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humanly possible

Change and Agile Transition

Thursday, 5th Aug 2021

Ming Wei

Enterprise Agile Coach

Our Primary Objective

- Supporting individuals, teams, organizations to adopt agile mindset and ways of working to drive value.

- Working with leaders and coaches to:
  - Share the wisdom of our tribe
  - Create a learning environment to support continued growth of our people
  - Build high-performing individuals and organizations
  - Give back to the community

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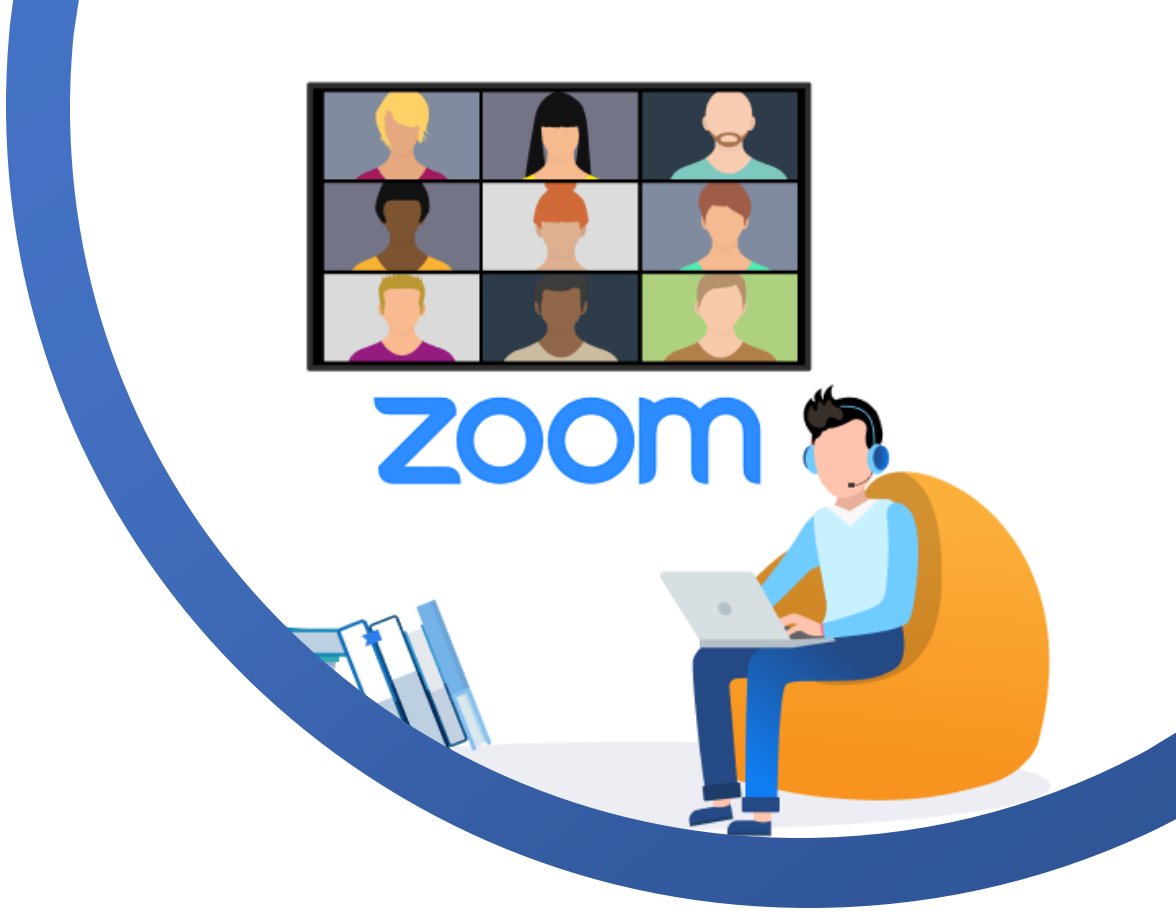
Zoom Manifesto

- Learn together
- Use chat window to reply: Panelists and Attendees
- Deck and Webinar Recording
- Q&A session
- Duration: 45 - 60 min



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Understanding Change

Any change within an organization has at least two aspects:

- Tangible Aspect
- Intangible Aspect

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Understanding Change – Quiz 1

Which aspect do you think is more challenging?

1. the **tangible** side which includes technical, process, or operational change;
2. the **intangible** side of the human change.
3. I am not sure.

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Understanding Organizational Change

- Why?
- What?
- How?

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Understanding Organizational Change - Quiz

What is an Organisational Change?

1. Change that improves / optimizes on previously established processes, strategies and procedures.
2. Change that moves an organization from its *status quo* to a new state in order to address a problem / an opportunity.
3. Change that radically and fundamentally alters its operations, culture, and core values.
4. All of the above.

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How to implement organizational changes?

- ADKAR Model

Built on practical research conducted in more than 900 organizations. The model is simple to learn, makes sense, and focuses on the actions and outcomes required for change.

A **AWARENESS**
Awareness of the need for change

D **DESIRE**
Desire to support and participate in the change

K **KNOWLEDGE**
Knowledge of how to change

A **ABILITY**
Ability to implement the change

R **REINFORCEMENT**
Reinforcement to sustain the change

https://www.prosci.com/adkar/

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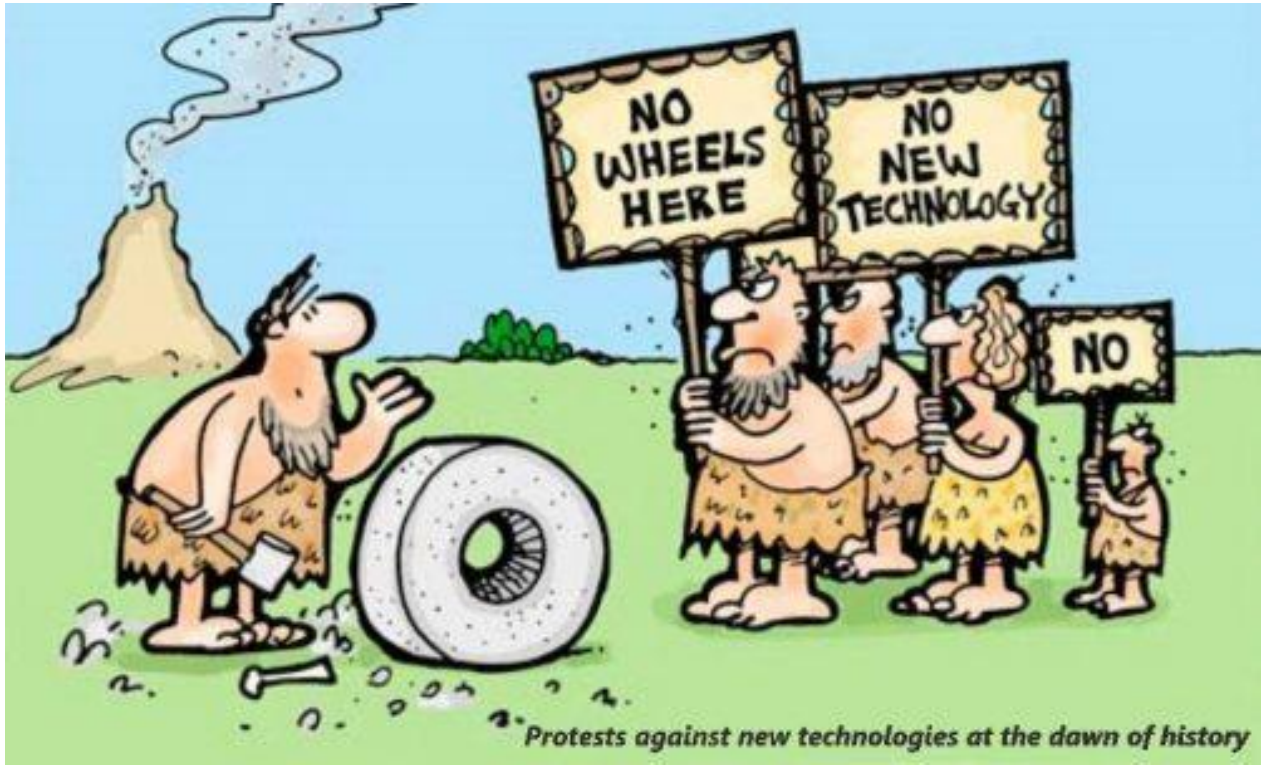
Understanding Human Change

- Why we resist change?
- Human response to change
  - Kübler-Ross Model
- Appreciate human beings and assume positive intent.



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Understand Human Change - Quiz

Why we resist change?

1. Unclear reason for change.
2. Fear of the unknow / loss.
3. Insufficient information / competence.
4. Lack of control.
5. Preference to stay in comfort zone.
6. Poor communication.
7. Low engagement.
8. It is human nature.
9. Other.
10. All of the above.

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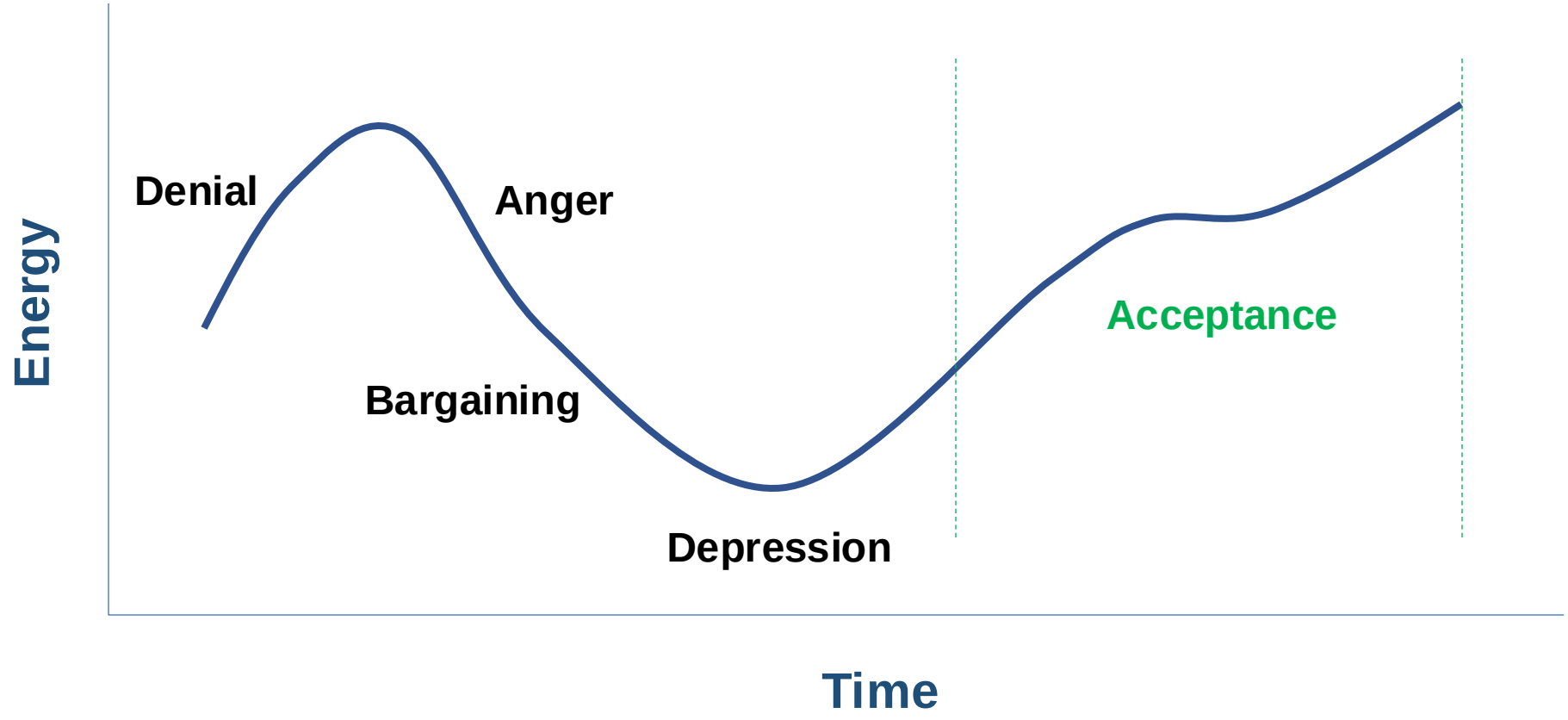
Kübler-Ross Five Stages of Change



Source: The Process of Change and Adjustment, Kubler-Ross (1969)

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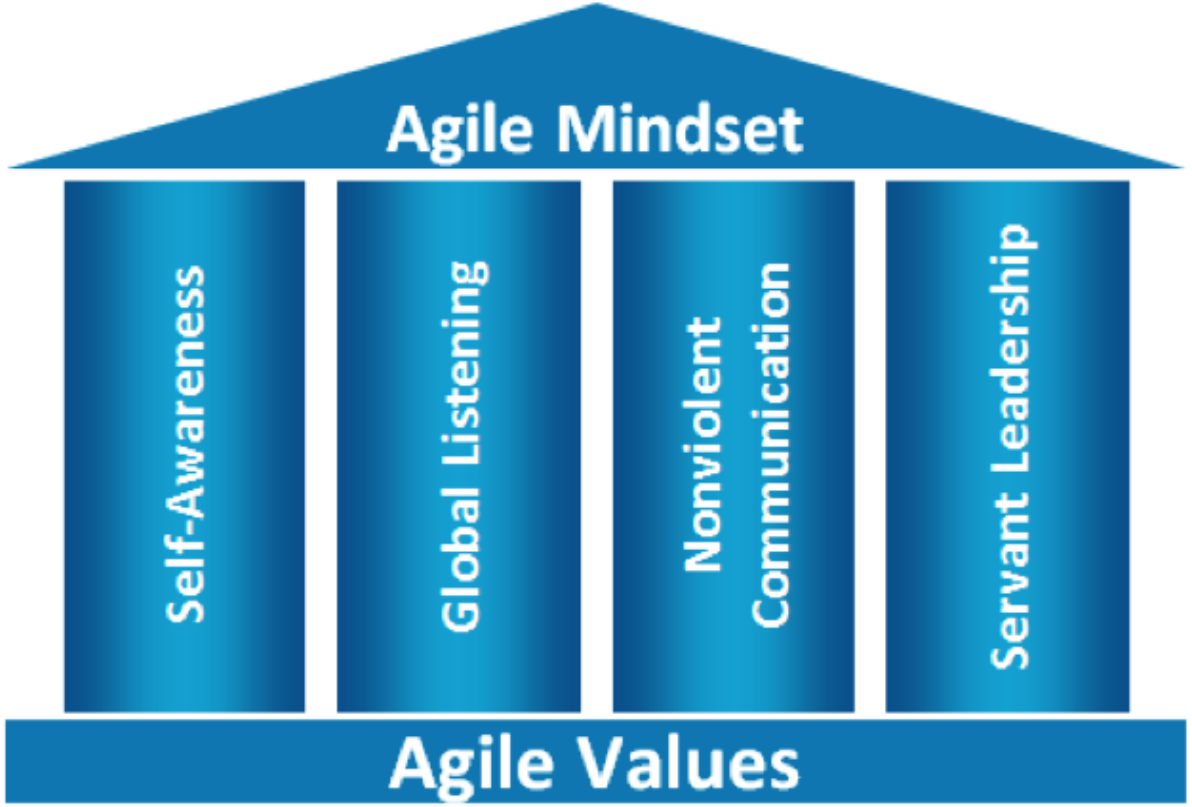
Underpinning Real and Lasting Change



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Your Reflections and Actions?

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What else do you need to drive changes?

COACHING

Partnering with people in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

FACILITATING

Holding a neutral stance to guide individuals and groups through processes that hold them to the agreed-on guidelines, and come up with solutions and decisions.

TEACHING

Instructing others in specific knowledge, skills and perspectives.

MENTORING

Sharing knowledge, skills, and perspectives, in order to foster personal and professional growth of someone else.

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Questions

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Development Path and Upcoming Programs

PROFESSIONAL:
Agile Team Facilitation

PROFESSIONAL:
Agile Coaching

EXPERT:
AGILE COACHING

Effective Development Path – Agile Coaching

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Upcoming ICAgile Courses

Next Agile Coach Bootcamp (Part Time) virtual course starts on 17th Aug!

Month	Type	ICAgile-accredited Class	Duration	Dates	Time
August	Online	Agile Team Facilitation (ICP-ATF)	4 Days	17th Aug – 20th Aug	2pm - 6pm BST / 9am – 1pm EDT/ 6.30pm – 10.30pm IST
		Agile Coaching (ICP-ACC)	5 Days	23rd Aug – 27th Aug	2pm - 7pm BST / 9am – 2pm EDT/ 6.30pm – 11.30pm IST
		Agile Coach Bootcamp (ICP-ATF & ICP-ACC)	Attend both ATF and ACC course.		Same as above

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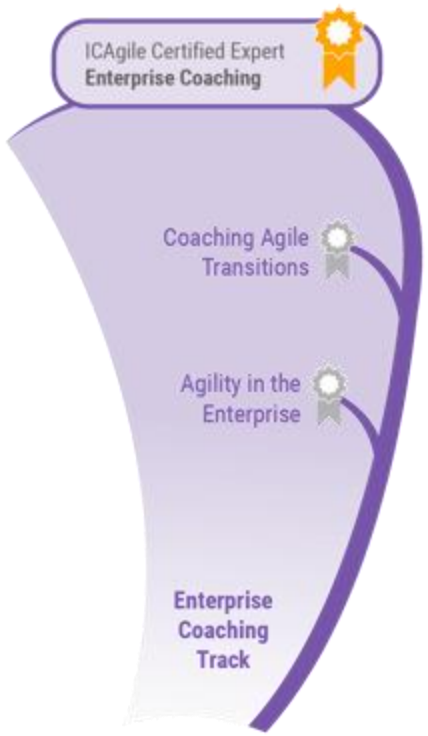

Effective Development Path - Enterprise Agile Coaching

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Upcoming ICAgile Courses

Next Enterprise Agile Coach Bootcamp virtual course starts on 2nd August!

Month	Type	ICAgile-accredited Class	Duration	Dates	Time
August	Online	Agility in the Enterprise (ICP-ENT)	5 Days	2nd Aug - 6th Aug	2pm - 6pm BST / 9am – 1pm EDT/ 6.30pm – 10.30pm IST
		Coaching Agile Transitions (ICP-CAT)	4 Days	10th Aug - 13th Aug	2pm - 6pm BST / 9am – 1pm EDT/ 6.30pm – 10.30pm IST
		Enterprise Agile Coach Bootcamp (ICP-ENT & ICP-CAT)	Attend both ENT and CAT course.		Same as above

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Upcoming ICAgile Courses

Next Enterprise Agile Coach Bootcamp virtual course starts on 4th October!

Month	Type	ICAgile-accredited Class	Duration	Dates	Time
October	Online	Agility in the Enterprise (ICP-ENT)	5 Days	4th Oct - 8th Oct	2pm - 6pm BST / 9am – 1pm EDT/ 6.30pm – 10.30pm IST
		Coaching Agile Transitions (ICP-CAT)	4 Days	12th Oct - 15th Oct	2pm - 6pm BST / 9am – 1pm EDT/ 6.30pm – 10.30pm IST
		Enterprise Agile Coach Bootcamp (ICP-ENT & ICP-CAT)	Attend both ENT and CAT course.		Same as above

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Upcoming Kanban Courses

Next Kanban System Design (KMP 1) virtual course starts on 30th August!

Month	Type	Kanban University-accredited Class	Duration	Dates	Time
August	Online	Kanban System Design (KMP 1)	4 Days	30th Aug - 2nd Sep	9am – 1pm EDT / 2pm - 6pm BST / 6:30pm to 10:30pm IST

Website: www.leadershiptribe.com/events
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Our Partners

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Assisting transformation & value-driven changes for Enterprises & Individuals
Strategist, Mentor, Coach, Trainer, Alchemist.

Lindi Kritzinger
Agile Coach, ICP Accredited Trainer, International Consultant Trainer at Leadership Tribe

Col Ranjeev K Babu,VSM
Enterprise Coach & Facilitator | Authorised Trainer | NLP Master Practitioner I Leadership Coach

Temitope Awere
Accredited Kanban Trainer (AKT), Certified SAFe® 5 Program Consultant, Kanban Coach (KCP)

Ming Wei
Authorised Trainer | Professional Coach | Executive Leadership Coach

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About Us

Leadership Tribe provide fully accredited Agile consulting, training and coaching services to empower individuals and businesses to design and implement innovative, pragmatic and sustainable changes. We advocate an Agile way of working with a focus on enabling performance improvement, building capability, and delivering measurable results.

Why Us

We differentiate ourselves from the others with:

- Client Focus
- Empirical Learning & Innovation
- Global Presence and Network
- Renowned Trainers & Coaches
- Sheer Professionalism
- Experience, Knowledge & Strategic Insight
- Unparalleled Flexibility
- Customised Training
- Integrated Coaching Approach

Inquire Our Services

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For more information about Leadership Tribe or to get in touch, visit us at:

www.leadershiptribe.com

Consulting | Training | Coaching

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Thank you!

Leadership Tribe at your service:

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