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If You Are Not Seeing Any Problems or Impediments, That is a Problem

Or “Everything is fine!”

Consumer

- Change agents
- Transformation leadership team
- Managers

Description

People are uncomfortable highlighting and talking about the problems they are struggling with.

Need to reference “Systematizing the Impediment Removal - How Will You Make It Safe for People to Raise Impediments?” for details on this anti-pattern.

Impact

Need to reference “Systematizing the Impediment Removal - What Are the Benefits of an Impediment Removal System?” for benefits of an impediment removal systems. The impact of not seeing problems is pretty much the opposite of this.

(Potential) Remedies

You basically need to create safe spaces to raise problems. This means using ritual, rules, and policies to expose problems. For additional discussion see “Systematizing the Impediment Removal - How Will You Make It Safe for People to Raise Impediments?” for details on this anti-pattern.

Examples

If your Teams for impediments, and they say they have none, then you probably have this problem.

Want to Know More?

- Source: [What Kinds of Problems Do you Typically See As The Organization Transforms to Agile / Lean?](#)

[AntiPatterns](#), [Smells](#), [Leadership](#)

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