Hub





@LyssaAdkins

**We are in a huge shift all over the world.  
From the conception of organizations as machines...**



**...to the dawning realization that organizations are complex, like ecosystems, like rainforests.**





**V**olatile ⚡ **U**ncertain ⚡ **C**omplex ⚡ **A**mbiguous

+

**Perpetual** – occurring all the time

**Pervasive** – unfolding in multiple areas of life at once

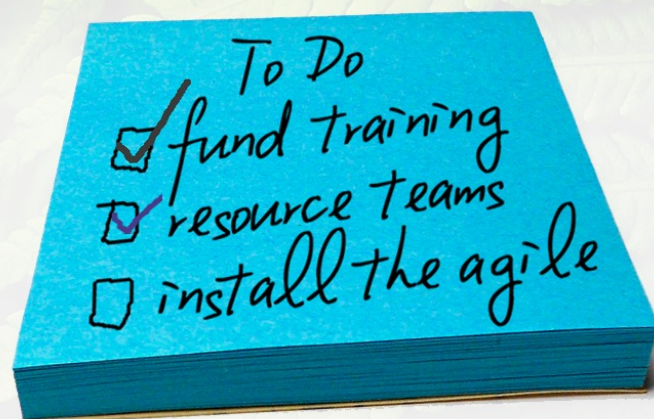
**Exponential** – accelerating at an increasingly rapid rate





Our culture thrives on black-and-white narratives, clearly defined emotions, easy endings, and so, this thrust into complexity exhausts.


~ Caroline Knapp

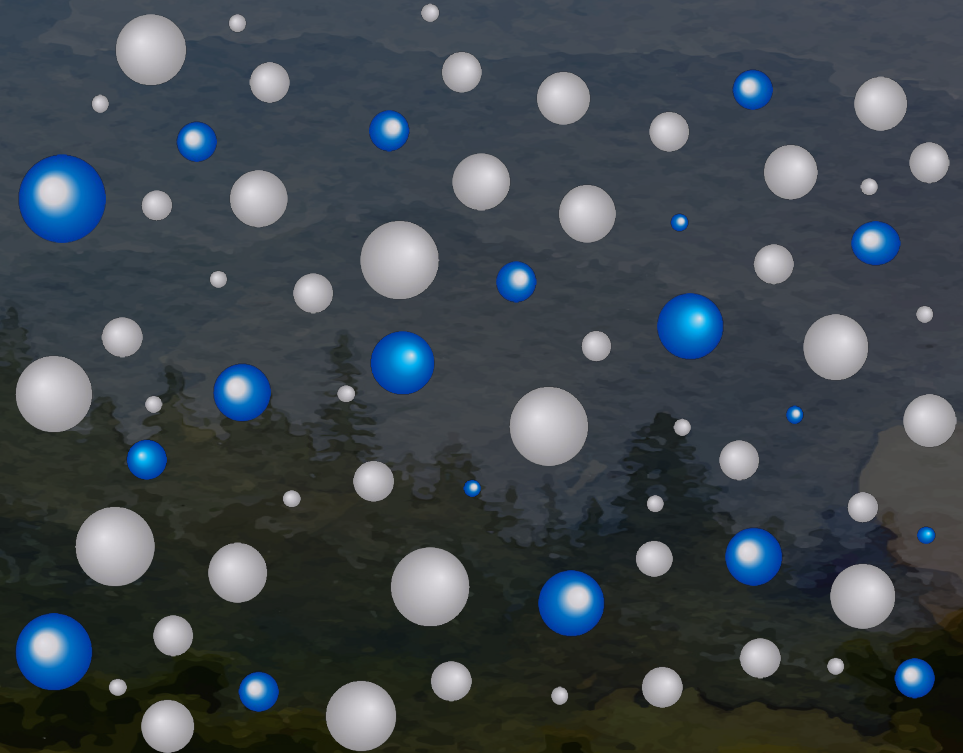


Source: InspireMe! card deck  
Design by Deborah Hartmann Preuss

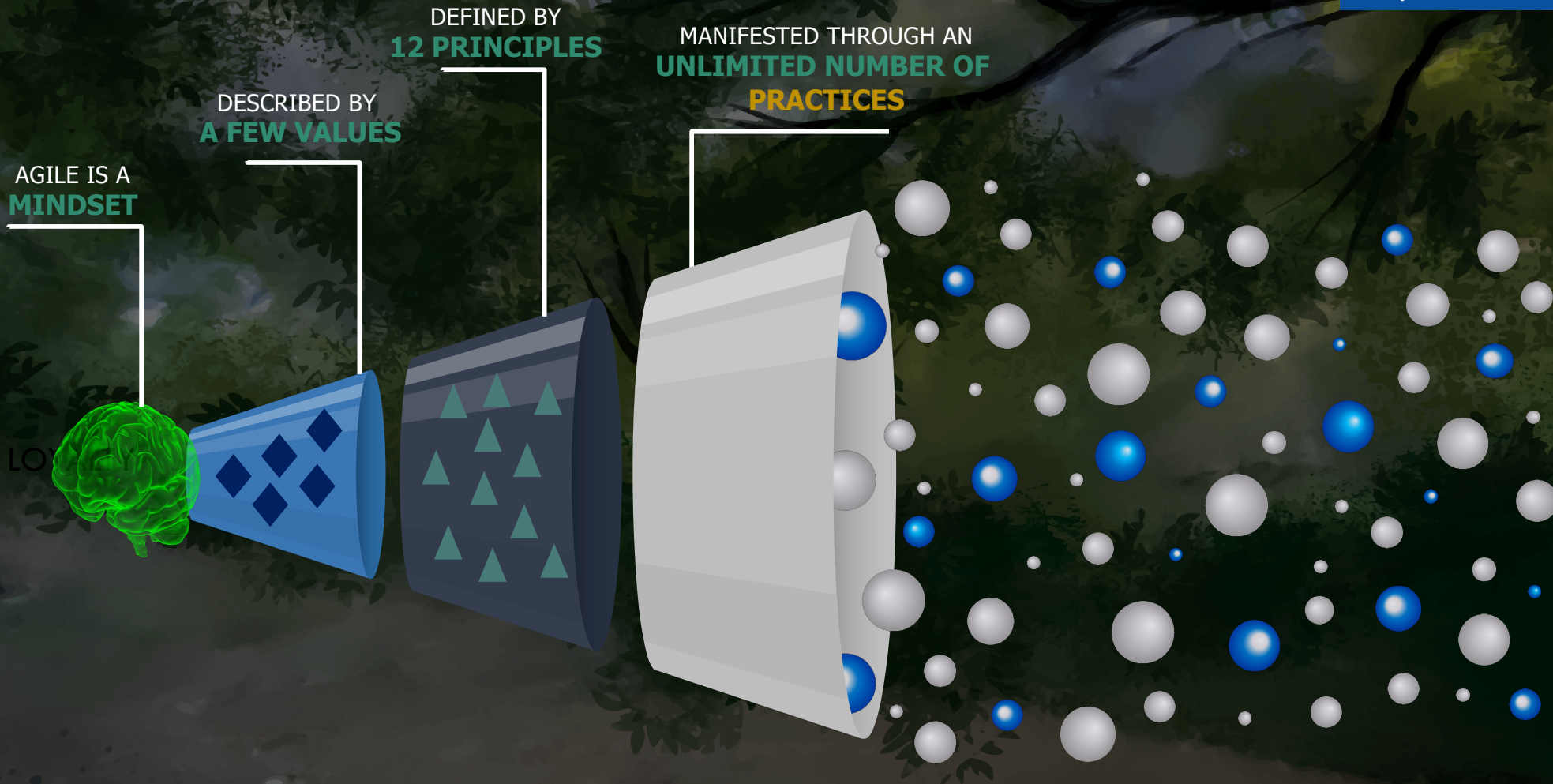


## UNLIMITED NUMBER OF PRACTICES

- 
- Release
  - Product Increment
  - Standup
  - Burndown
  - Big Room Planning
  - Backlog
  - Sprint
  - Minimum Viable Product
  - User Story
  - Retrospective









AGILE FRAMEWORKS ARE **INTENTIONALLY INCOMPLETE...**

They need **practices and behaviors** from other disciplines

You are meant to **inspect & adapt** into a  
way of working for your situation  
**without capitulating**  
to limiting beliefs and structures that no longer serve



# AGILE FRAMEWORKS ARE **QUITE COMPLETE...**

**for metabolizing change**

again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again,  
and again, and again, and again, and again, and again...

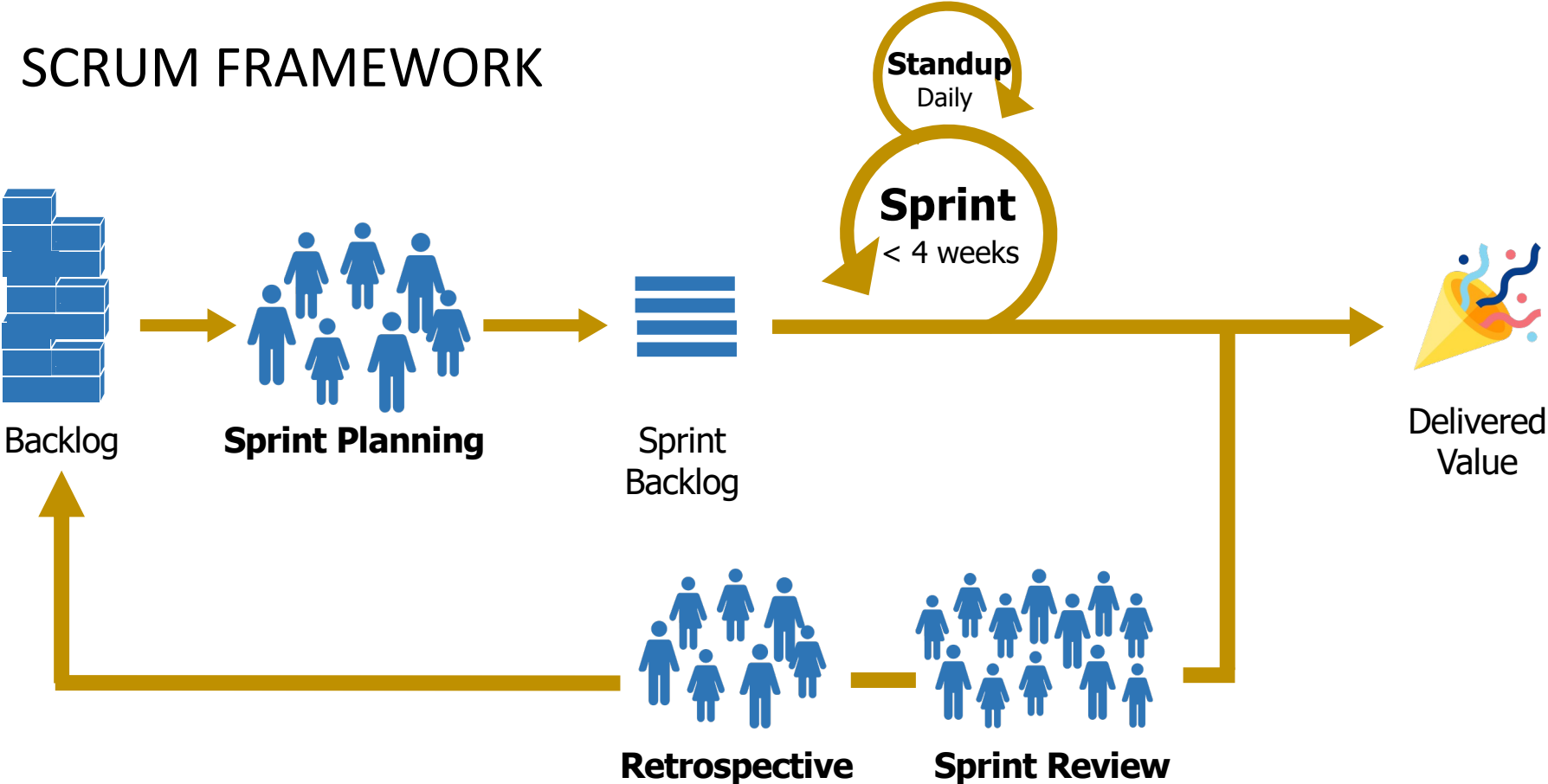


## AGILITY MAKES IT **SAFE TO CHANGE**

- Regularly deliver business value so you **never lose progress**
- Fast feedback loops to **adjust while it's cheap**
- Inspect & adapt to **amplify the good and correct the bad**
- Built-in cadence to pause, reconsider and **bring in change**
- Plan again to deliver a **more on-target customer impact**

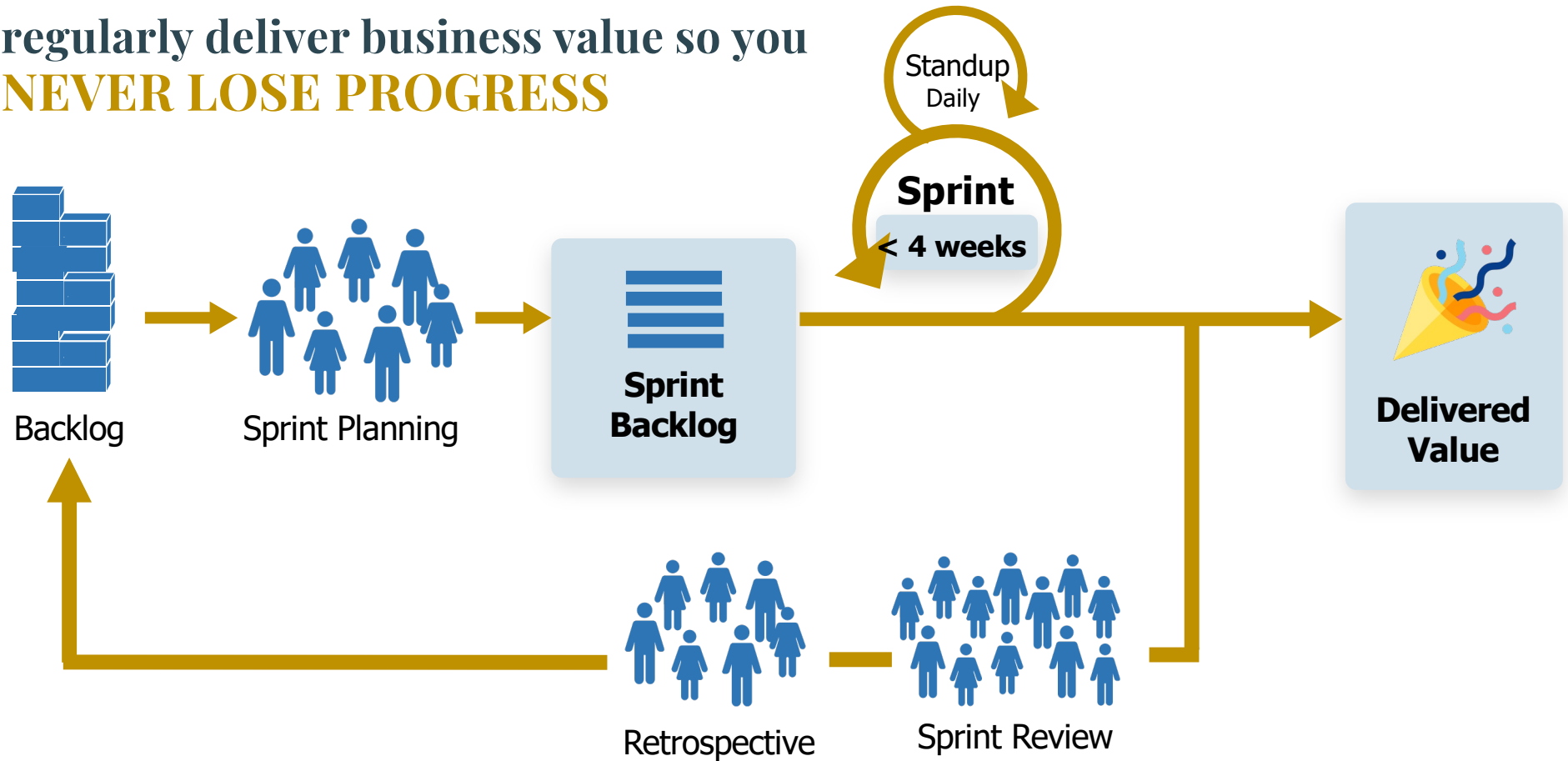


# SCRUM FRAMEWORK



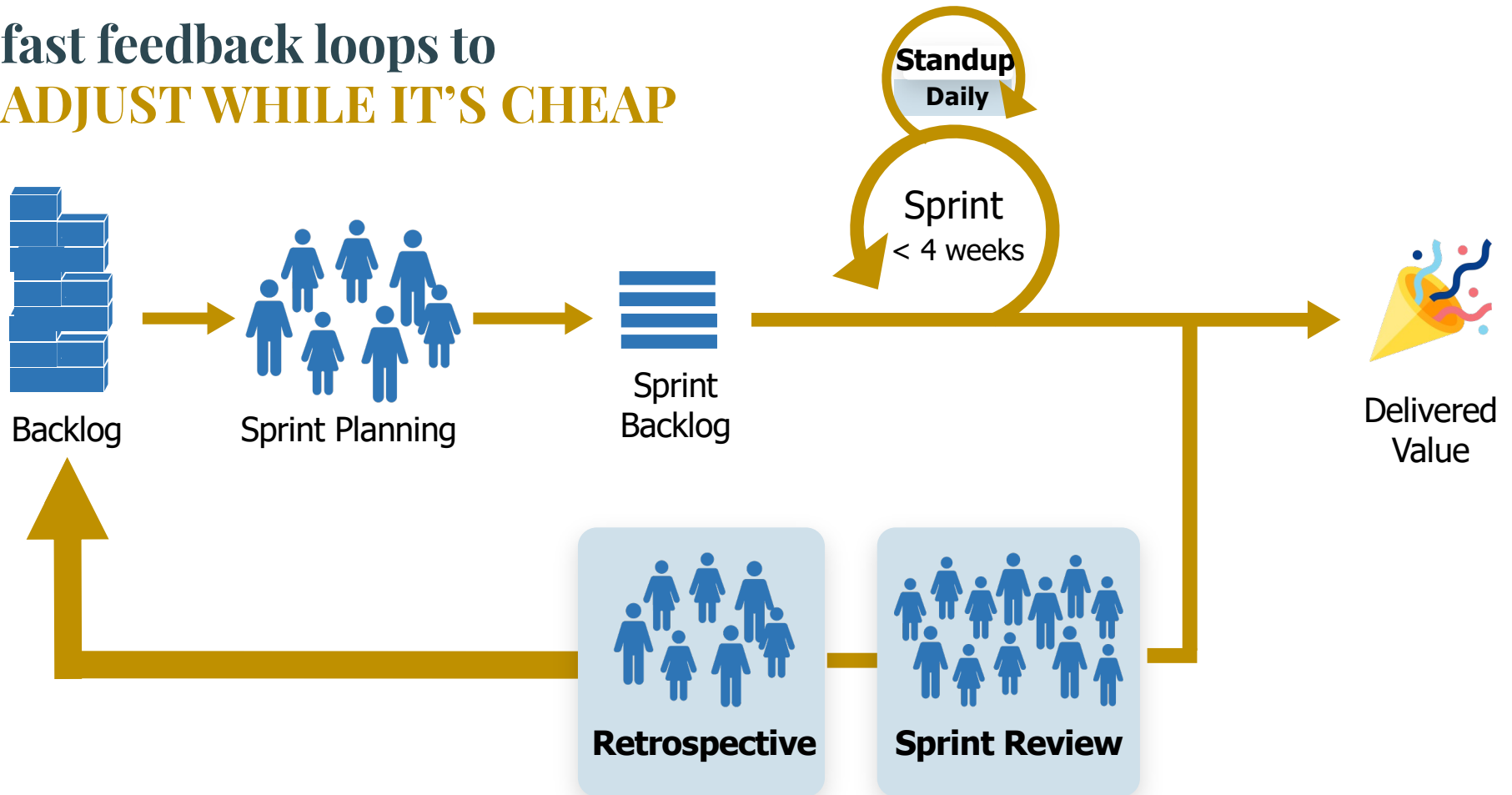


regularly deliver business value so you  
**NEVER LOSE PROGRESS**



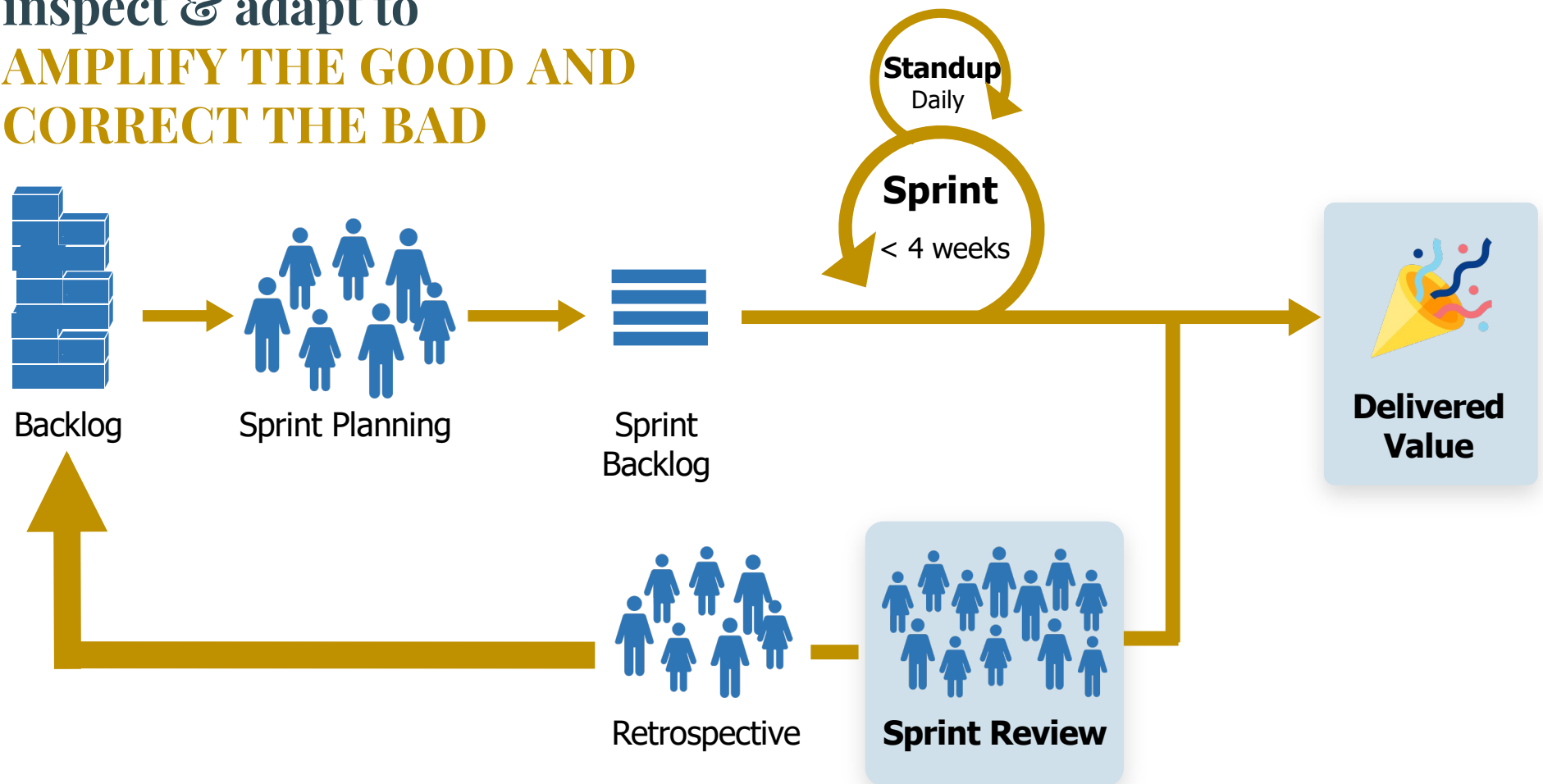


# fast feedback loops to ADJUST WHILE IT'S CHEAP



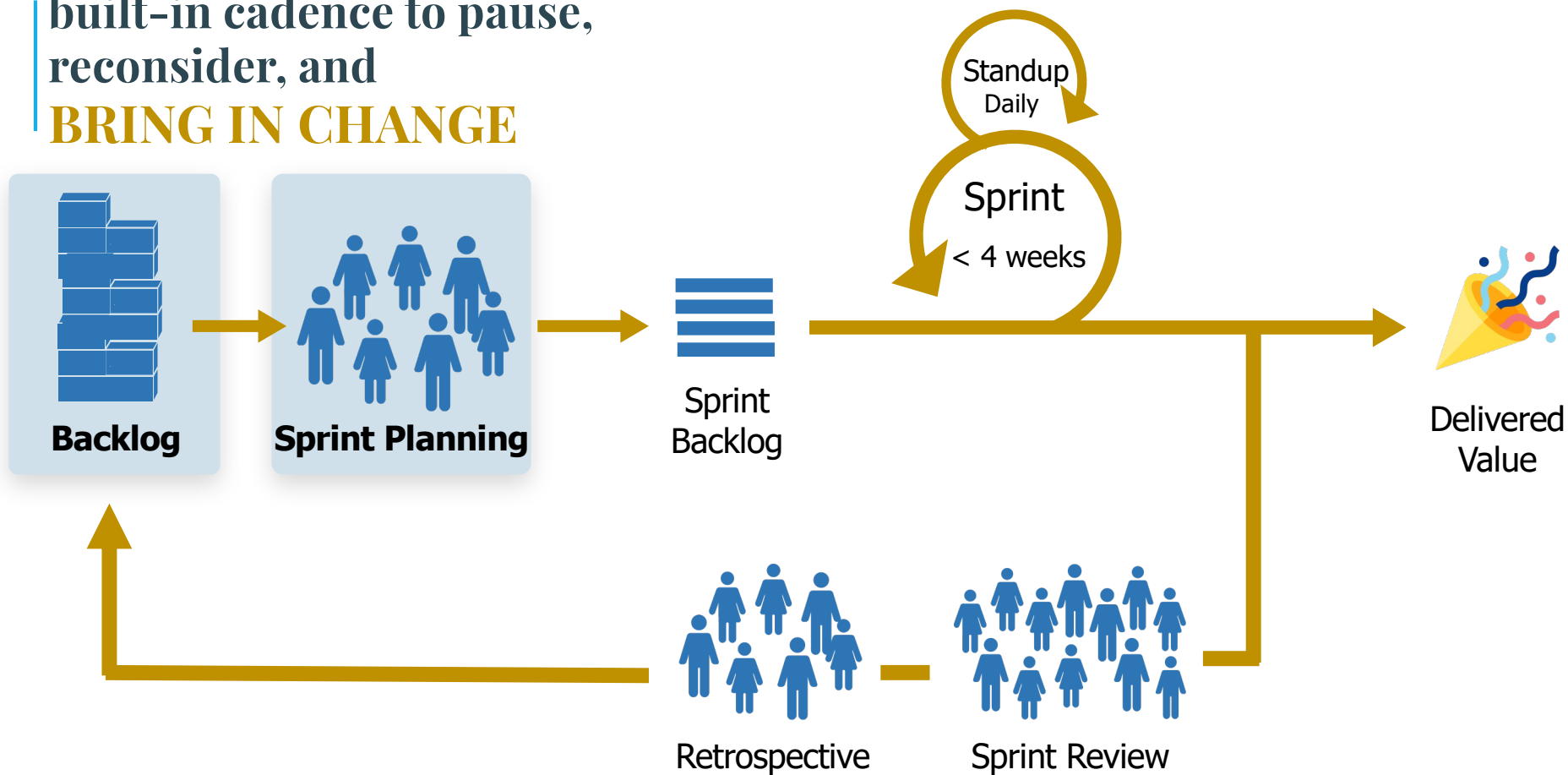


# inspect & adapt to AMPLIFY THE GOOD AND CORRECT THE BAD



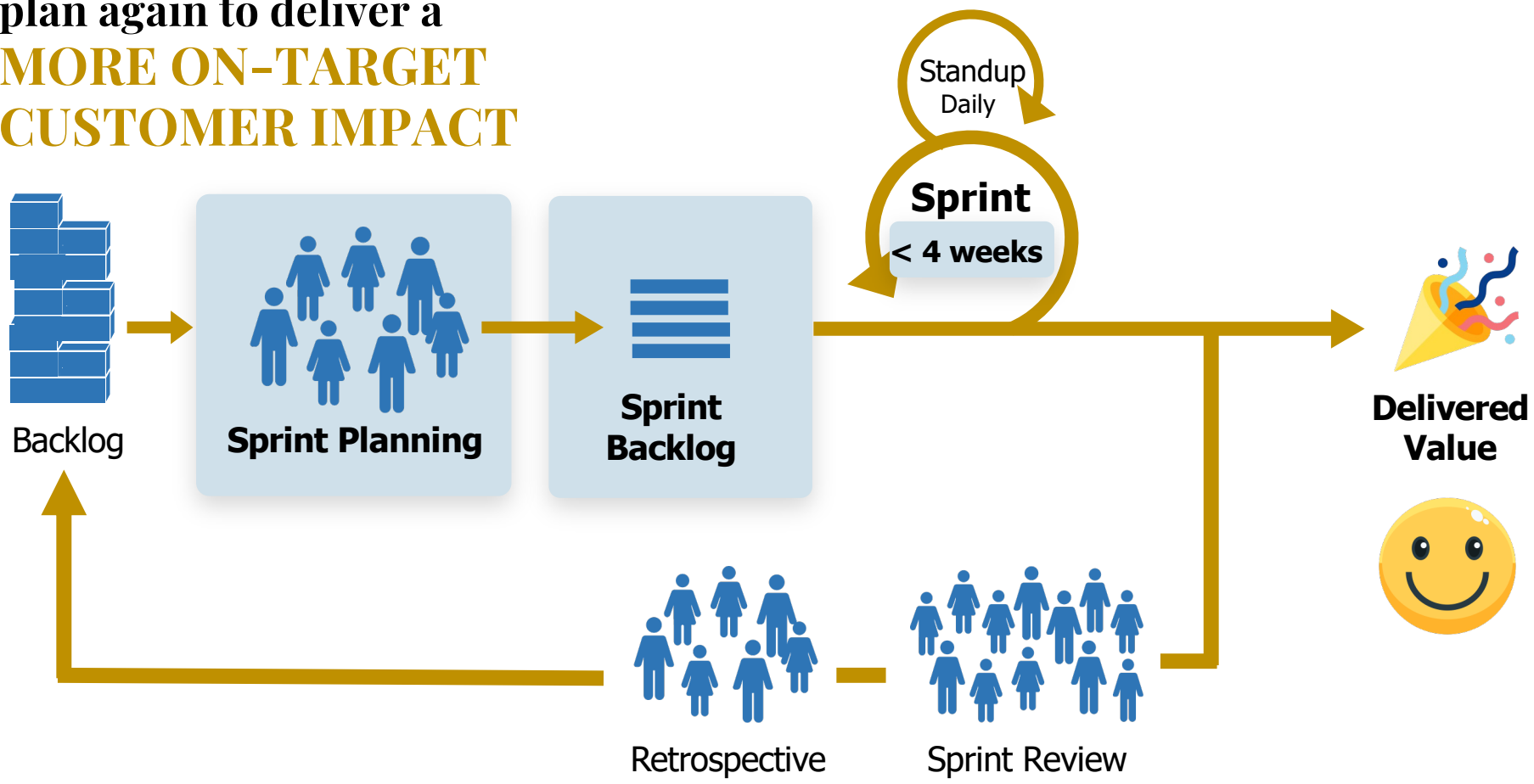


built-in cadence to pause, reconsider, and **BRING IN CHANGE**





plan again to deliver a  
**MORE ON-TARGET  
CUSTOMER IMPACT**





# Top 5 Tips

## FOR USING AGILE WELL TO METABOLIZE CHANGE



**Let the team focus & deliver...**  
minimize distractions.

**Focus**



**Get to Done Done each sprint...**  
don't carry work over to the next sprint.

**Done Done**



**Bring in change at start of a new sprint...**  
not in the middle.

**Change**



**Be courageous when inspecting and adapting...**  
hide nothing.

**Courage**



**Get good at the recurring events...**  
don't let them become meaningless rituals.

**Events**

## AGILITY IS A RELENTLESS **IMPEDIMENT REVEALER**

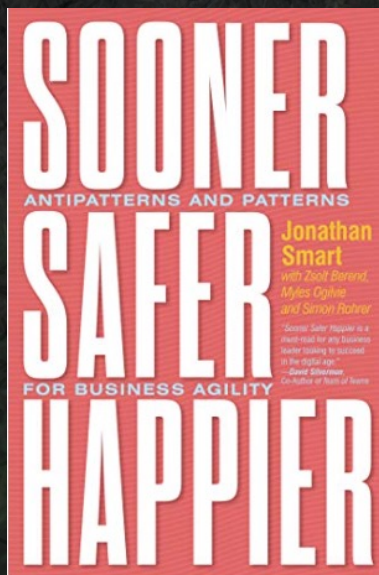
Implement Scrum and all of the reasons that an **organization has trouble delivering** quality [product] on schedule are **thrown up in your face** day after day, month after month.

- Ken Schwaber  
Co-creator of Scrum

The only thing Agility is guaranteed to deliver **100% of the time is impediments.**

- Lyssa Adkins





Impediments are not **IN** the path;  
impediments **ARE** the path.

- Jonathan Smart



# GET AN IMPEDIMENT IN MIND RIGHT NOW

An impediment is anything that slows or stops your ability to deliver.

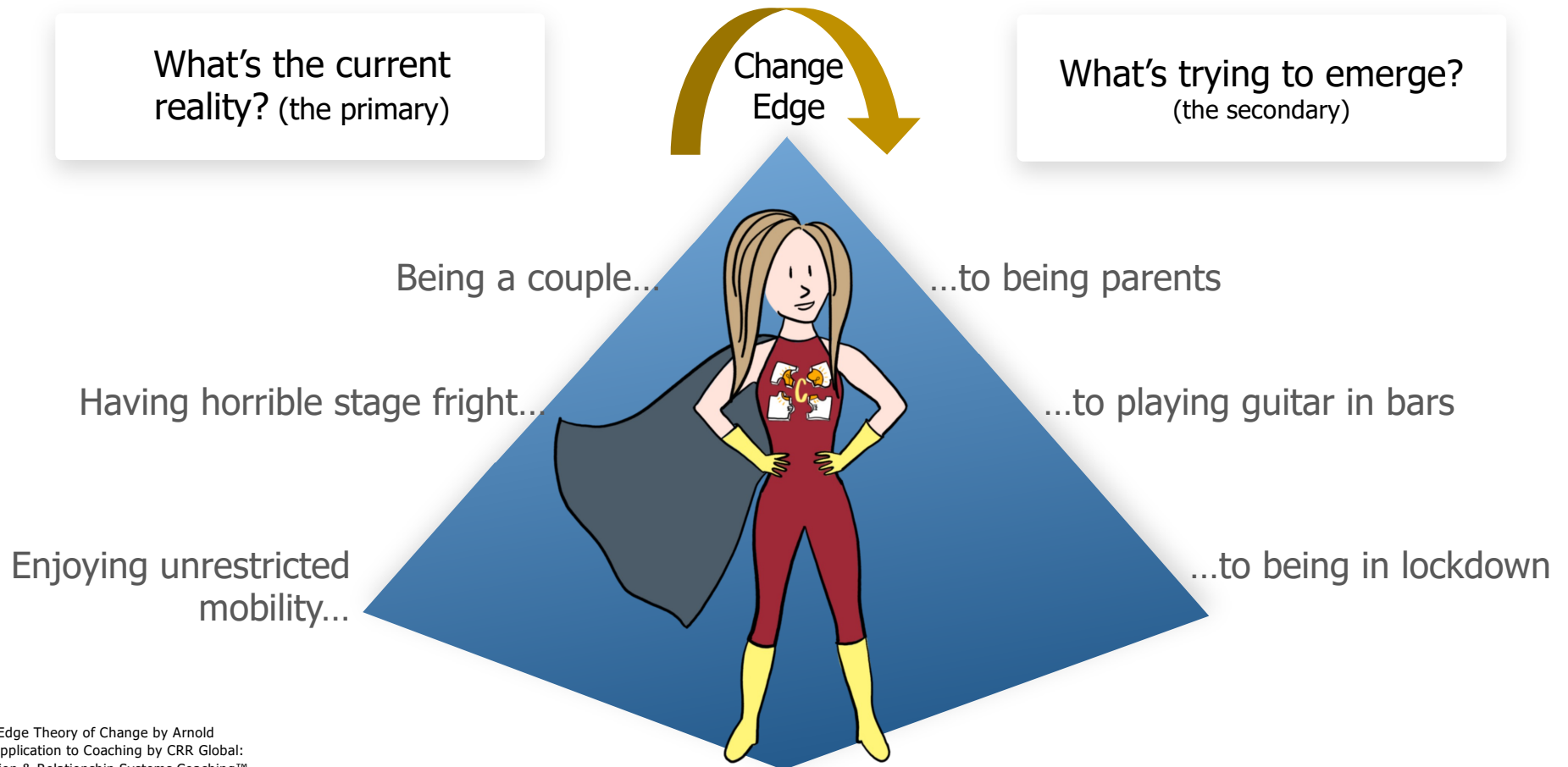




**WE HAVE AN EMERGING  
SUPERPOWER...**

The power to metabolize  
change for good

# LIFE puts us at change edges



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™



# AGILE puts us at change edges



Being told what to do...

...to volunteering for tasks

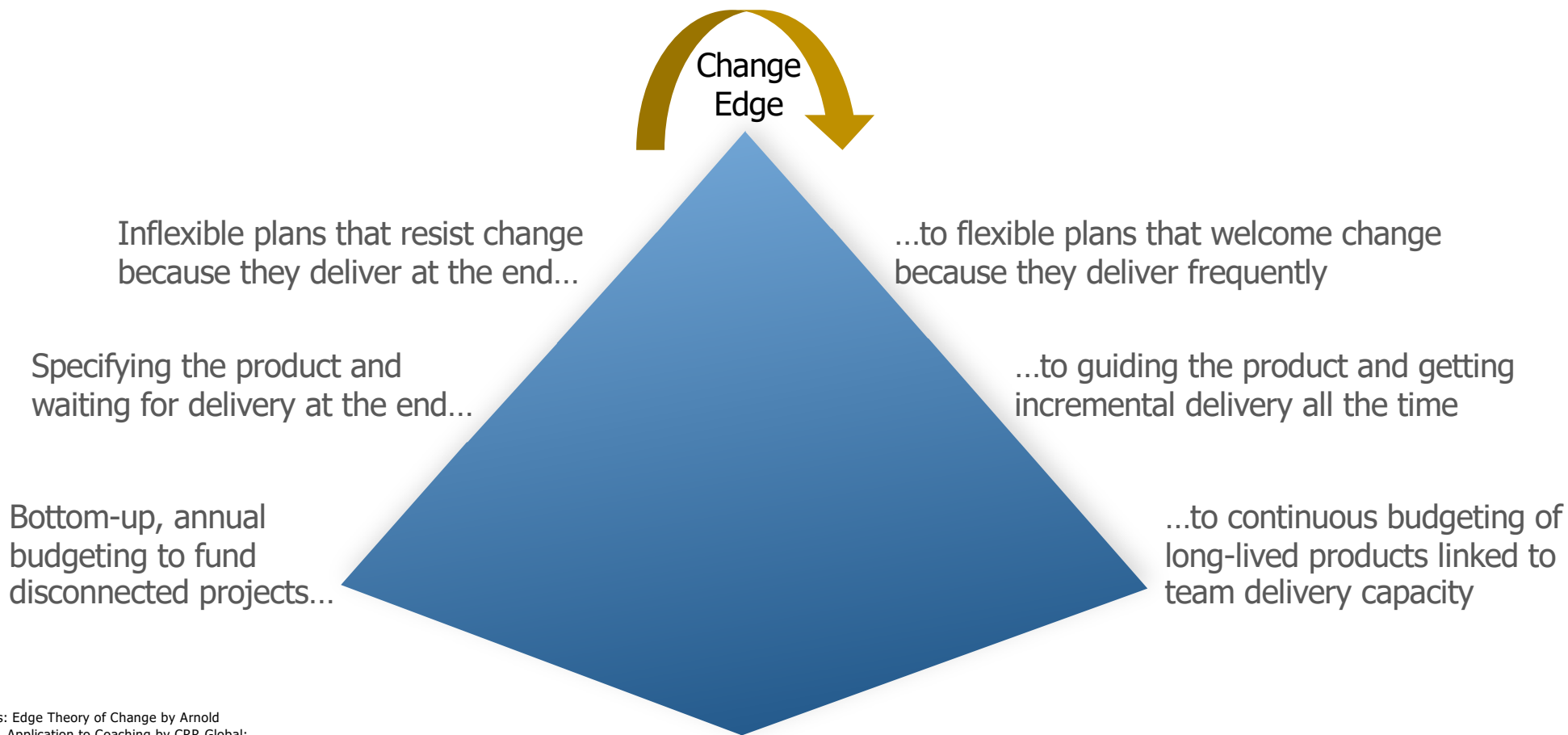
Deciding for the team...

...to letting the team decide

Avoiding failure at all costs...

...to embracing "fail fast" to learn

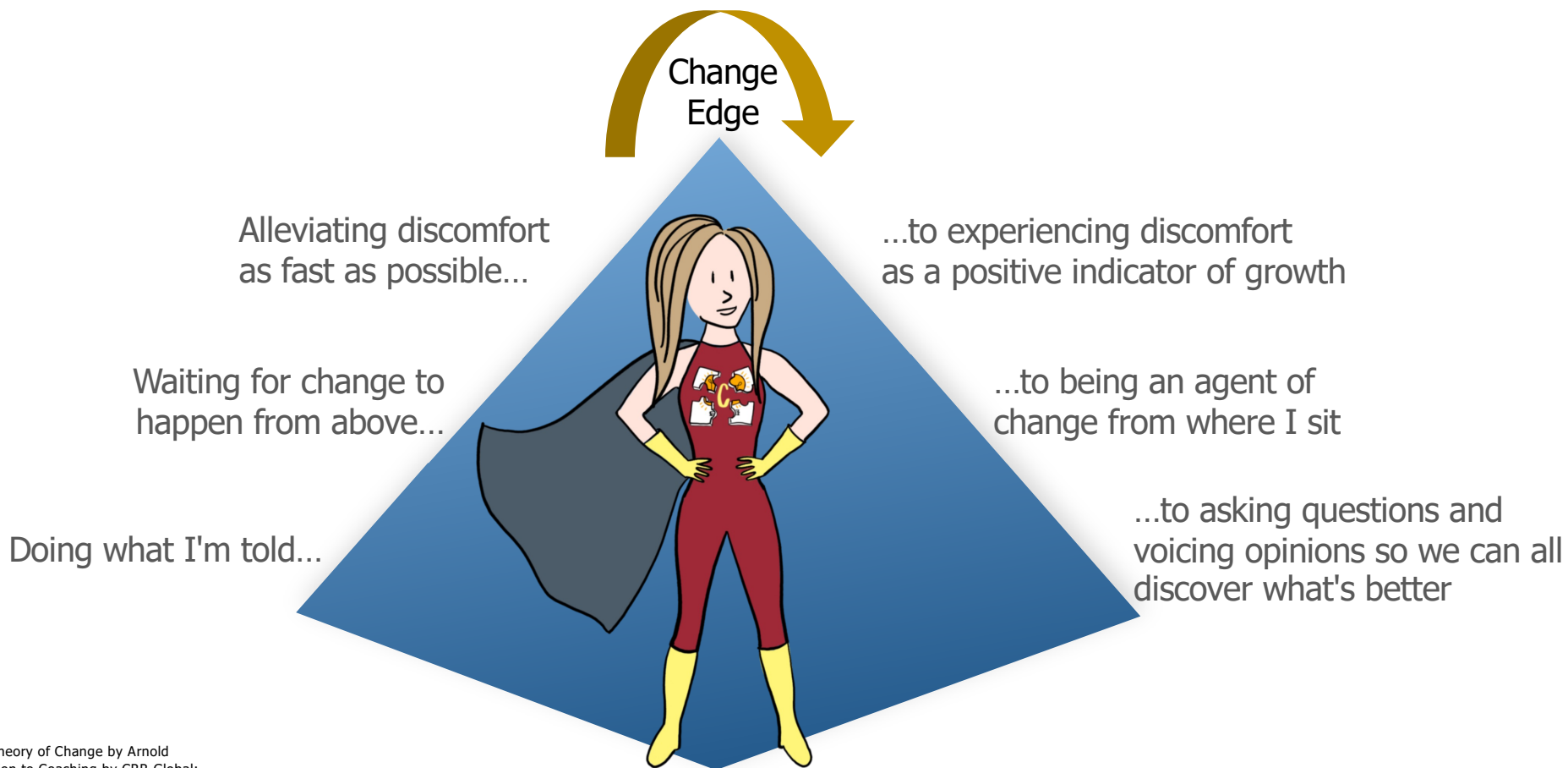
# common change edges **FOR ORGS**



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™



# common change edges **FOR YOU**



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™

A main reason change edges are not crossed and impediments continue to exist is

# CONVERSATIONS WE ARE **NOT** HAVING

Remember that  
impediment you  
thought about a little  
while ago?



To address it, what  
conversation do you  
need to have?





# GET READY TO HAVE THAT CONVERSATION

## 1. Inner work

### PAUSE.

- Get clarity, alignment and integrity within yourself.
- Get to the essence of what you need to assert or ask for.

## 2. Outer work

- Practice key moments of the conversation then...
- Go Do It!



# 1. INNER WORK

Get clarity, alignment, integrity within yourself

What is your **intention** in having this conversation?

What is the **positive difference** that could happen if this conversation goes really well?

How much **better could it get** if the change edge is crossed or the impediment is alleviated?

What do you need to **ask for**? What do you need to **assert**?



## 2. OUTER WORK

Practice key moments, then go do it!

**Practice key moments** of the conversation with a friendly colleague.

**Pro tip:** Start the conversation with the answers from your Step 1 questions before diving into “what’s wrong.”

**Just prior:** Connect to your intention for having the conversation. Keep it in mind throughout. Let your intention guide your actions.

**GO DO IT!**



# Join me in Edinburgh this Wednesday

British Computer Society presents  
Immersion Day with Lyssa Adkins

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Interactive Keynote      **your** Real Life Topics

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Instead of thinking of agility as something to “do” or even as something to “be”, think of it instead as a **brilliant, emergent response** that helps us thrive in constant change and disruption.



it's 3:23 in the morning  
and I'm awake  
because my great great grandchildren  
won't let me sleep

my great great grandchildren  
ask me in dreams

what did you do while the planet  
was plundered?

what did you do when the earth  
was unraveling?

surely you did something  
when the seasons  
started failing?

as the mammals, reptiles, birds  
were all dying?

did you fill the streets with protest  
when democracy was stolen?

what did you do  
once  
you knew?

- opening lines from Hieroglyphic Stairway  
by Drew Dellinger







# OUR PLANETARY CHALLENGES HAVE THEIR ROOTS IN 4 MAIN AREAS OF SEPARATION



TODAY



THE AGE OF  
REGENERATION

# FULL EXPRESSION OF **ALL QUALITIES** IS NEEDED

## MASCULINE QUALITIES

- Competitive
- Assertive
- Protective
- Goal-oriented
- Rational thinking
- Independent
- Mono-task
- Bias for action

## FEMININE QUALITIES

- Collaborative
- Receptive
- Nurturing
- Relationship-oriented
- Intuitive feeling
- Interdependence
- Multi-task
- Bias for flow



# FULL EXPRESSION OF **ALL QUALITIES** IS NEEDED

## MASCULINE QUALITIES

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**Goal-oriented**  
Rational thinking  
Independent  
Mono-task  
Bias for action



## FEMININE QUALITIES

**Collaborative**  
Receptive  
Nurturing  
Relationship-oriented  
Intuitive feeling  
**Interdependence**  
Multi-task  
**Bias for flow**

# The worldwide movement has begun

Here are some places to join in:

## GLOBAL

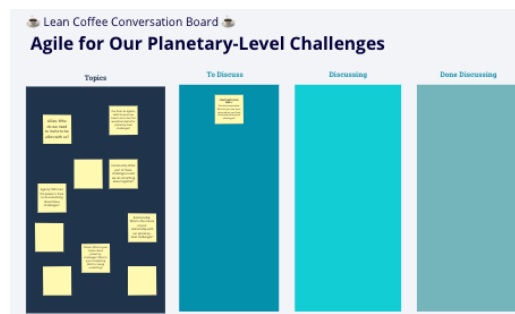


[agilityimpact.org](https://agilityimpact.org)



[meetup.com/agility-impact](https://meetup.com/agility-impact)

## LOCAL



Have a lean coffee-style convo about planetary challenges

Miro template at [bit.ly/planetaryconvo](https://bit.ly/planetaryconvo)

Take Action!

Your Impact Project Goes Here!



**What are you applying agile to that is worthy of you?**





@LyssaAdkins

*Thank you*

