Leadership Styles For A Successful Agile Transformation

Chris Sims

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Who are leaders?

Meet The Leaders At Your Table

- *What's your name?*
- *What's your role?*
- *Ten seconds or less!*
- *Raise your hand when your table is done.*

Each Table - Pick A Scenario

- *Cindy The New CEO*

- *Tom The Tech Lead*

- *Skyler The Scrum Master*

- *Milan The Middle Manager*

- *Or your own real situation*

New research suggests that the most effective executives use a collection of distinct leadership styles—each in the right measure, at just the right time. Such flexibility is tough to put into action, but it pays off in performance. And better yet, it can be learned.

Leadership That Gets Results

by Daniel Goleman

Coercive	Pacesetting
Authoritative	Affiliative
Democratic	Coaching

Coercive

- *Driven to achieve*
- *Good in crisis*
- *"Do what I say."*

Pacesetting

- *Conscientiousness, initiative*
- *Quick results from a competent team*
- *"Do as I do, now."*

Authoritative

- *Self-confidence, empathy*
- *Sets a clear direction*
- *"Come with me."*

Affiliative

- *Empathy & communication*
- *Build consensus & Heals teams*
- *"People come first."*

Democratic

- *Collaboration & communication*
- *Builds buy-in*
- *"Everyone has a voice."*

Coaching

- *Empathy & Self-awareness*
- *Develops long-term strengths*
- *"Helping people help themselves."*

What is your leader's style?

Coercive	Pacesetting
Authoritative	Affiliative
Democratic	Coaching

The Satir Model

Family Therapy and Beyond

Virginia Satir

John Banmen • Jane Gerber

Maria Gomori
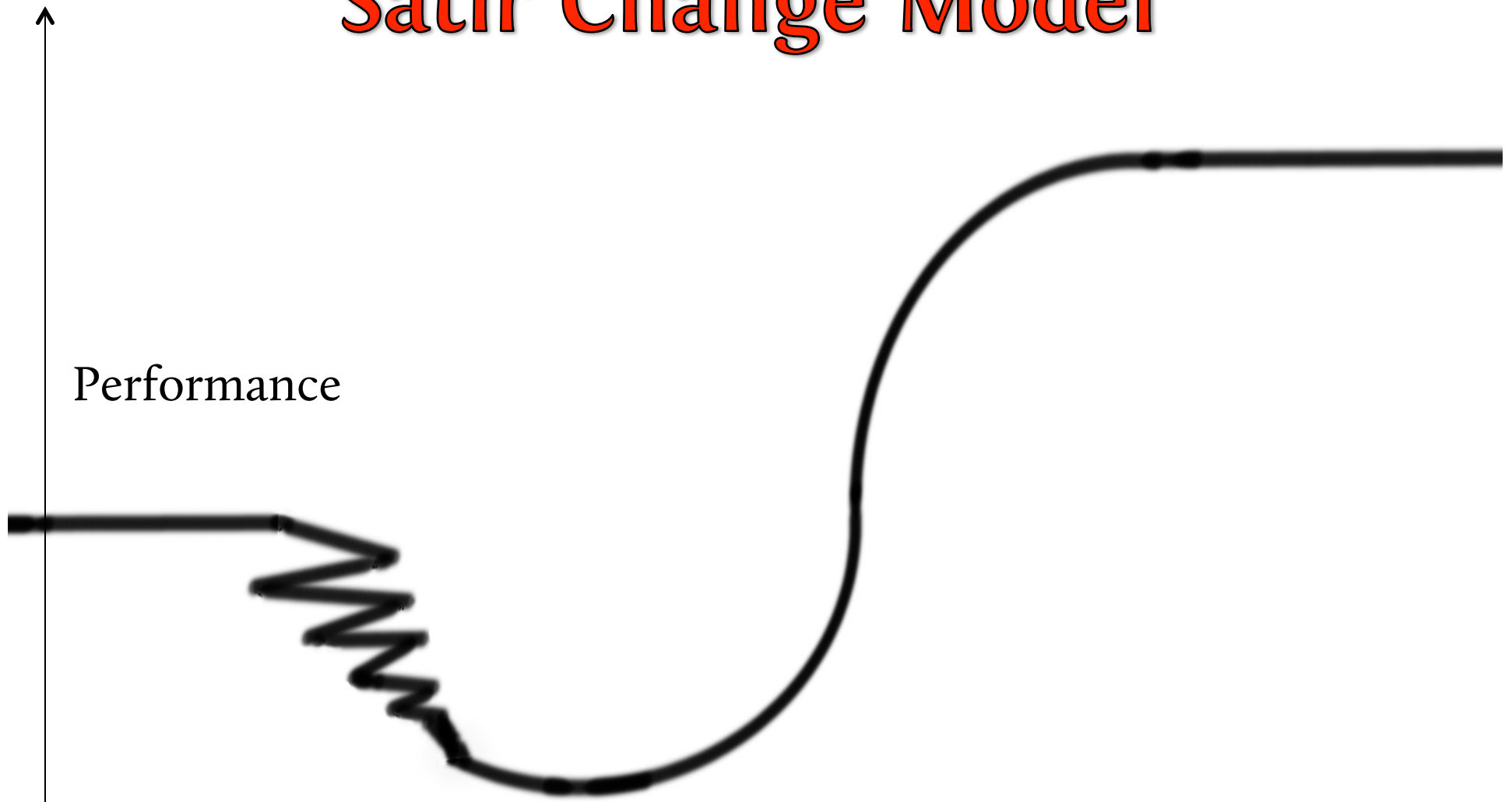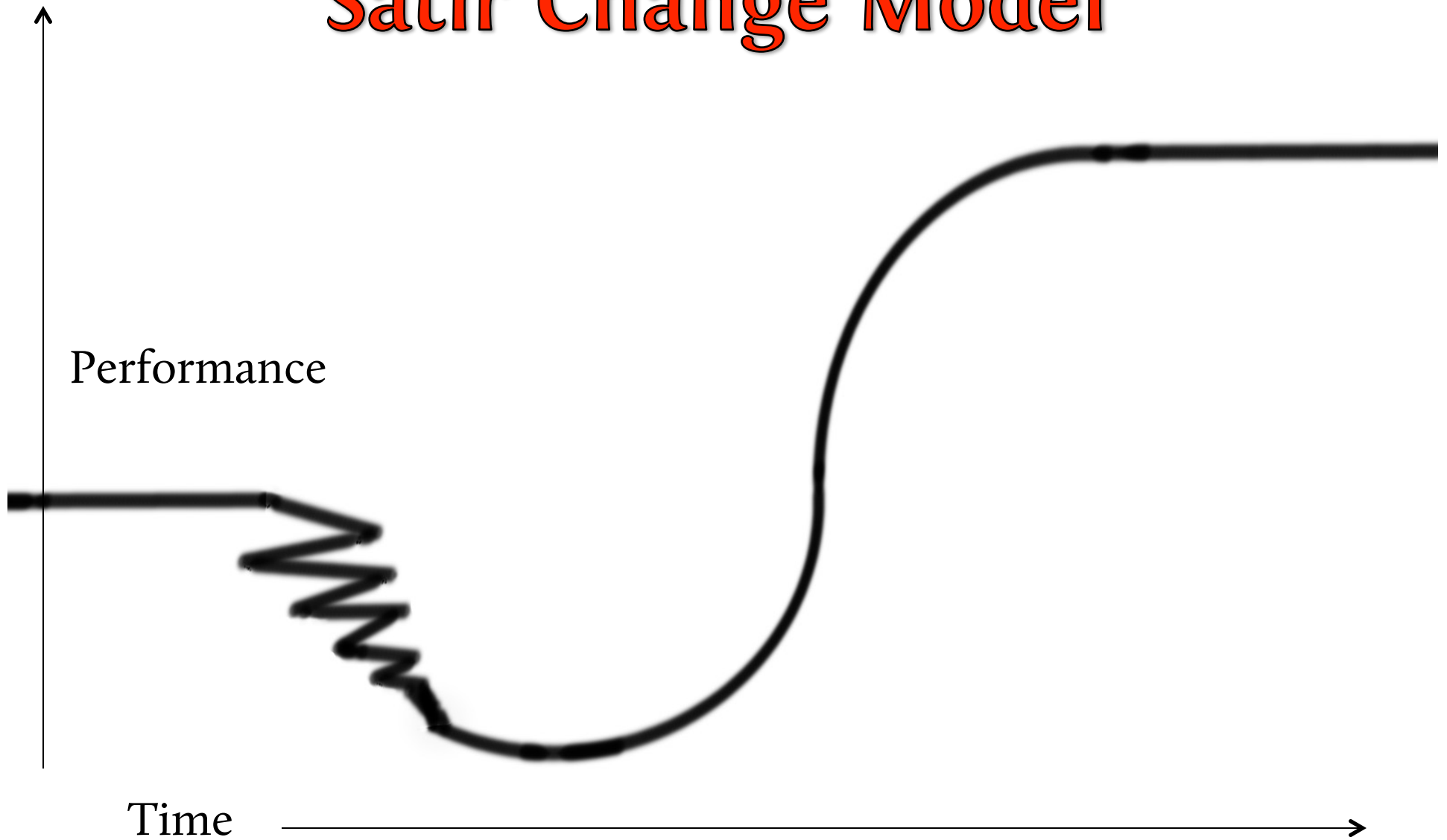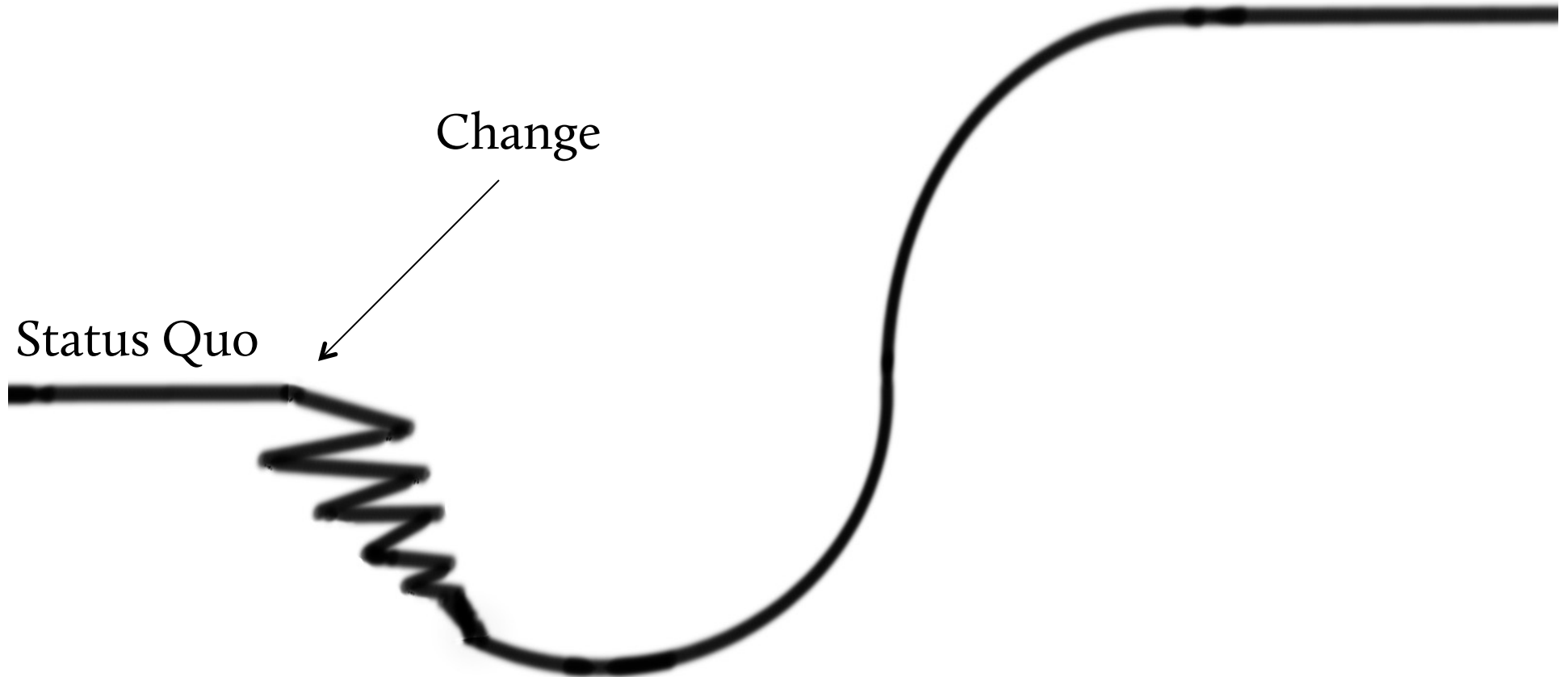
Satir Change Model

Satir Change Model

Satir Change Model

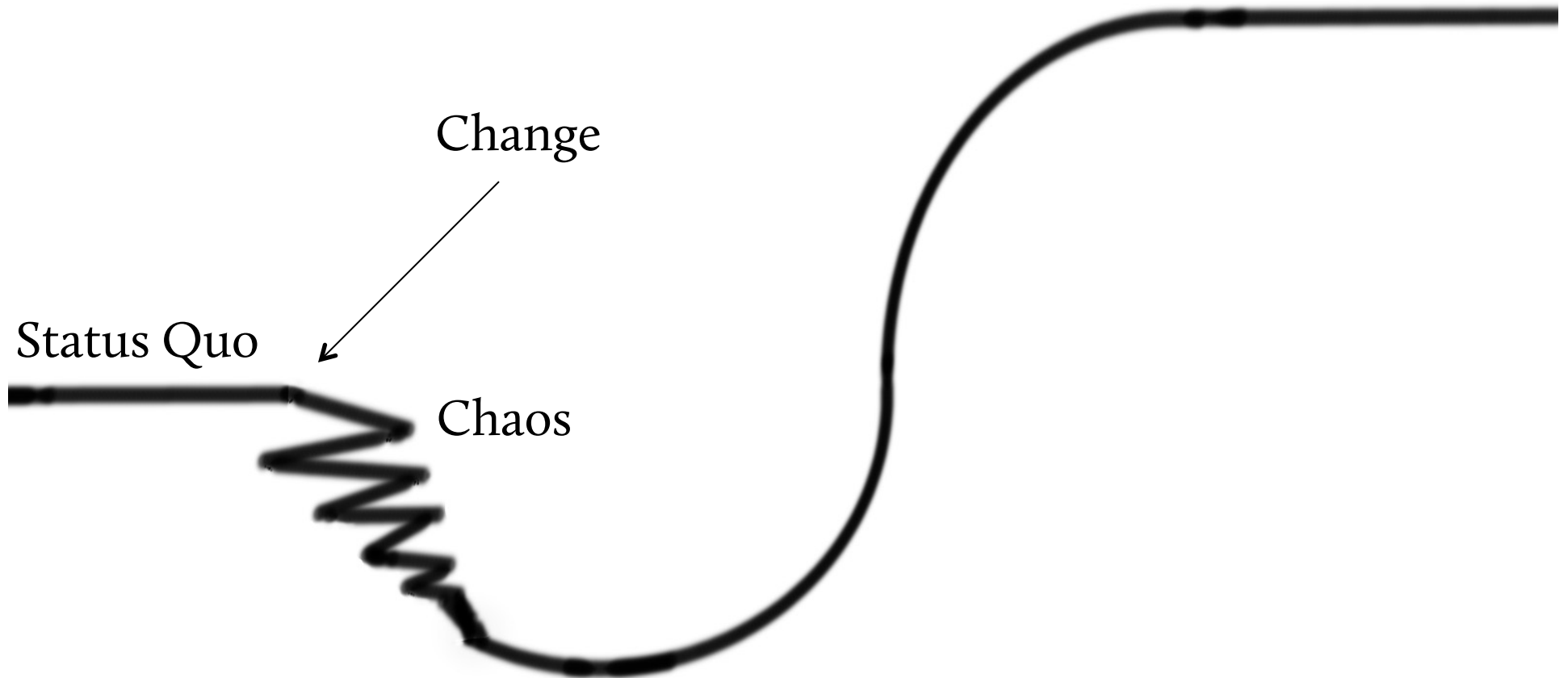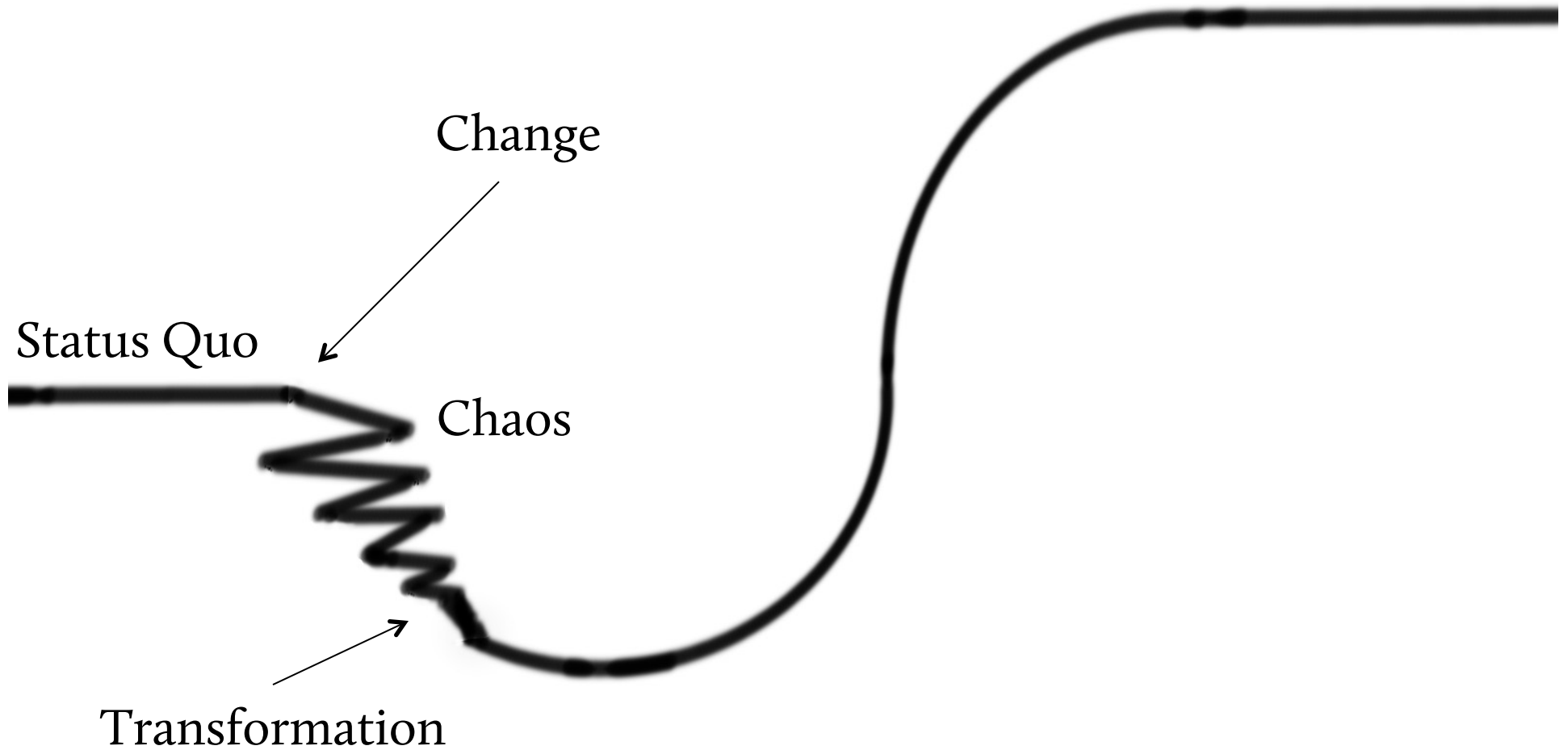Performance

Satir Change Model

Performance

Time

Satir Change Model

Status Quo

Satir Change Model

Change

Status Quo

Satir Change Model

Change

Status Quo

Chaos

Satir Change Model

Change

Status Quo

Chaos

Transformation

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Satir Change Model

Change

Status Quo

Chaos

Practice & Integration

Transformation

Satir Change Model

New Status Quo

Change

Status Quo

Chaos

Practice & Integration

Transformation

Draw the model

New Status Quo

Change

Status Quo

Chaos

Practice & Integration

Transformation

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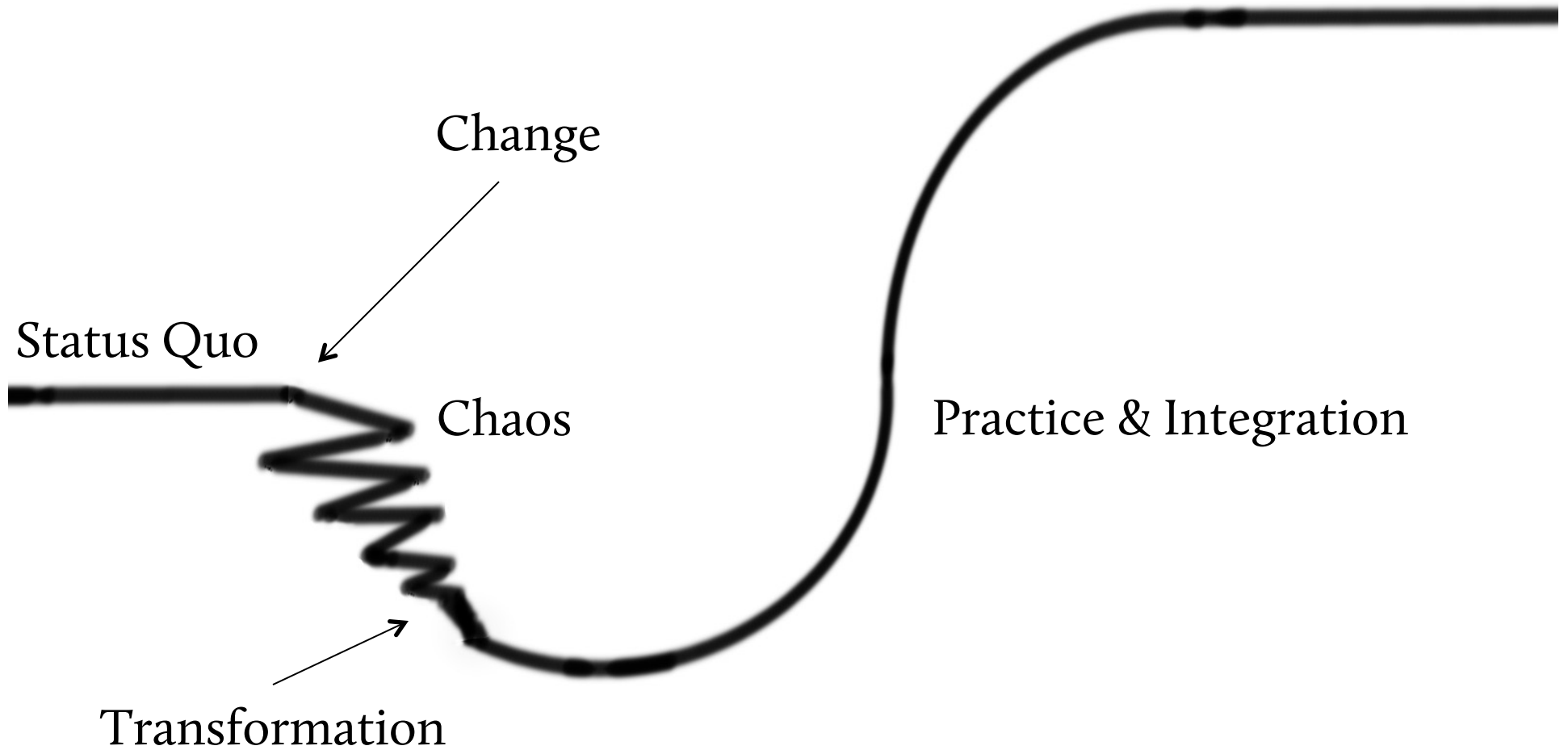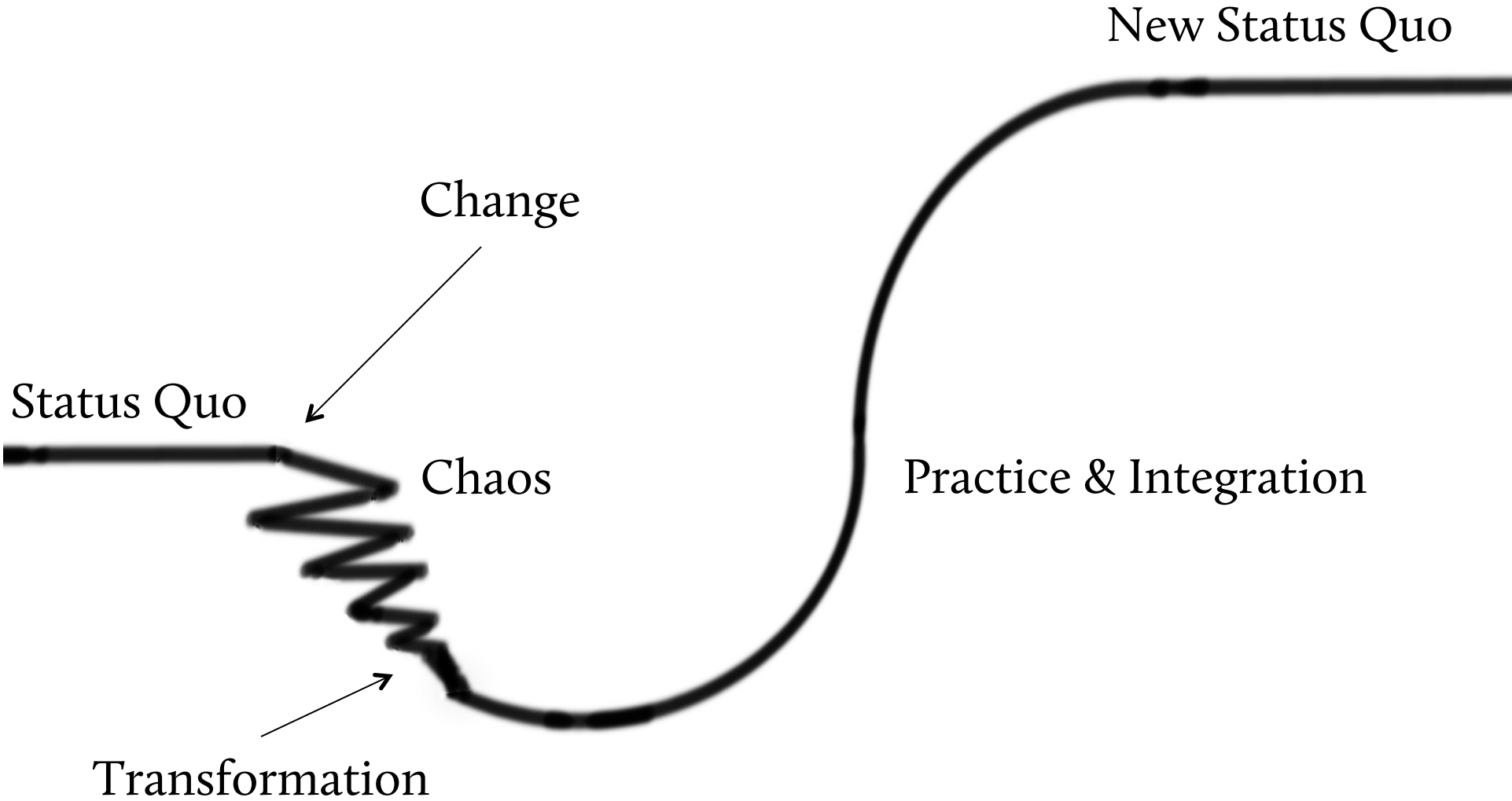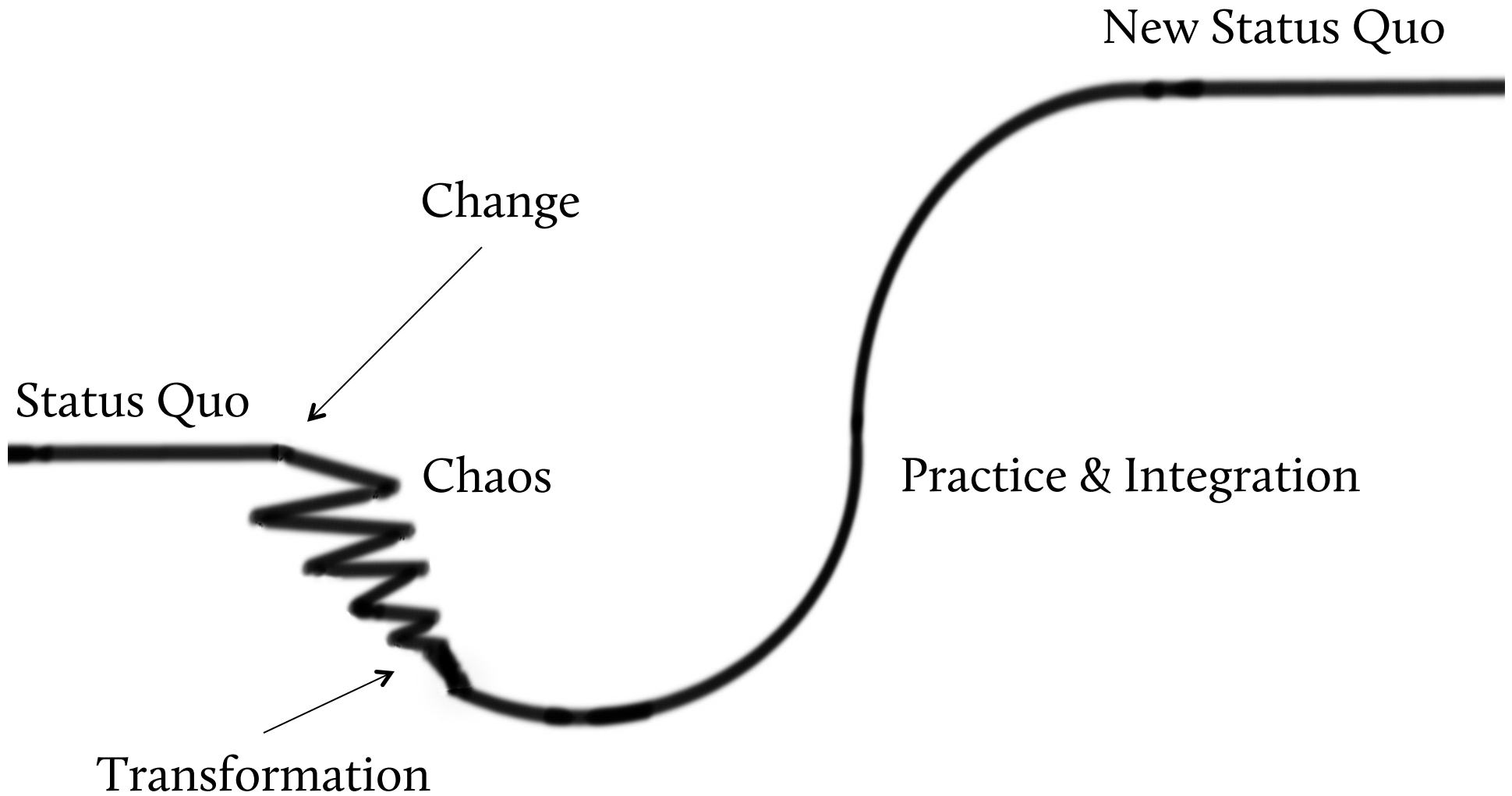
Draw the model

Your scenario
description
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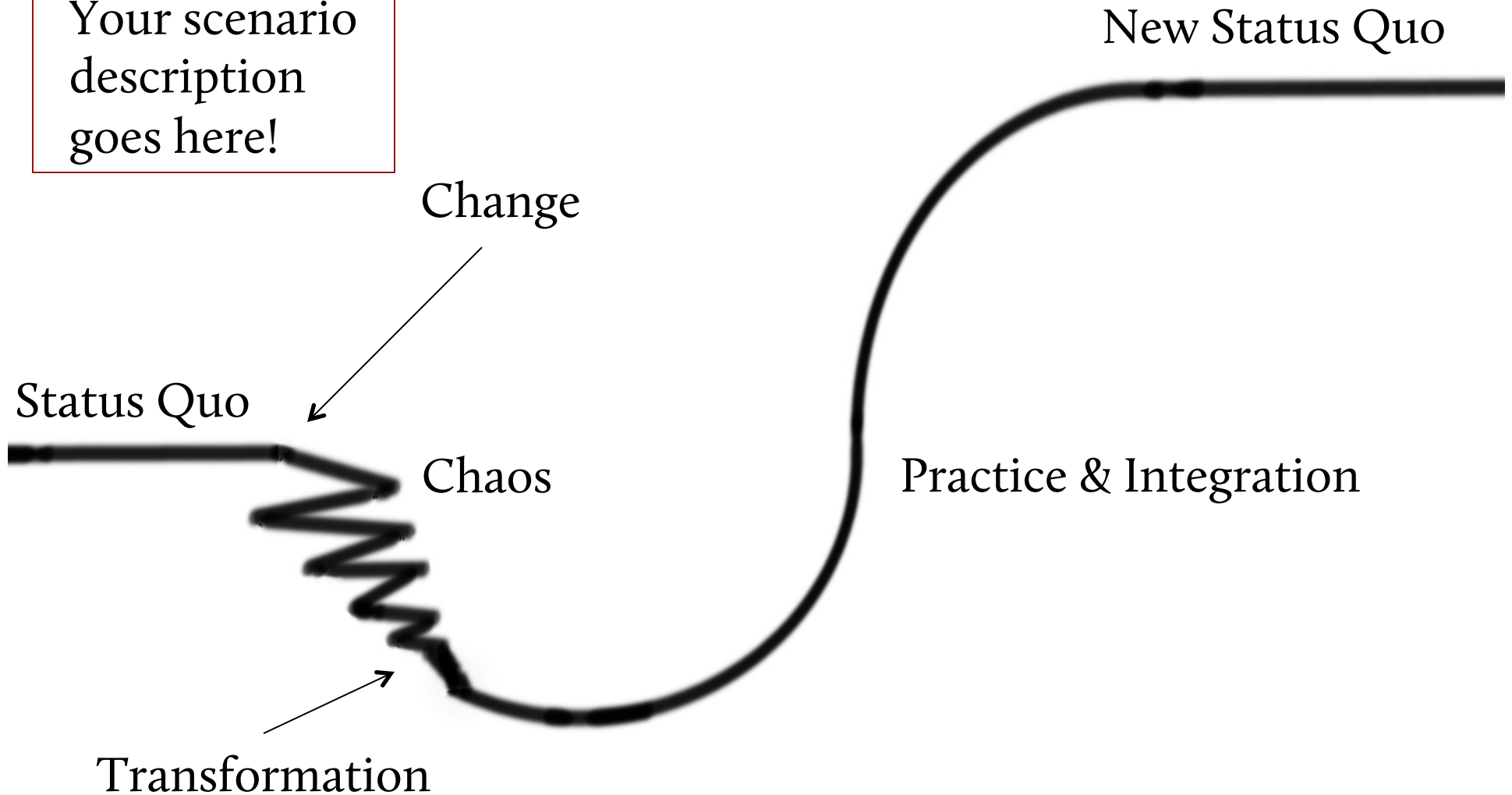
Change

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What is your leader's style?

Coercive	Pacesetting
Authoritative	Affiliative
Democratic	Coaching

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Leaders need more than one style.

Coercive	Pacesetting
Authoritative	Affiliative
Democratic	Coaching

Make leadership style Post-It Notes.

Coercive	Pacesetting
Authoritative	Affiliative
Democratic	Coaching

What Styles When?

As a team, decide which styles will be most useful for your leader in their scenario. Put the style Post-It Notes on the curve where your team thinks they fit best. You can use a single style multiple times. You do not need to use all of the styles.

Show & Tell

Split your team into 2 equal groups - Group 1 & Group 2

Show & Tell

Find a neighboring table to pair up with. Each table group is paired with one other table.

Show & Tell

- Group 1 stays at your table to present your model.
- Group 2 goes to the neighbor table to see their model.

Groups Swap Roles

- Group 2 goes back to your original table to present your model.
- Group 1 goes to the neighbor table to see their model.

Back To Your Table

All groups return to their original tables.

Observations & Questions

- What did you discover?
- What questions do you have?

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