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# Chris Sims - Leadership Styles for a Successful Agile Transformation

Transforming an organization to become more agile requires leadership, but what kinds of leadership? When? Who needs to do the leading? And how? Chris Sims guides you through the process of mapping the styles of leadership that will be needed at various points in your company's agile transformation.

In this session you will learn the six leadership styles that Daniel Goleman described in his Harvard Business Review Study: "Leadership That Gets Results" and you learn when each style is effective. We mix in the Satir Change Model, which describes how people and organizations process their way through change.

## Summary

- Content rating (0-no new ideas, 5 - a new ideas/approach, 9-new ideas): 3
- Style rating (0-average presentstion, 5 - my level, 9-I learned something about presenting): 4

## Action / Learning

- Read "leadership that gets results" - Daniel Goleman HBR
- Powerful pictures - satir model

## Presentation

Session link - <https://submissions.agilealliance.org/attachments/2587>

My copy -

Support materials

- [satirchangemodel.pdf](#)
- [leadershipstyleshandout.pdf](#)
- [leadershipstyleschrissimsagile2016.pptx.pdf](#)

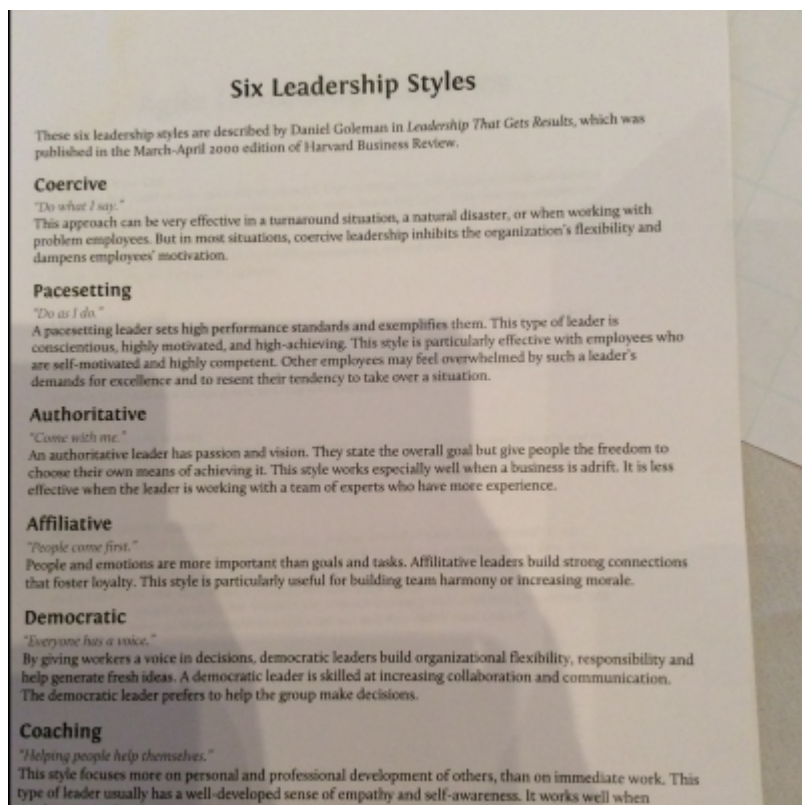
# Notes

Everyone one leaders

Self selection - you are a leader as at agile conference

Coercive

Driven to achieve Good in crisis - quick decision and unified action Short term Do what I say



Pacesetting

Inspiring Inspire raise own game Do as I do

Authoritative

Being an expert Where we need to go Set a clear direction Come with me

Affiliative leader

Emphatic / communication Build consensus / heals teams People come first

Democratic

Collaboration and communication - consider my ideas Builds buy-in Everyone has a voice

## Coaching

Empathy and self awareness Develop long term strengths Long term approach Helping people help themselves

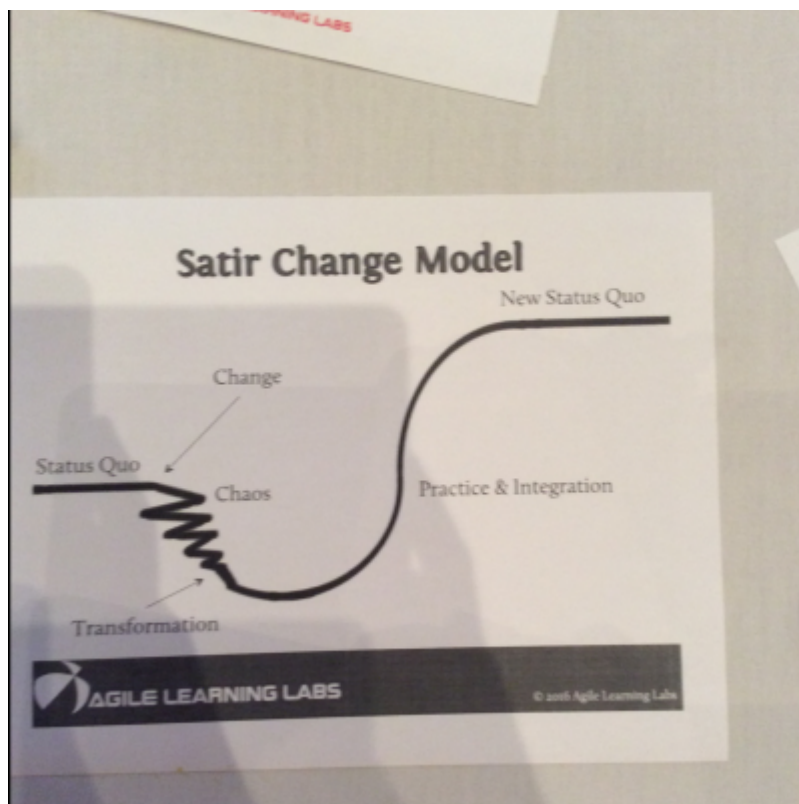
No style better Best is based on situation

Each has a default style

Leaders - guide us through a change

How do people react to change Satir Model

Difference between workplace and family Family couple in the middle used to be lovers; workplace destined to become lovers



Chaos is not all bad Chaos presents new opportunities Many more degrees of freedom New ways to work

New status quo When you talk about the work, and not about the new thing called Scrum

In chaos - tendency is that you will revert to norm - you have to watch for this

Leaders need multiple styles Embrace other styles

Getting ready for the change is something people forget

Affiliative and democratic style great for buy in

## Leadership, Executive, Conference, Agile2016, Satir

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