

Agilität beginnt im Kopf



Ralph Jocham, effective agile.

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Was wenn Deine Leben von Veränderung abhängt?

- Nur 1 von 9 Personen schafft es Ihren Lebensstil zu verändern!
- Welche Rolle spielt unser Gehirn?



(Quelle: Fast Company, 2005, Change or Die)



All leadership comes down to this: changing people's behavior. Why is that so damn hard? Science offers some surprising new answers — and ways to do better.

7 Tatsachen über unser Gehirn

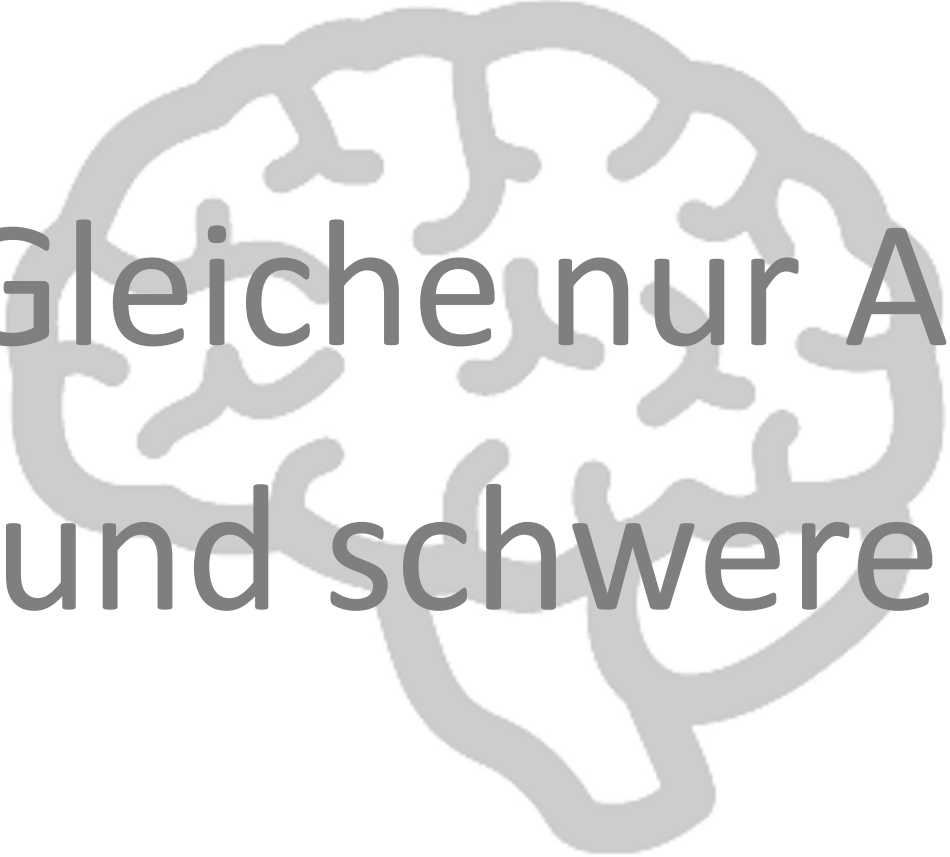
1. The brain is a connection machine
2. The brain hardwires everything it can
3. Up close, no two brains are alike
4. Our hardwiring drives automatic perception
5. It's practically impossible to deconstruct old wiring
6. It's easy to create new wiring
7. The brain is a prediction machine

Was sagt uns das für die Herzinfarkt
Patienten?



Was bedeutet das für Agilität?

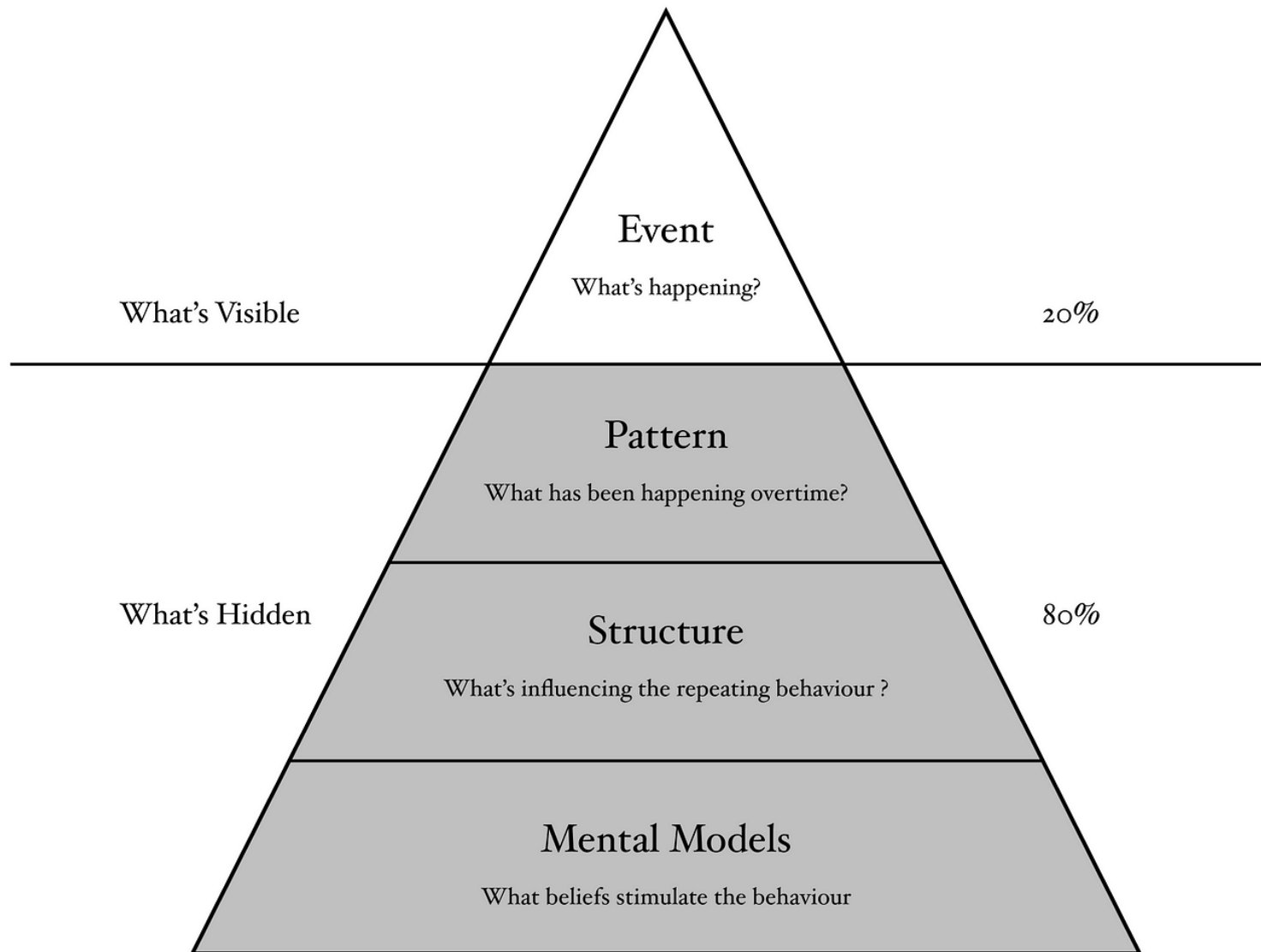
Das Gleiche nur Anders
(und schwerer)



Die 3 Driver der Menschlichen Evolution

- Maximize Pleasure
- Minimize Pain
- Preserve Energy

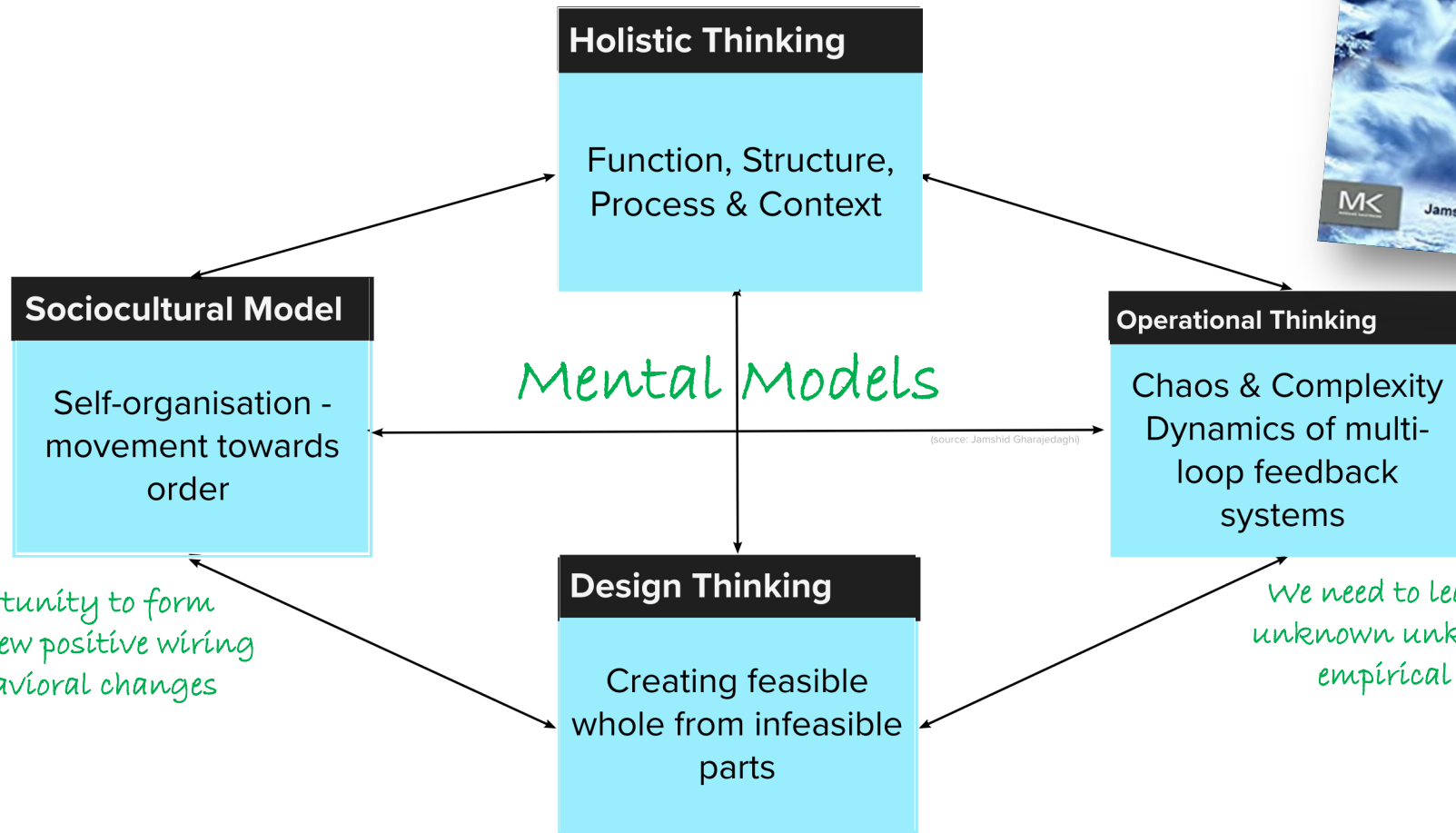
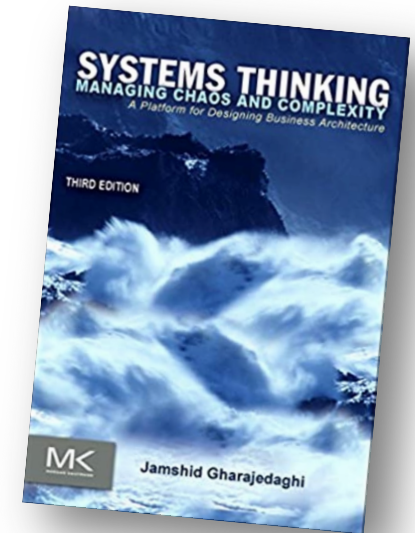
Das Iceberg Model of Systems Thinking



Was bedeutet das für Agilität?

Was ist Agilität?

Driven by our existing Wiring, Maps and Frames



Huge Opportunity to form the basis for new positive wiring to drive behavioral changes

We need to learn to live with the unknown unknowns and trust the empirical process control

Problem solving works towards FACTS,
Design allows for DISCOVERY
effective agile.

SCARF

- Status
- Certainty
- Autonomy
- Relatedness
- Fairness



(Quelle: David Rock, The Quiet Leader, 2006,
<https://neuroleadership.fi/blog/understand-your-social-brain-the-scarf-model/>)

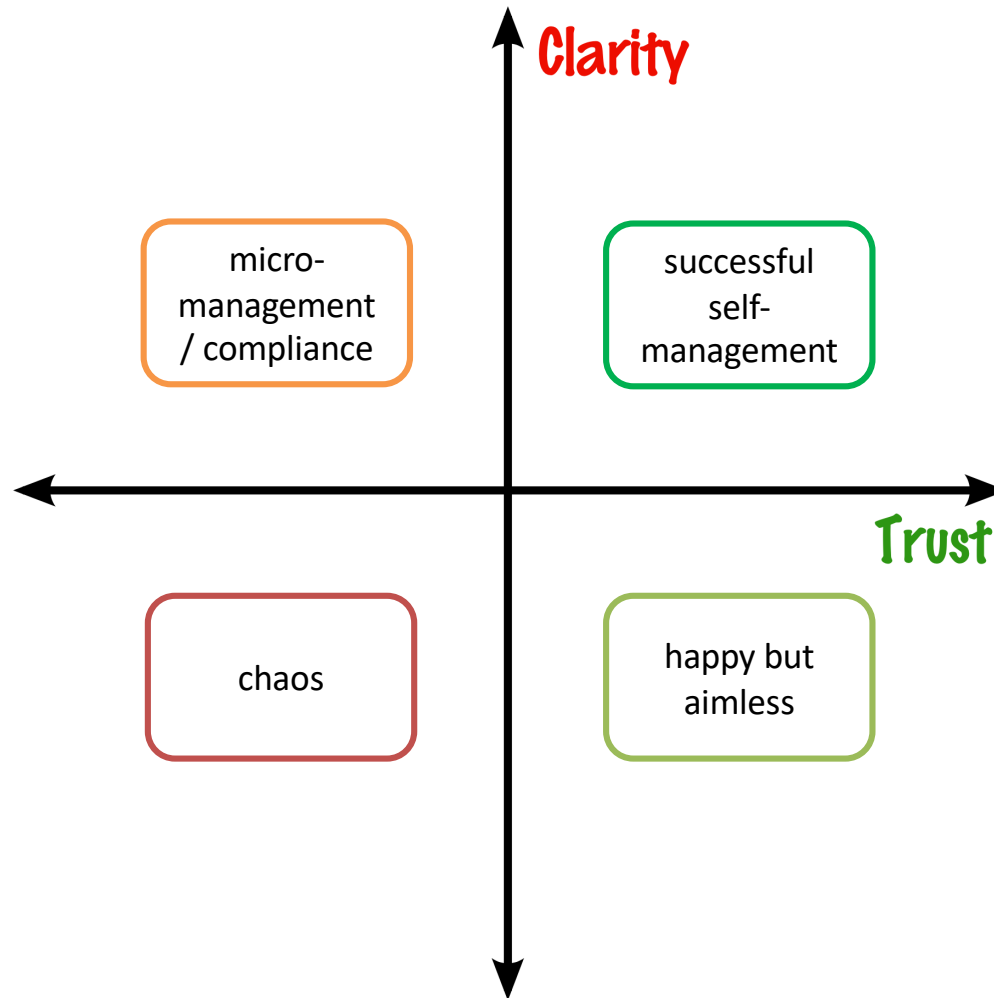
Was bedeutet das für Agilität?

- Klarheit und Vertrauen (Clarity & Trust)
- Menschlich und Gehirnfreundlich
- Positiv

Was bedeutet das für Agilität?

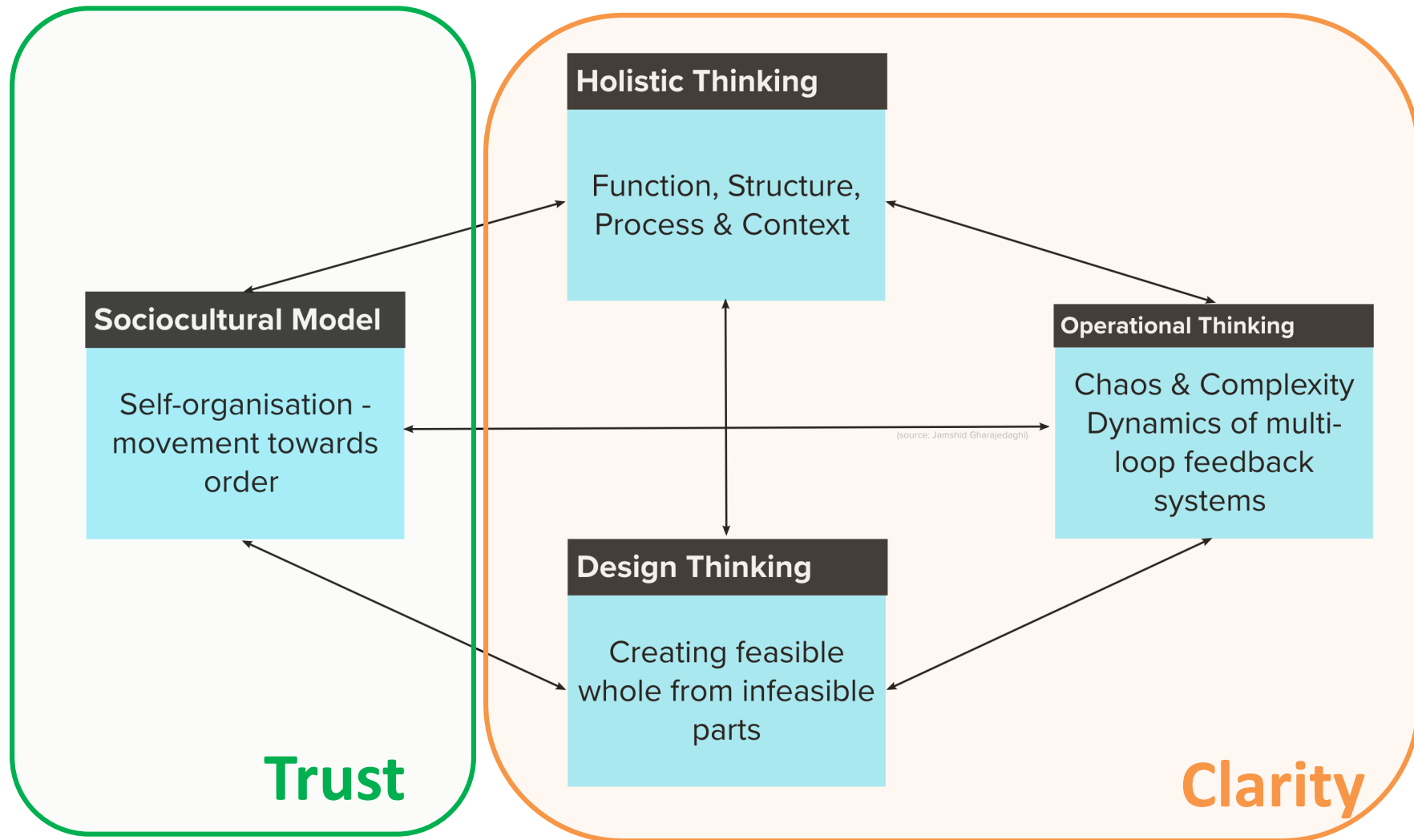
- ***Klarheit und Vertrauen (Clarity & Trust)***
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- Positiv

Clarity & Trust (Leadership)



effective agile.

Clarity & Trust (Leadership)



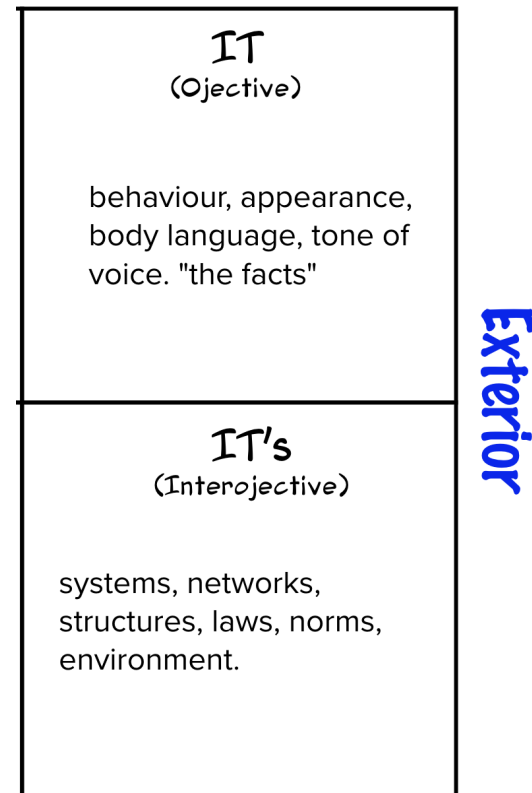
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Was bedeutet das für Agilität?

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- ***Menschlich und Gehirnfreundlich***
- Positiv

Menschlich – Integral Theory & AQAL

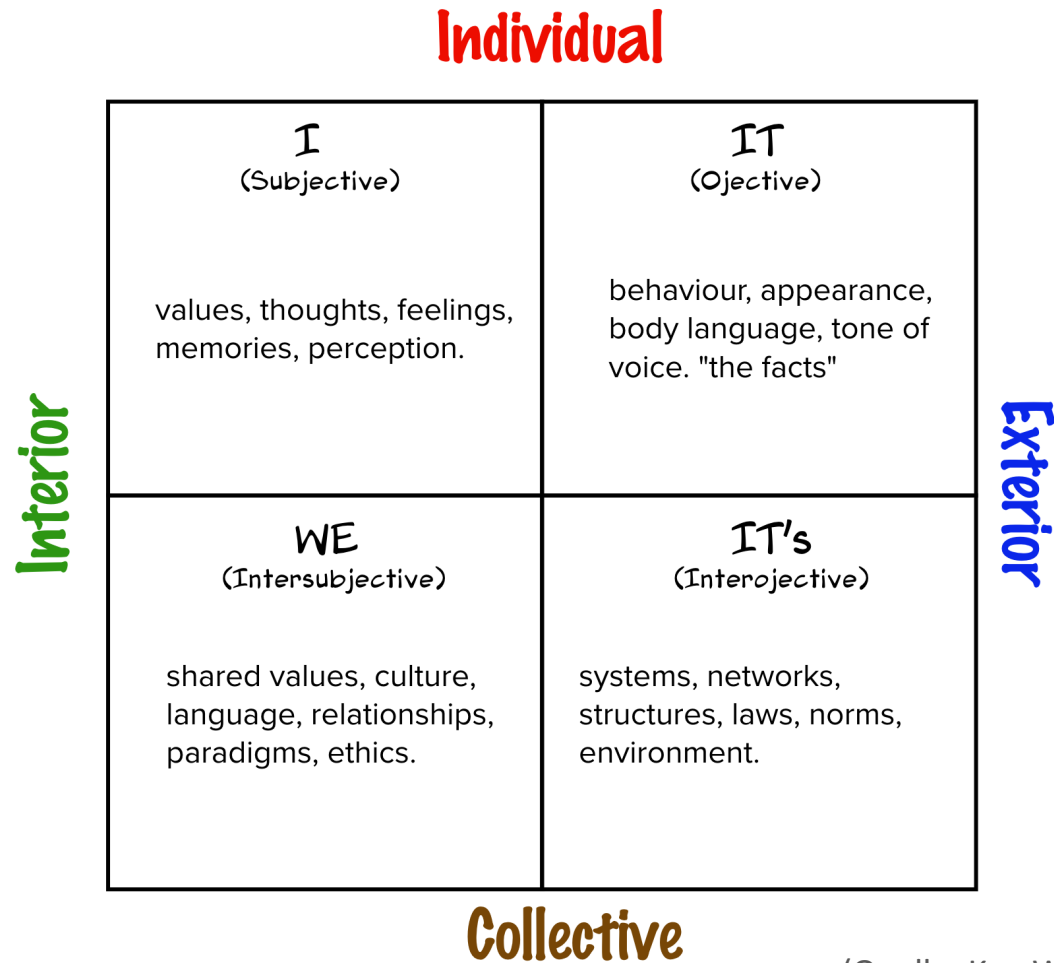
Individual



Collective

(Quelle: Ken Wilber)

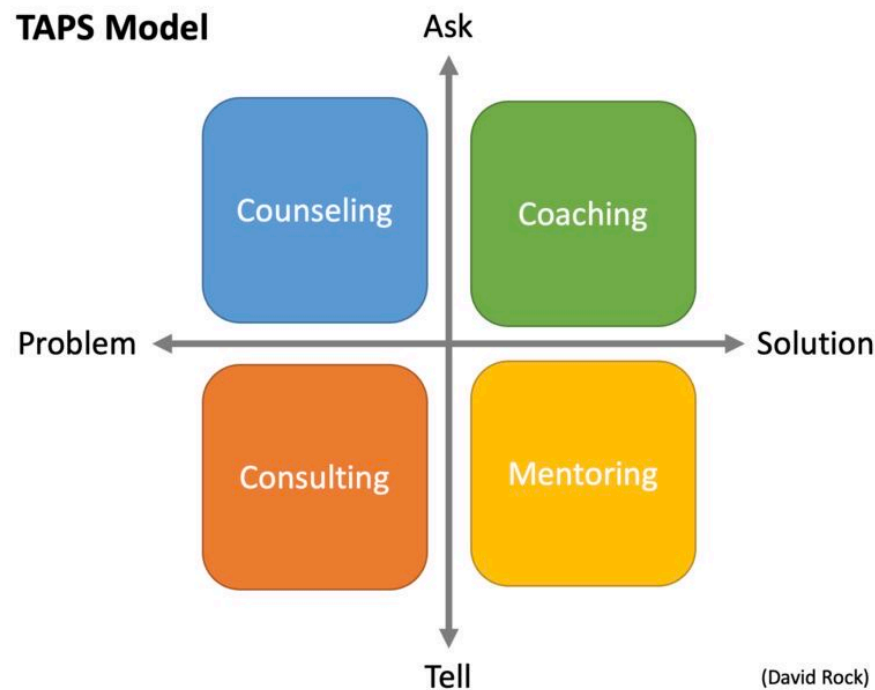
Menschlich – Integral Theory & AQAL



(Quelle: Ken Wilber)

Menschlich – Coaching

- Coaching von Gruppen und Einzelpersonen
 - Brain Based Conversation and Coaching



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Positiv – Der Agile Grundgedanke

Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it.
Through this work we have come to value:

Individuals and interactions over processes and tools

Working software over comprehensive documentation

Customer collaboration over contract negotiation

Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Kent Beck	James Grenning	Robert C. Martin
Mike Beedle	Jim Highsmith	Steve Mellor
Arie van Bennekum	Andrew Hunt	Ken Schwaber
Alistair Cockburn	Ron Jeffries	Jeff Sutherland
Ward Cunningham	Jon Kern	Dave Thomas
Martin Fowler	Brian Marick	

Principles behind the Agile Manifesto

We follow these principles:

Our highest priority is to satisfy the customer through early and continuous delivery of valuable software.

Welcome changing requirements, even late in development. Agile processes harness change for the customer's competitive advantage.

Deliver working software frequently, from a couple of weeks to a couple of months, with a preference to the shorter timescale.

Business people and developers must work together daily throughout the project.

Build projects around motivated individuals. Give them the environment and support they need, and trust them to get the job done.

The most efficient and effective method of conveying information to and within a development team is face-to-face conversation.

Working software is the primary measure of progress.

Agile processes promote sustainable development. The sponsors, developers, and users should be able to maintain a constant pace indefinitely.

Continuous attention to technical excellence and good design enhances agility.

Simplicity--the art of maximizing the amount of work not done--is essential.

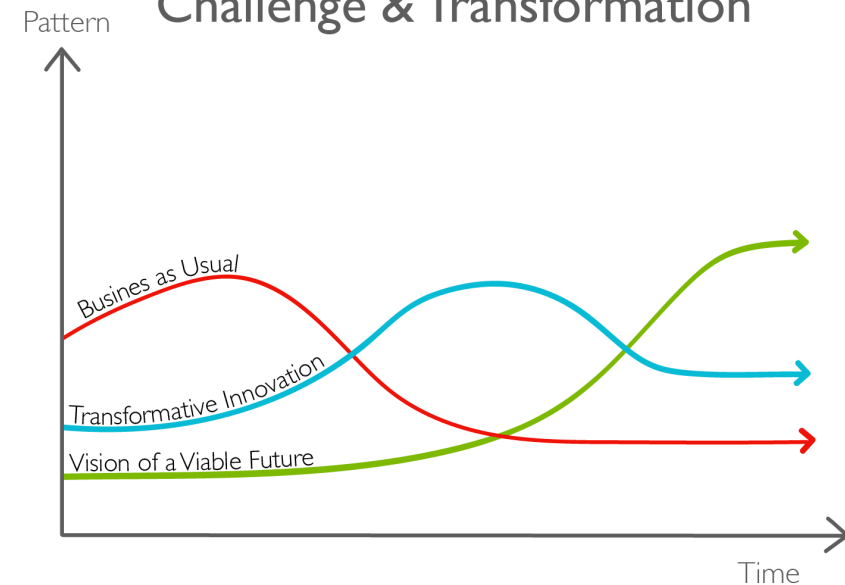
The best architectures, requirements, and designs emerge from self-organizing teams.

At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.

Positiv – gelebte Fehlerkultur



Three Horizons Variant One: Challenge & Transformation



H3Uni.org

Positiv und Gehirnfreundlich

- Keine halben Sachen
 - Nicht die noch vorhandenen Nachteile mit den nicht erreichten Vorteilen verbinden
 - Schnell umsetzen
- Gewinne/Verbesserungen (Wins) relativ früh und häufig



effective agile.

Q & A

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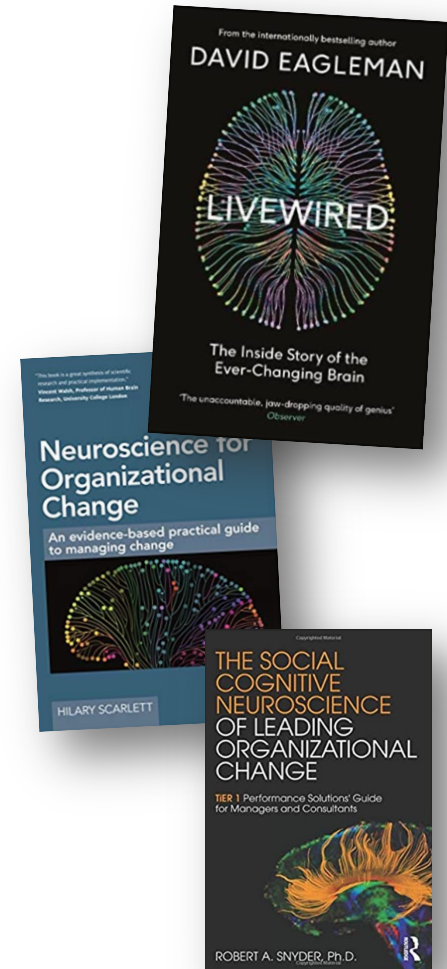
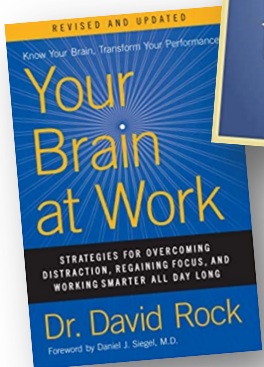
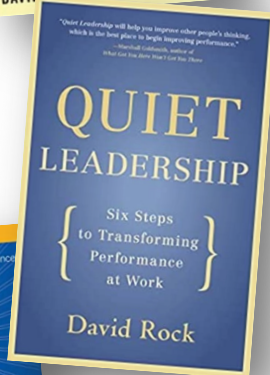
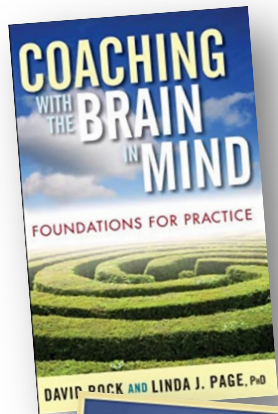
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- Started as programmer; discovered process as a problem early on
- Agile since 1999, Scrum since 2002
- Did come around, different cultures and domains
- Founder of **effective agile**.
- Trainer with

