

Transformation to Agile Mindset

- Ashwini M Nagaraja

Agenda

- What is Agile Mindset?
- How to change to the Agile Mindset?
- Soft skills for the Agile team
- Women in Agile CLE

Survey

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Agile Transition
is “doing agile”



Transformation

Vs



Agile
Transformation
is “being agile”



What is Agile Mindset?

Agile Mindset

An **Agile mindset** is the set of attitudes supporting an Agile working environment

These include :

- Respect
- Collaboration
- Improvement and learning cycles
- Pride in ownership
- Focus on delivering value
- Ability to adapt to change

- Agile mindset is all about continuous effort to learn and find opportunities with every failure and problem in order to achieve agility
- The whole point of Agile mindset should be to continuously improve on:
 - Practices
 - Processes and tools being used in the software development
 - Testing
 - Delivery of business value

Agile Mindset

Agile transformation is not about adopting a new set of attitudes, processes, and behaviors at the team level

- **Business agility** is the ability of an organization to: Adapt quickly to market changes - internally and externally.
 - Respond rapidly and flexibly to customer demands
 - Adapt and lead change in a productive and cost-effective way without compromising quality
- Agile mindset is not something that need sea-change to individuals and group's characteristics; but these require acceptance, adjustment and adaptation to specific assumptions, methods, choices, working style and tools

Rabbit and Turtle Story

What did we learn from this
story?

Teamwork is critical to **Agile** projects

THE AGILE MINDSET



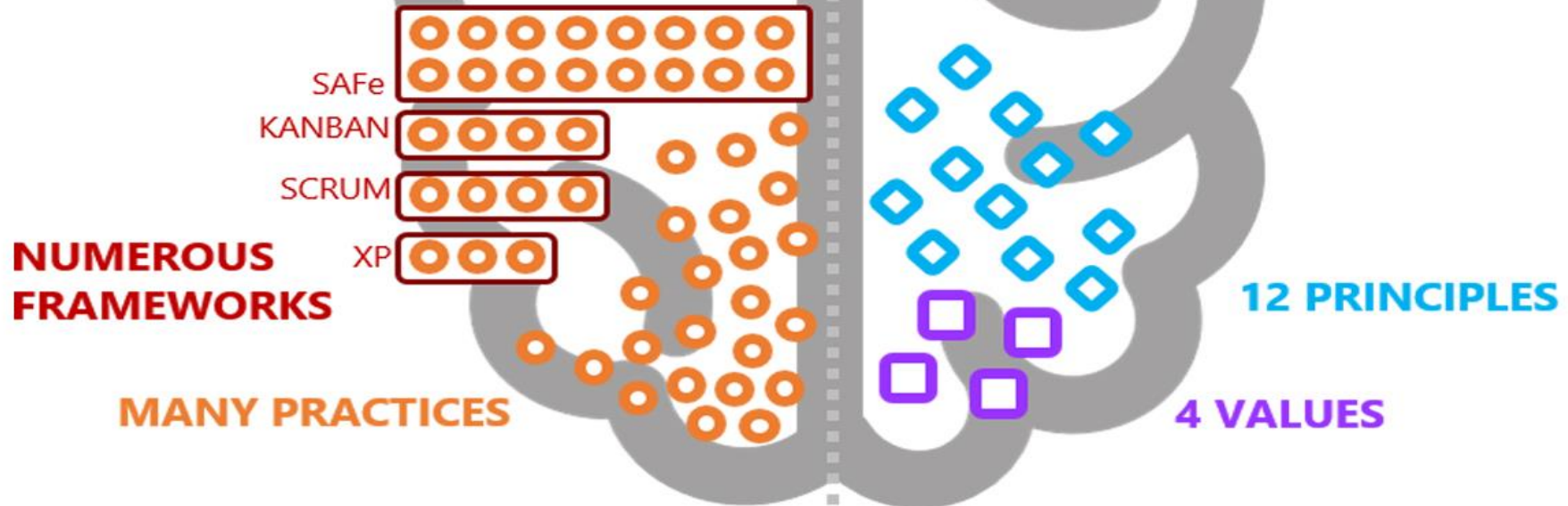
Analytical

Creative

DOING AGILE **BEING AGILE**
LEFT BRAIN RIGHT BRAIN

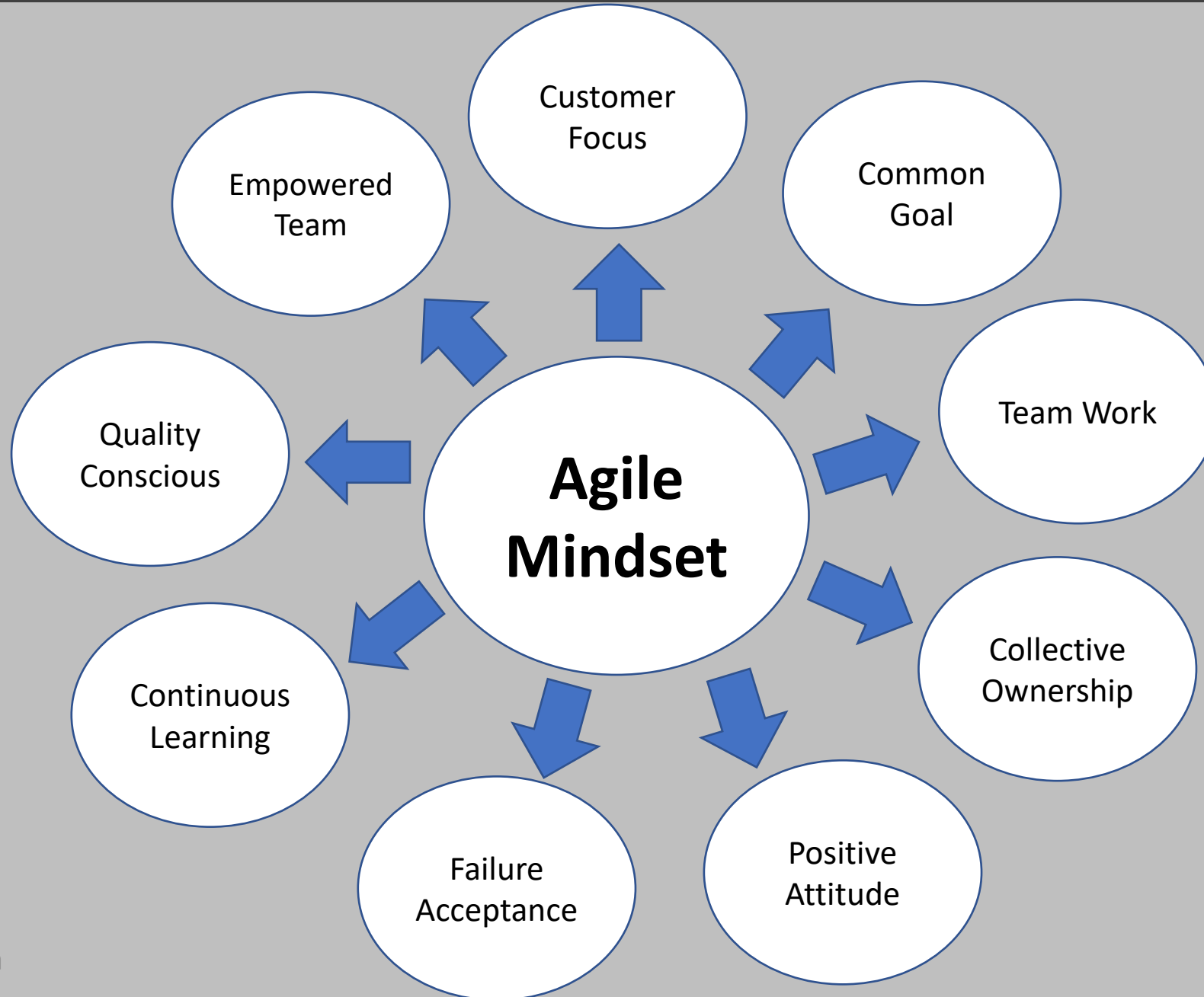
INSPECT/ADAPT
EMPIRICISM
DELIVERY

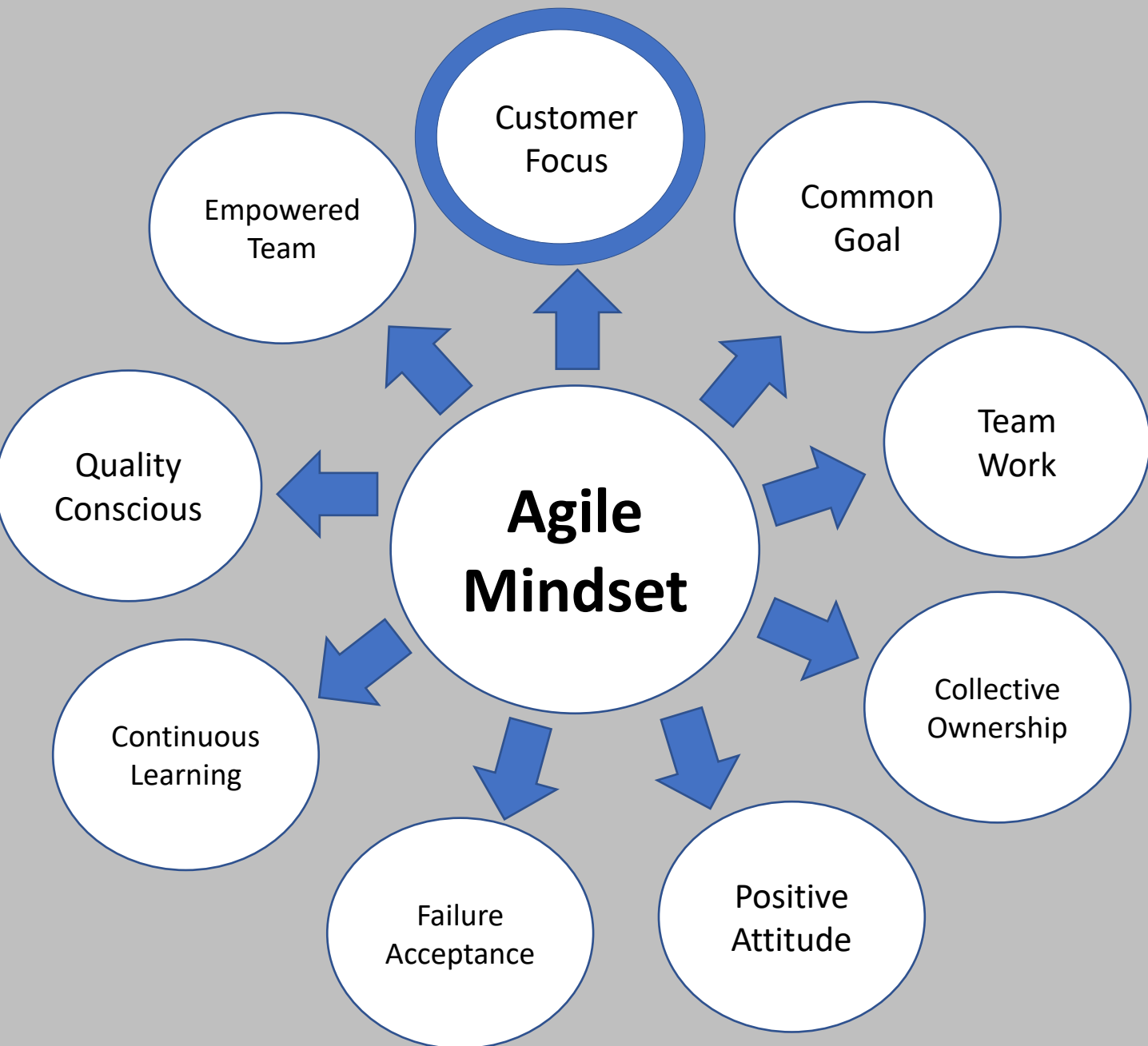
TRANSPARENCY
COLLABORATION
TRUST



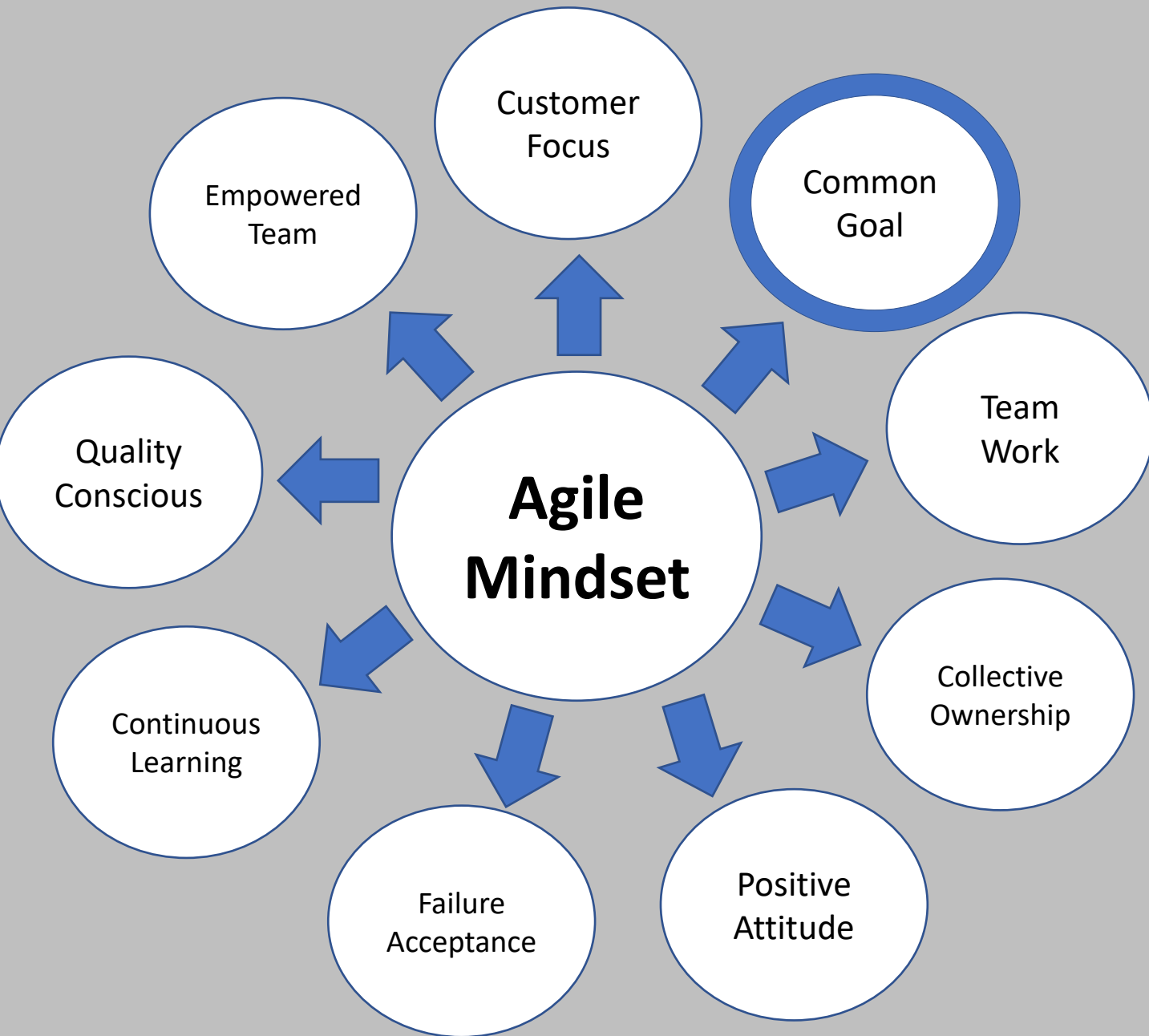
Changing to Agile Mindset

Changing to Agile Mindset

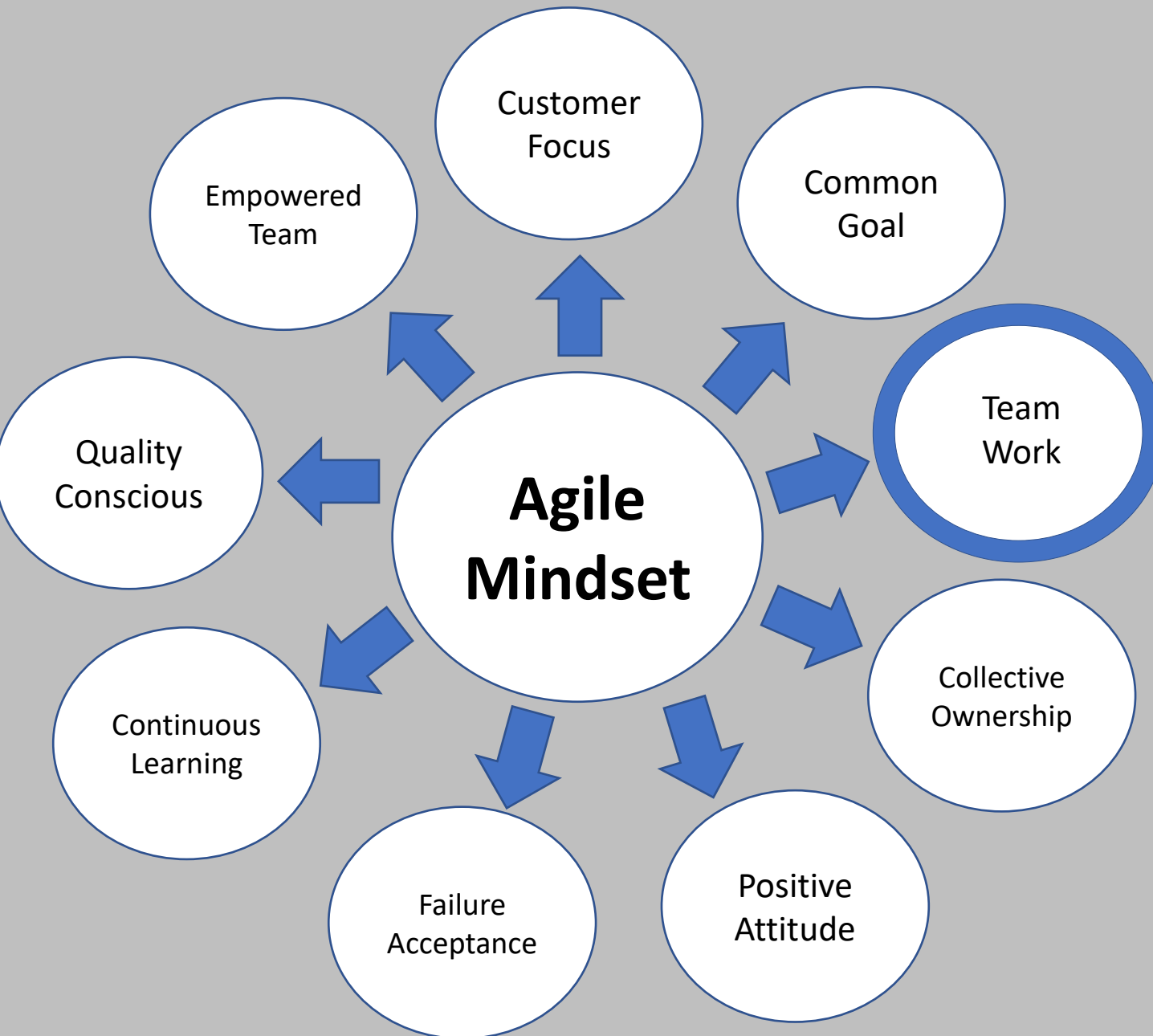




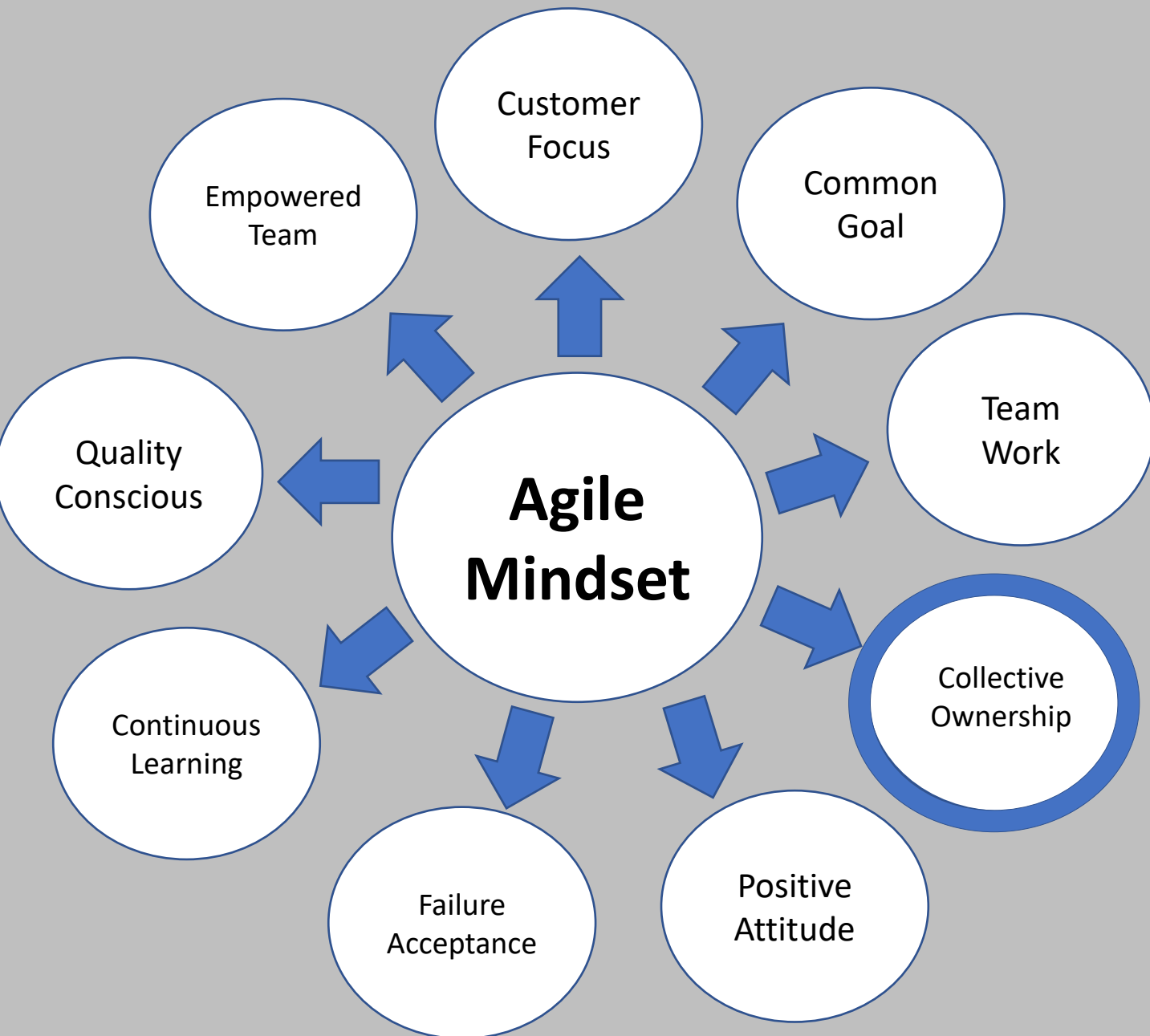
- **Customer Focus** – Success of Agile is measured in terms of business value delivered which determines customer satisfaction
- Agile teams are customer-centric in their approach and utilize participative decision making and adaptive planning (welcoming changes and feedback) to deliver business value faster



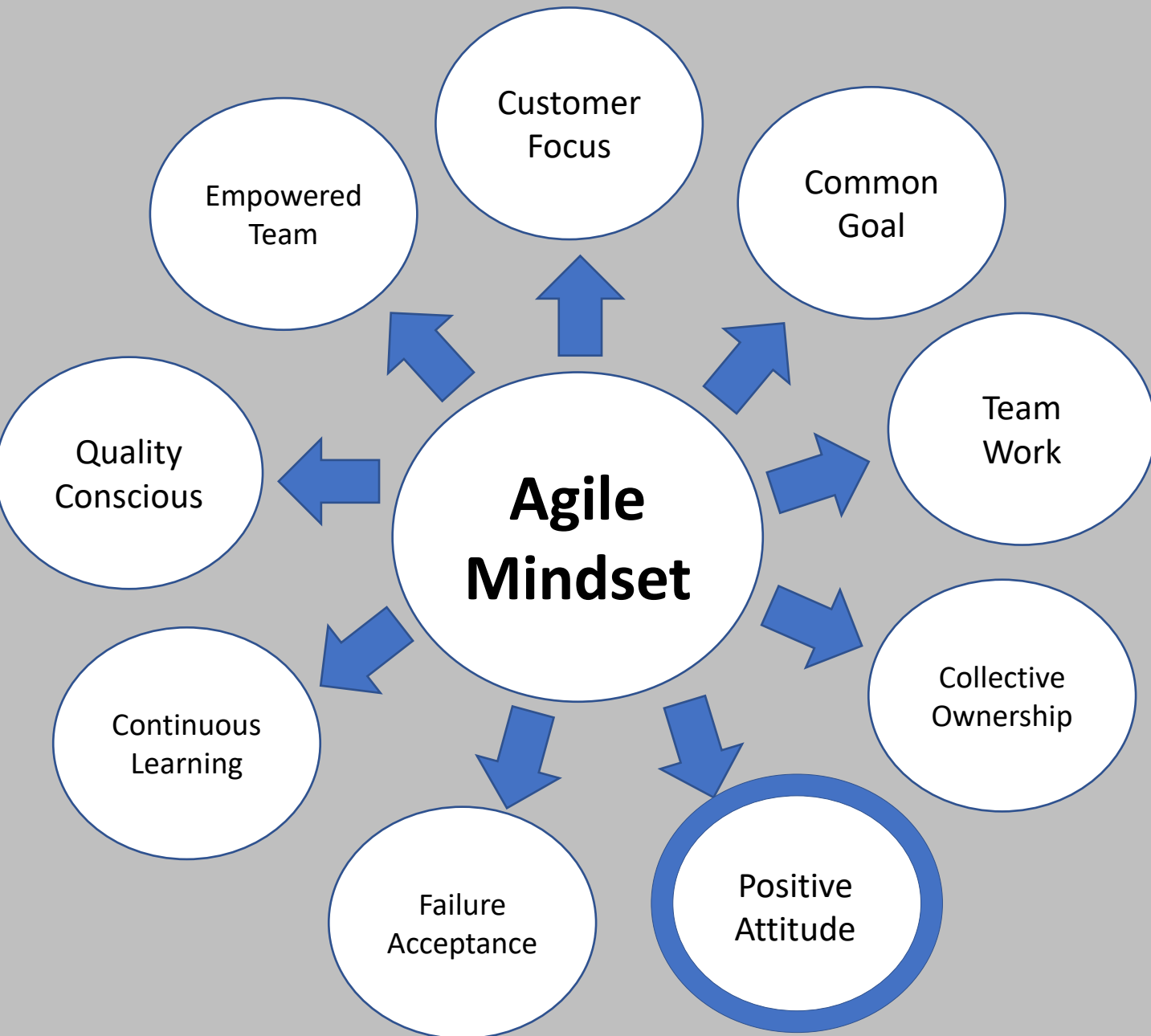
- **Common Goal** – Agile teams should be aligned to common short-term and long-term goals; which should be derived from the product vision
- Every iteration and release should have specific goals defined and the team should agree and commit to achieve these goals



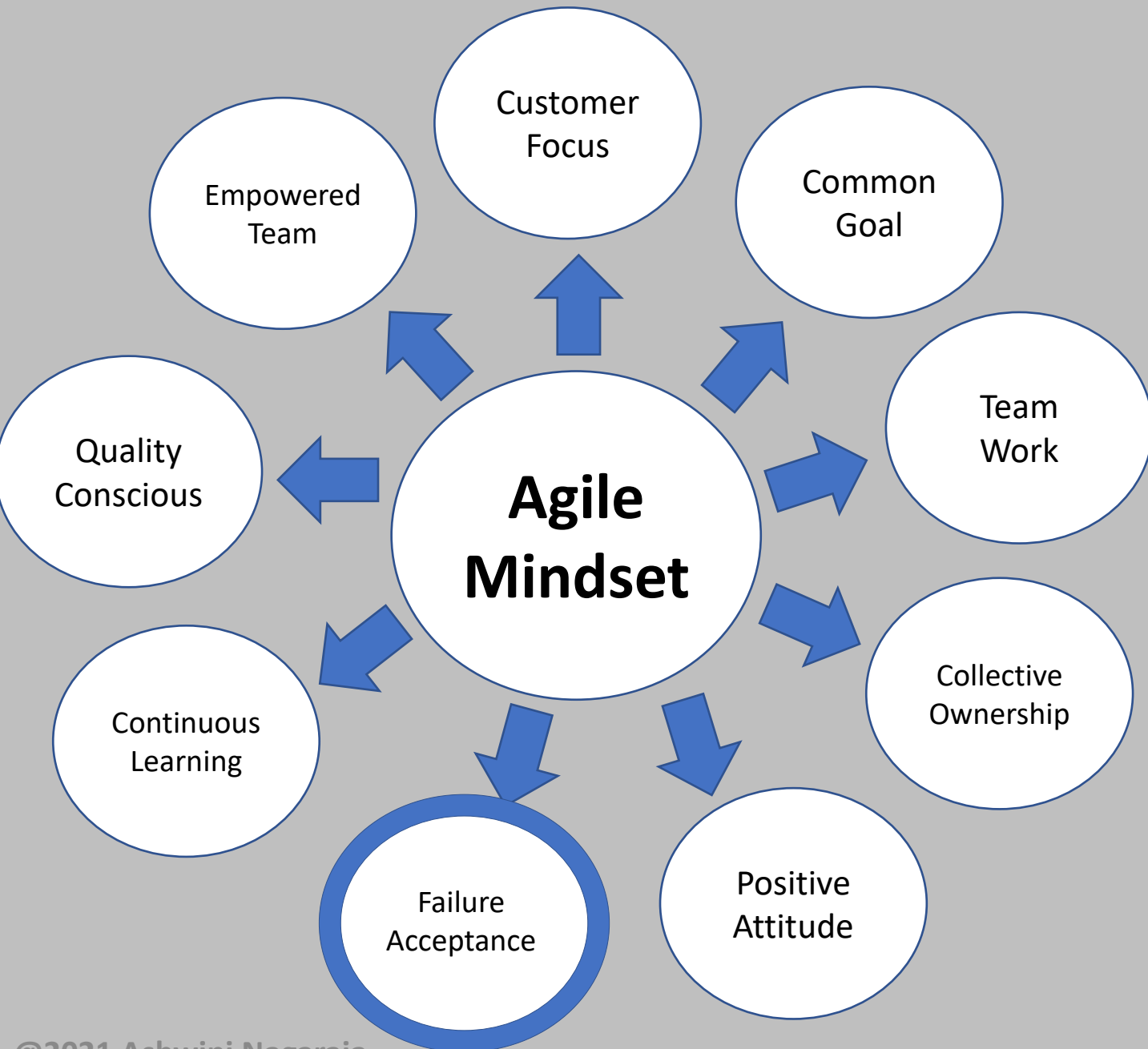
- **Team Work**– Agile advocates team-work for team success instead of heroic behavior or an individual’s success
- Every team member should be willing to go out of their comfort zone to take risks, as well as help and train others



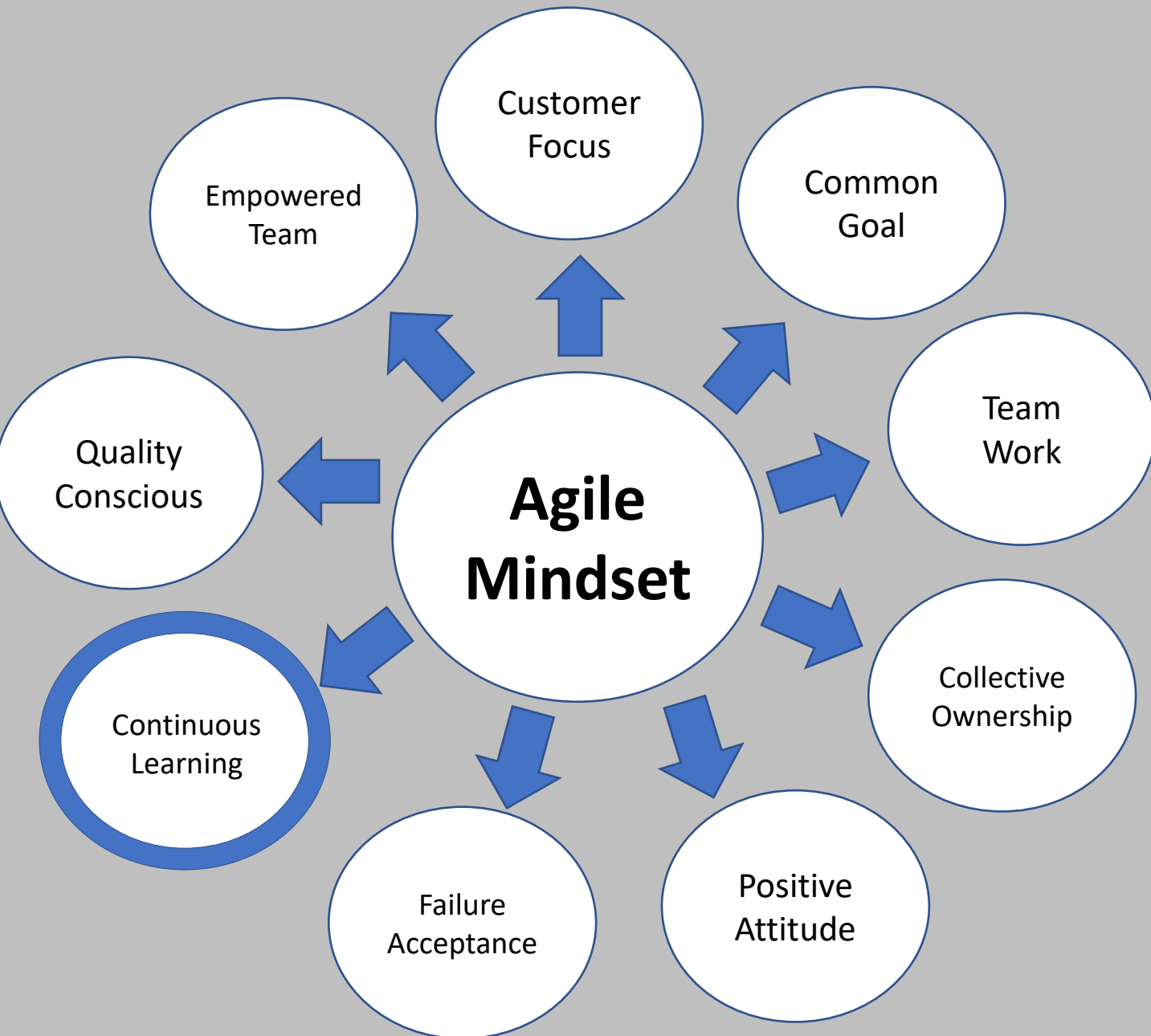
- **Collective Ownership** – Agile teams should collectively own whatever they do to achieve the common goal
- They individually should be responsible for their own work as well as a collective outcome of the group



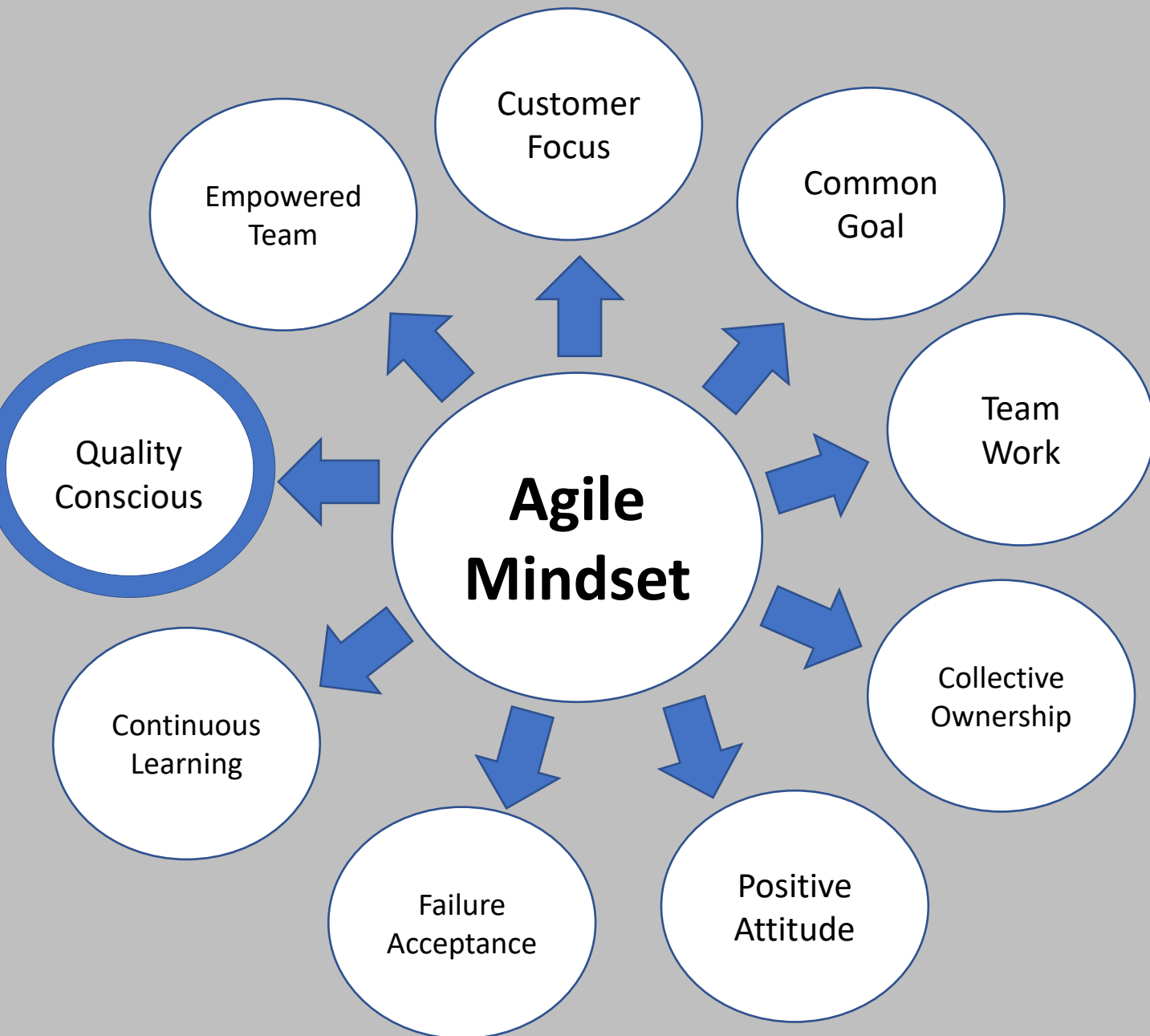
- **Positive Attitude** – Agile team members should have a positive approach and attitude towards the work
- Everyday challenges, problems, and short-term failures should not deter their normal routine; rather there should be a continuous endeavor to deal with them in a timely manner with a positive attitude
- The core problem needs to be dealt with to convert every problem into opportunities



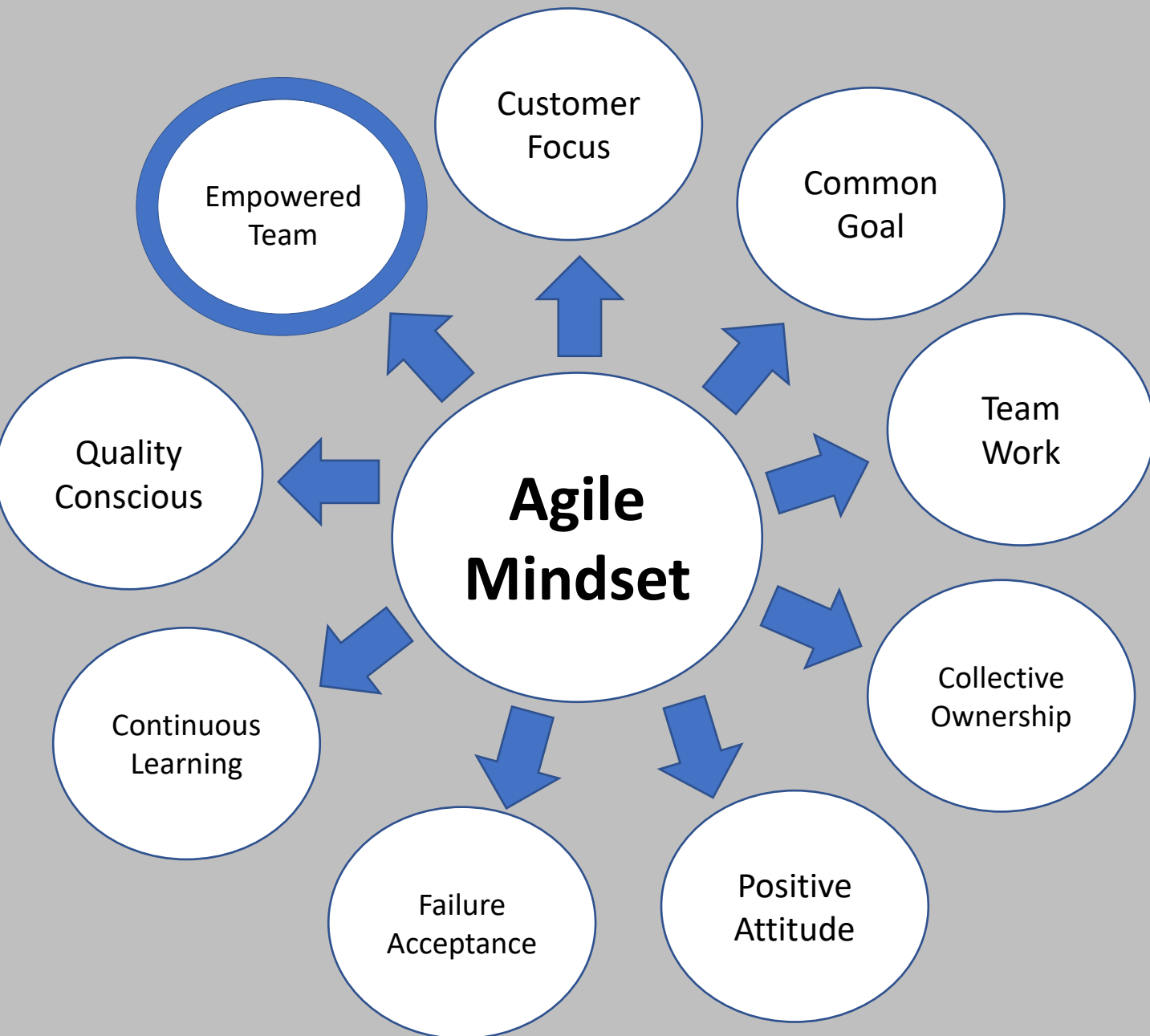
- ***Failure Acceptance*** – Team members should be willing to accept failure in order to learn and innovate
- If one solution approach does not work then another method should be applied after introspecting and accepting the lessons learned. The concept of '**Risk - Learn - Grow**' truly applies to an agile way of working
- *"Fail-early, fail-often, fail-fast but learn constantly"*



- **Continuous Learning**– Agile teams continuously quest for self-learning and self-development
- They always have the thirst to develop technical and functional skills and domain knowledge through numerous opportunities such as inspection, adaption, feedbacks, brainstorming, group discussion, meet-ups, and self-learning



- **Quality Consciousness** – The end result of achieving a quality outcome is an important aspect of every process and method
- The whole team needs conscious efforts to continuously improve software quality through continuous design, refactoring, and testing
- Testing activities are collectively owned where every team member is responsible for ensuring quality



- **Empowered Team** – Agile principles talk about self-organizing, cross-functional teams. However, this is not enough unless teams are trusted, motivated and empowered with localized decision making
- Management should ensure that they renounce the command-and-control approach of project management
- Every team member should feel empowered to make decisions, trusted by their team and enjoy ownership of the work through self-allocation



Agile Game

Agile Mindset

Organizations moving to Agile projects should encourage:

- Transparency and collaboration between the teams

Agile Mindset

Organizations moving to Agile projects should encourage:

- Test early and often and automate the tests
 - To reduce the time-to market and release small increments of software in frequent iterations, test automation must be an integral part of the project from the beginning
 - Well-designed automated tests are faster, provide continuous feedback on software quality, increase risk-coverage and will give the confidence in your application

Agile Mindset

- Successful Agile transformation starts with changing how we think—specifically how we think about priorities and failure. Priorities become linear and organized instead of reacting based on what is broken
- Failure is no longer looked upon as something to be feared; instead, we embrace failure as a learning experience
- Agile transformation is not just a process or a methodology. It's a mindset

Soft skills for the Agile team

Soft skills for the Agile team

- Team player
- Analytical and Problem solving
- Innovative, Thinking skills
- Good oral and written communication
- Negotiation
- Planning

Soft skills for the Agile team

- Ability to ask for help
- Proactiveness
- Collaboration
- Adaptability to changing needs
- Time Management
- Decision Making
- Enjoy working in a fast paced and fluid environment



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Q&A

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