

# DRIVING AGILE TRANSFORMATION BY ENCOURAGING RIGHT BEHAVIORS

EVELYN TIAN

# KEY MESSAGES

---

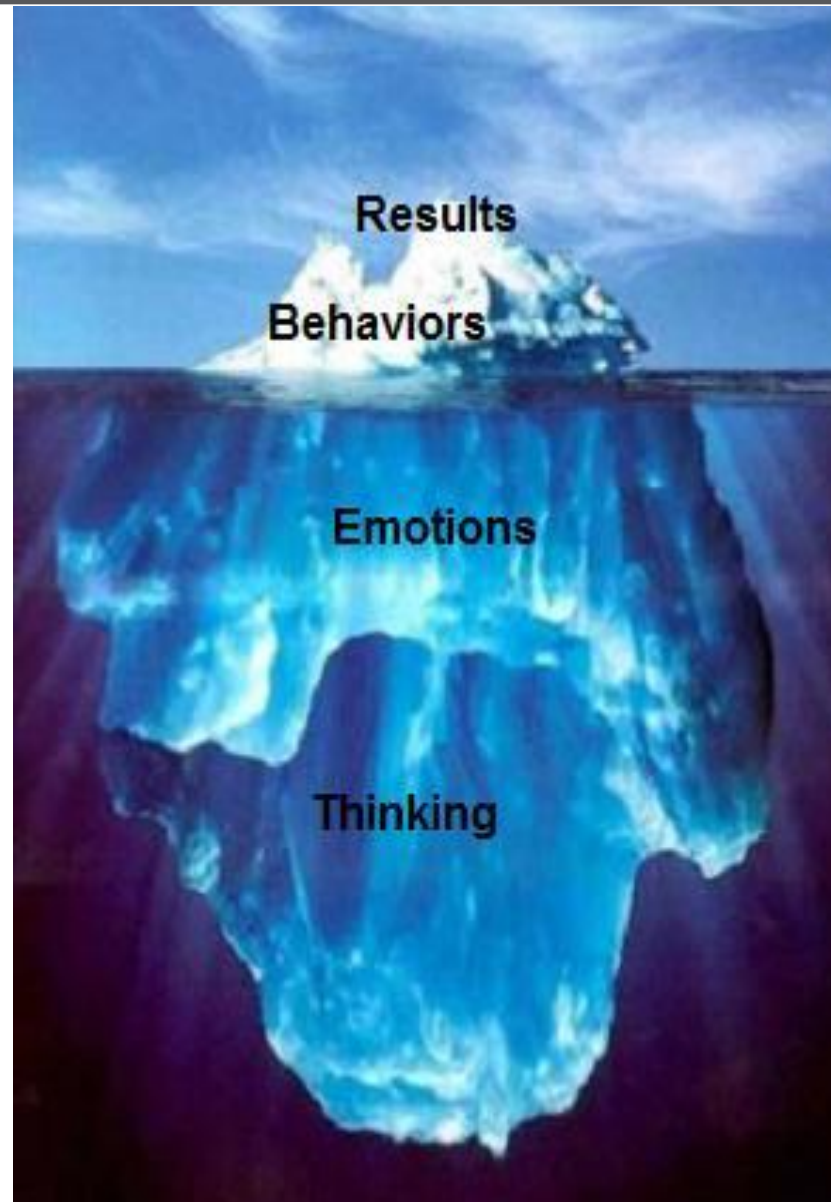
- › Focus on thoughts, feelings and values to achieve great results
- › Start making changes by changing yourself
- › Continuous reflection and continuous improvement are the keys to success

A BIT OF BACKGROUND

- 
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

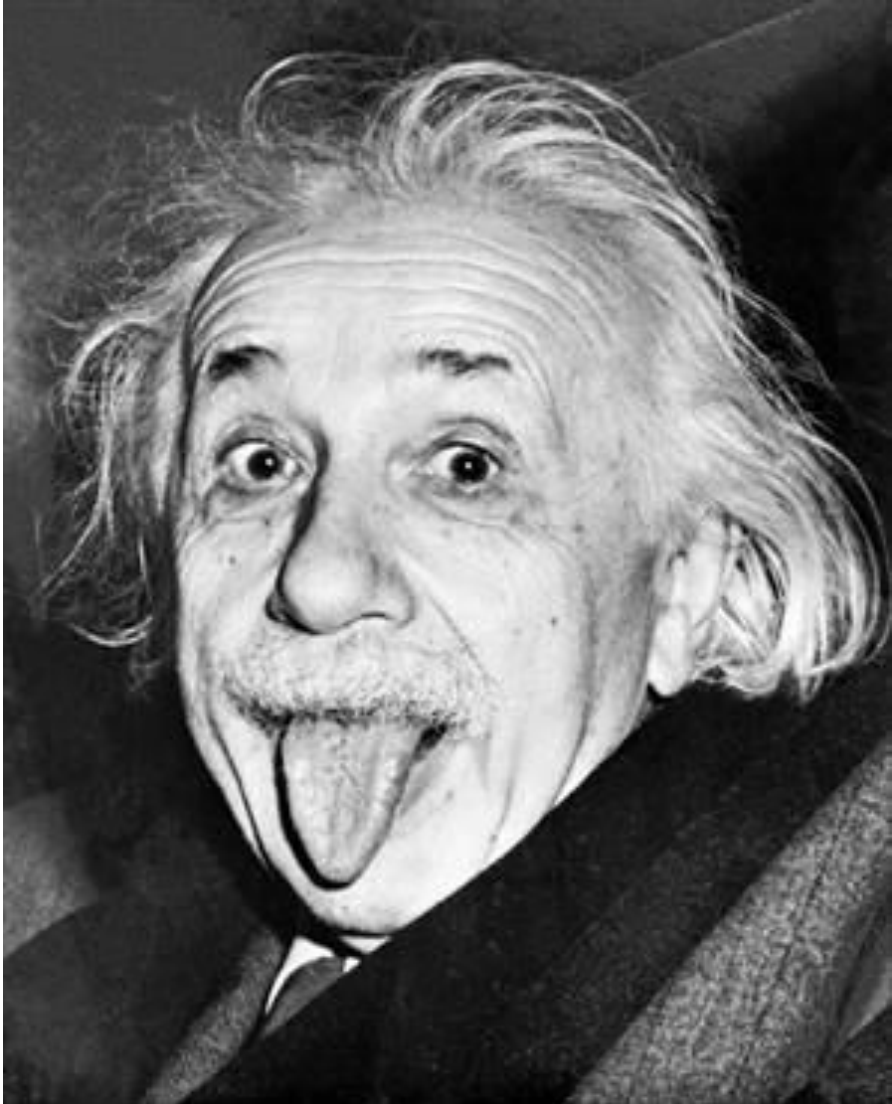
# PERFORMANCE IS JUST THE TIP OF THE ICEBERG

---



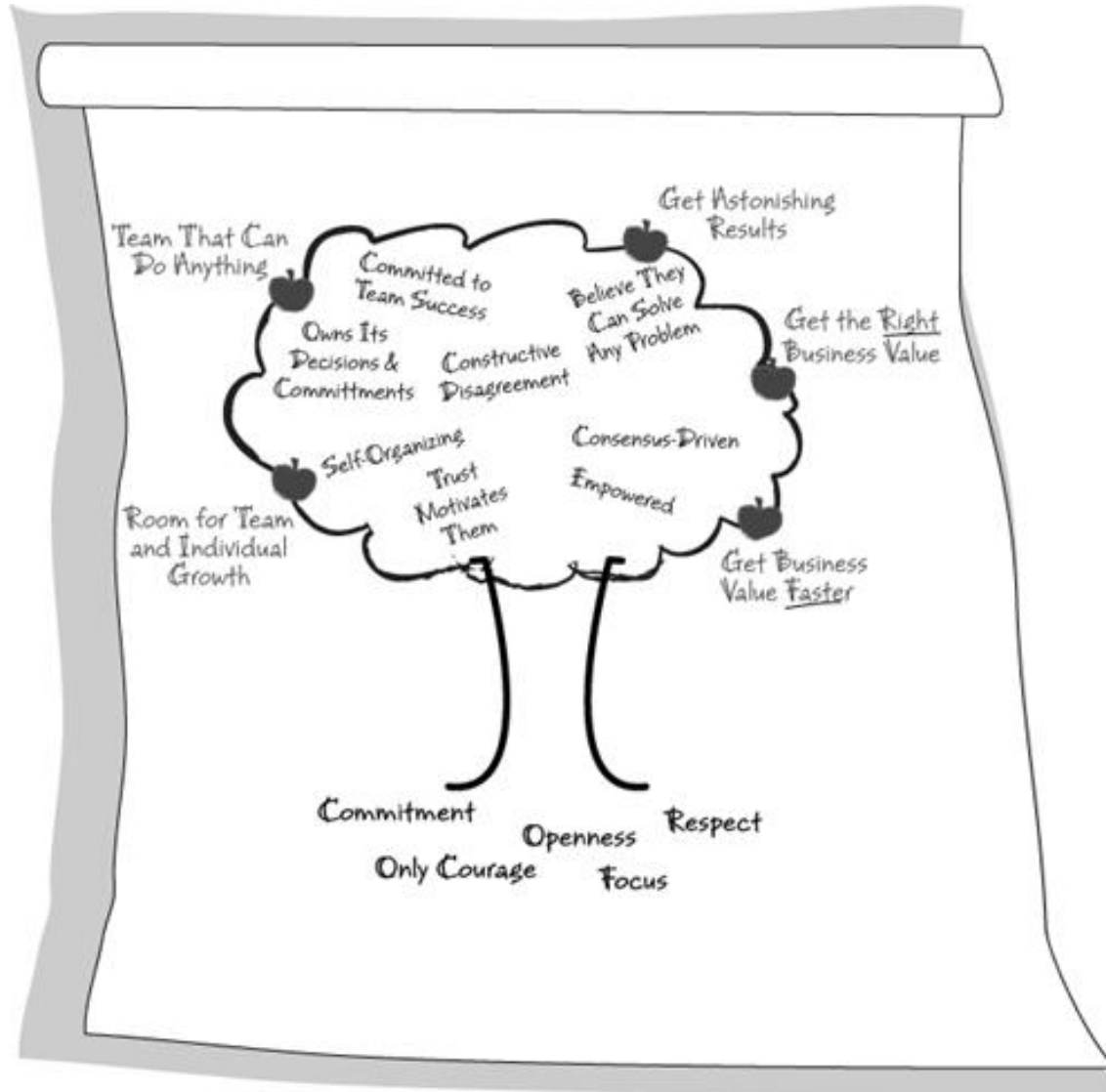
# DEFINITION OF INSANITY

---



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

# HIGH PERFORMANCE TREE



The High Performance Tree by Lyssa Adkins:  
[Coaching Agile Teams](#)

# 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**





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

[EVELYN.TIAN@GMAIL.COM](mailto:EVELYN.TIAN@GMAIL.COM)





北京站 · 2012年4月18~20日  
[www.qconbeijing.com](http://www.qconbeijing.com) (11月启动)

QCon杭州站官网和资料  
[www.qconhangzhou.com](http://www.qconhangzhou.com)

全球企业开发大会

INTERNATIONAL  
SOFTWARE DEVELOPMENT  
CONFERENCE