

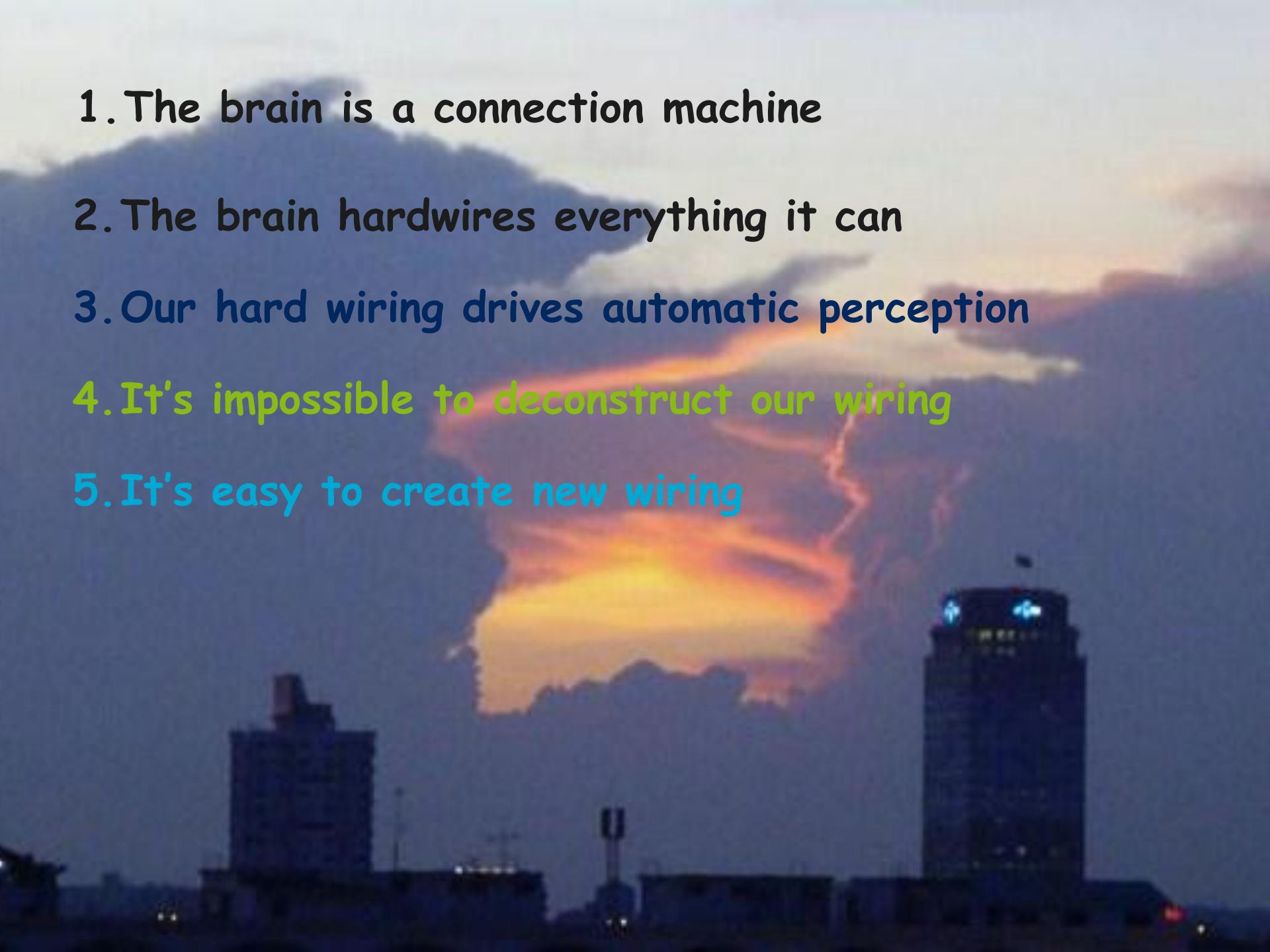
DRIVING AGILE TRANSFORMATION BY ENCOURAGING RIGHT BEHAVIORS

EVELYN TIAN

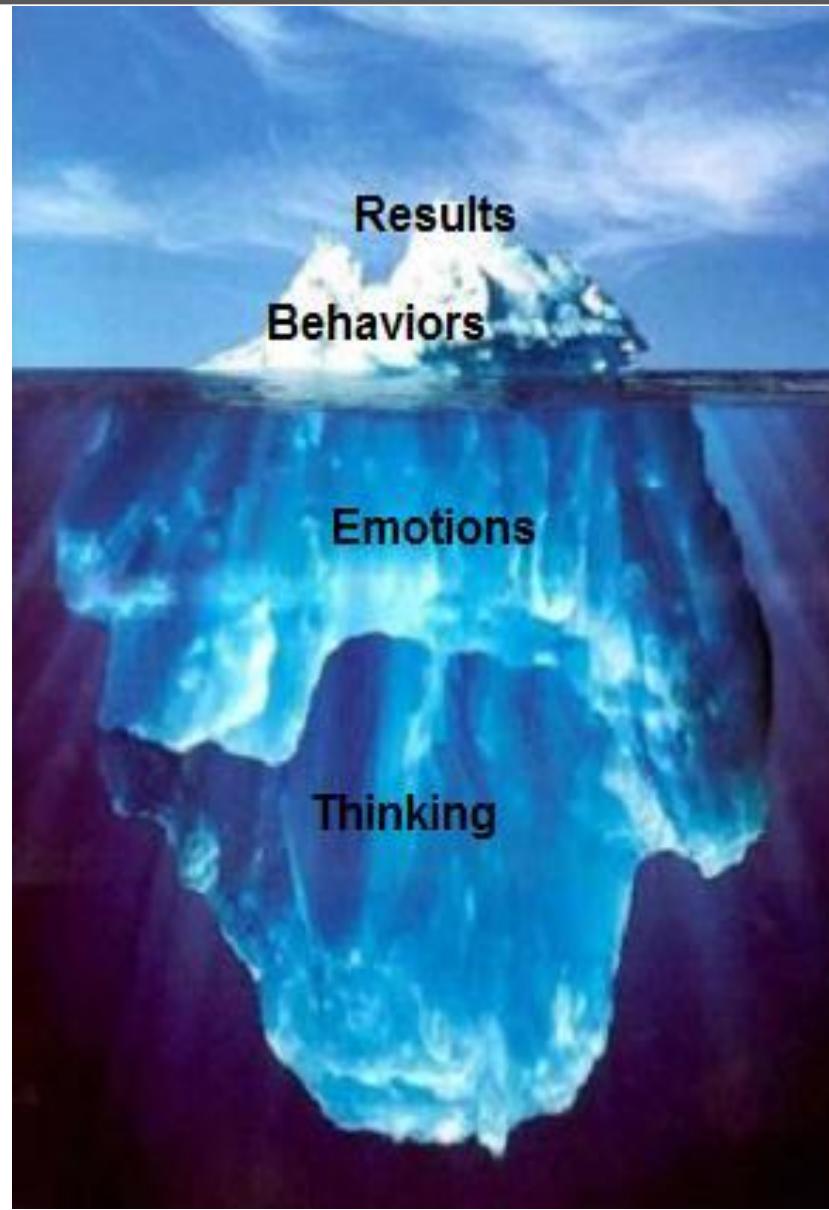
KEY MESSAGES

- › Focus on thoughts, feelings and values to achieve great results
- › Start making changes by changing yourself
- › Continuous reflection and continuous improvement are the keys to success

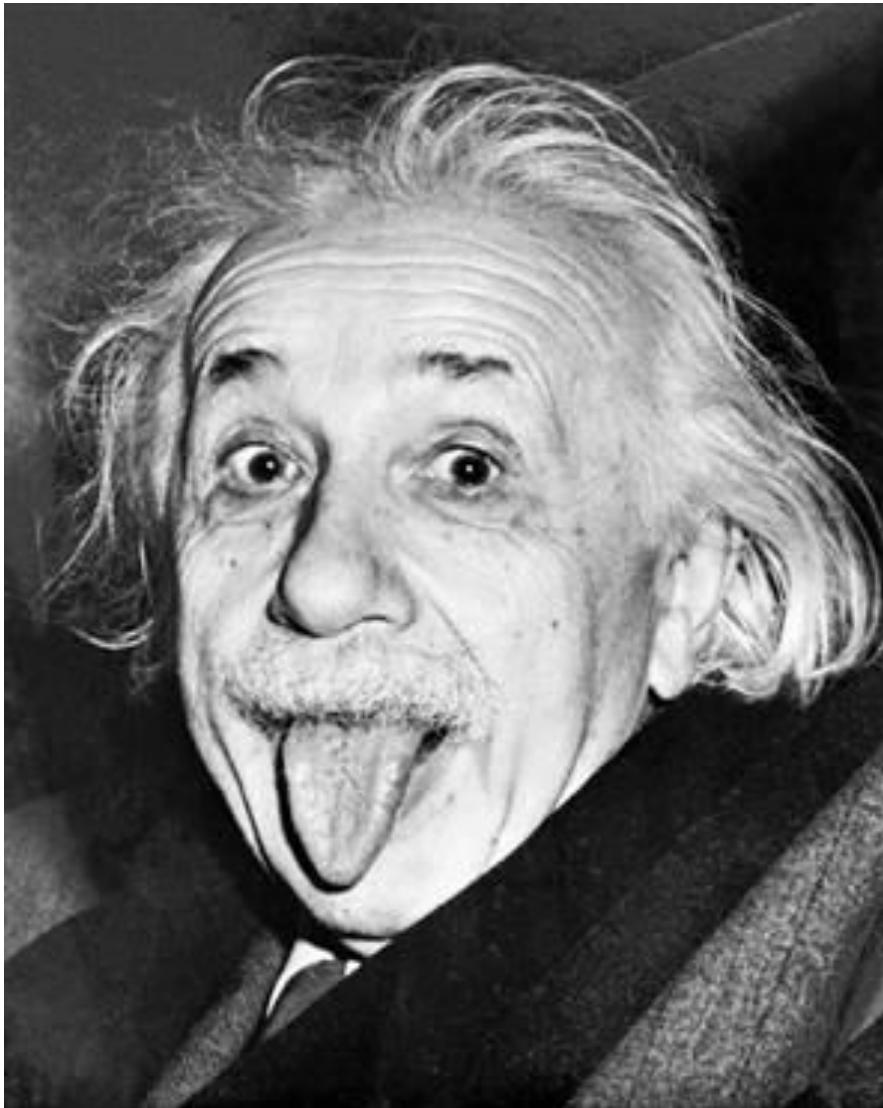
A BIT OF BACKGROUND

- 
- A photograph of a city skyline at sunset. The sky is filled with vibrant orange, yellow, and red hues. Overlaid on the upper portion of the image is a stylized silhouette of a human brain, colored in shades of yellow, orange, and red, matching the sunset. The city buildings are dark silhouettes against the bright sky.
1. The brain is a connection machine
 2. The brain hardwires everything it can
 3. Our hard wiring drives automatic perception
 4. It's impossible to deconstruct our wiring
 5. It's easy to create new wiring

PERFORMANCE IS JUST THE TIP OF THE ICEBERG

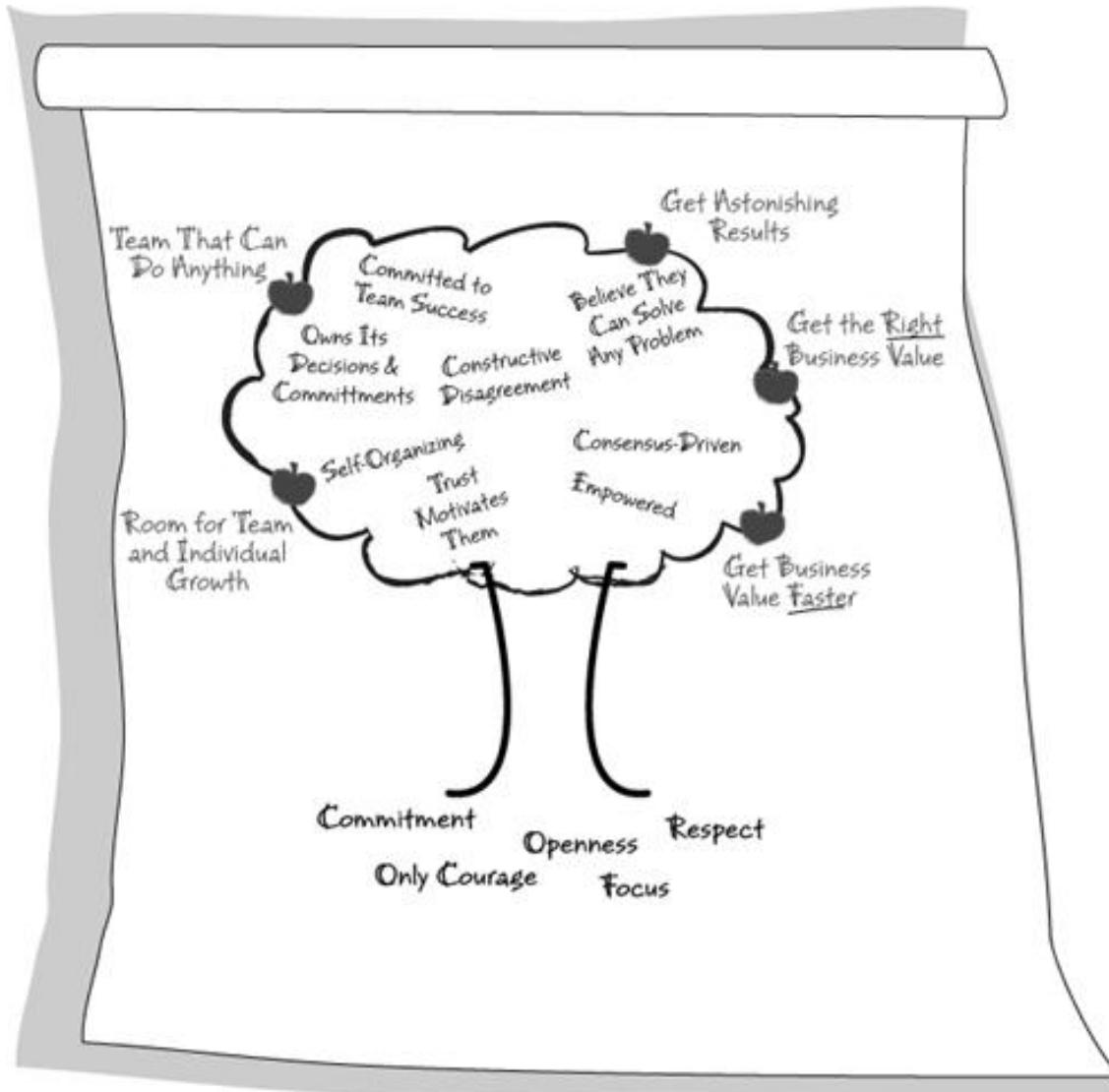


DEFINITION OF INSANITY



*Doing the same things
over and over
but expecting
different results.*

HIGH PERFORMANCE TREE



The High Performance Tree by Lyssa Adkins:
[Coaching Agile Teams](http://CoachingAgileTeams.com)

THE STOP DOING LIST

1. Winning too much
2. Adding too much value (giving too much information)
3. Passing judgment
4. Making destructive comments
5. Starting with 'No', 'But', 'However'
6. Telling the world how smart we are
7. Speaking when angry
8. Negativity, or 'Let me explain why that won't work'
9. Withholding information
10. Failing to give proper recognition
11. Claiming credit that we don't deserve
12. Making excuses
13. Clinging to the past
14. Play favourites
15. Refusing to express regret
16. Not listening
17. Failing to express gratitude
18. Punishing the messenger
19. Passing the buck
20. An excessive need to be 'me'



21. STOP trying to change others

The Stop Doing List by Marshall Goldsmith:
[Selfish Programming](#)

WHY?

PURPOSE OF AGILE AMPLIFIER



ACTIVE LEARNING



LEAN DISCIPLINES BRAINSTORMING



Eliminate waste



Build quality in



Create knowledge



Defer commitment



Deliver as fast as possible



Respect people



Optimize the whole

WHAT?

SHU-HA-RI AND MORE



HOW?

AMPLIFIER POKER CARDS



	<p>1</p> <p>*****</p> <p>NOT YET DEMONSTRATED</p> <p>ERICSSON</p>	<p>2</p> <p>*****</p> <p>BASIC KNOWLEDGE AND SKILLS</p> <p>ERICSSON</p>
	<p>3</p> <p>*****</p> <p>GOOD KNOWLEDGE AND SKILLS</p> <p>ERICSSON</p>	<p>4</p> <p>*****</p> <p>HIGHLY DEVELOPED KNOWLEDGE AND SKILLS</p> <p>ERICSSON</p>

LET'S PRACTICE



DIFFERENT WAYS



CONCLUSION

- › If you want great results, you should focus on the roots (thinking, values, etc.)
- › Stop changing others (and start changing yourself)
- › Continuous improvements is the key at all levels

A CHINESE PROVERB

*The best time to plant a tree is twenty years ago.
The second best time is today.*



REFERENCES

- › David Rock –
Quiet Leadership: Six Steps to Transforming Performance at Work
- › Lyssa Adkins –
Coaching Agile Teams
- › Marshall Goldsmith –
What Got You Here Won't Get You There

CONTACT ME

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