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Mindset Tips for C Level Executives- Implementing Agile

Tips to follow

1. Ability to adapt to change
 - a. The ability to adapt to change is crucial in implementing agile. C level executives must understand what agile will bring to their company and the process involved.
2. Focus on delivering value
 - a. “The highest priority of agile is to satisfy the customer through early and continuous delivery of valuable software”. The mindset of C level executives should be to focus on this aspect of agile and make it crucial that this is achieved.
3. Respect
 - a. Respect is essential in any work setting but even more important in implementing agile. Agile’s objective is to solve complex problems and grow high performing teams, and this is attainable if all members are shown respect.
4. Collaboration
 - a. Developing a high performing team requires hard work, respect, team work, and listening skills. These all umbrella under the big topic of collaboration. Rather than working in functional silos Agile promotes team collaboration.
5. Improvement in learning cycles
 - a. Many traditional project management styles require different learning cycles. Understanding agile learning cycles and improving the present methods of learning is crucial.



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6. Pride in Ownership
 - a. Pride in your business's current process and its ability to transform with agile is a great mindset to keep. The future could be extremely successful if the correct steps are taken internally.
7. Inspire Motivation
 - a. Inspiring motivation is vital to a high functioning team. Motivating employees could start with getting the right people on the team, aligning the team with a product, backlog and product owner.
8. Face to Face conversation
 - a. Keeping a good relationship with your team is extremely important for Agile to work. Conveying information through face to face conversation is the most effective way to establish those relationships. In current Covid-19 situation, conduct your key events via video conferencing and don't hide behind the phone.

Things to Avoid

1. Valuing plans more than responding to change
 - a. One of the values of the agile methodology is to get away from sticking to a strict plan. Agile wants us to respond to change rather than sticking to step by step process. If a C-level executive values a plan rather than responding to change he/she is not using agile methodology effectively.
2. Being unmotivated trickles down to your team
 - a. Unmotivated individuals mostly stem from an unmotivated leader. C level executives with an unmotivated mindset hinder the ability to adapt to agile.
3. Bad communication affects developers
 - a. It is key in Agile methodology to communicate with developers daily rather than occasionally. Having bad communication affects your team and your developers.
4. Leading a bad work environment
 - a. A highly functioning agile team cannot reach their goals in a bad work environment. It is the C level executives' job to influence a welcome work environment in their businesses.
5. Believe that the larger the team the faster the work
 - a. Agile methodology goes away from large teams and focuses rather on smaller teams (3-9 individuals). C level executives need to understand that agile calls for smaller teams and are more effective.



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6. Showing your inability to trust your team
 - a. Smaller teams require more input from each individual. C level executives must show their ability to trust their team's intuition and ideas. It is even more important in Agile because of the smaller size of teams to listen to each person carefully.
7. Hindering free flowing conversation
 - a. Usually larger teams have less free flowing conversation because one individual holds more power at the top of the team. C level executives should encourage conversation from all members rather than hinder their members.
8. Focusing too much on pace of work
 - a. Rushing a project is a major issue in many businesses. The pace of work should be sustainable for everyone and for the task at hand. C level executives should focus on testing and development rather than meeting a date or timetable.
9. Avoid scaling bad scrum
 - a. You are trying to be agile in your old legacy organization structure, outdated engineering practices, and 20 plus years old processes. You end up creating your own compromised version of agile/scrum and call it this is "Our Own Version of Scrum" a.k.a bad scrum or hybrid scrum. If you cannot do good scrum at a team level, please don't spread the same '**Sh**t**' around the rest of the organization.