Make *New* Mistakes – Leadership Lessons from an Agile Success

Start with Purpose

What is your current organization's "Why"?:

Is it clear? Yes / No   If no: from whom at work will you seek it out?

Stable Teams

Rate Team Stability in your current organization:

Lo	0	1	2	3	4	5	Hi

Back at work, who will you engage in a discussion about the impact of switching?

Add Support Dimension to Leadership Style

Leadership Styles

HIGH

SUPPORTIVE BEHAVIOR

High Supportive and Low Directive Behavior — SUPPORTING — **S3**

High Directive and High Supportive Behavior — COACHING — **S2**

S4 — DELEGATING — Low Supportive and Low Directive Behavior

S1 — DIRECTING — High Directive and Low Supportive Behavior

LOW — DIRECTIVE BEHAVIOR — HIGH

Credit: K. Blanchard, P. Hersey

Where's your current leadership style?

What step/s will you take to grow it:
* for yourself?

* your organization?

Notes:

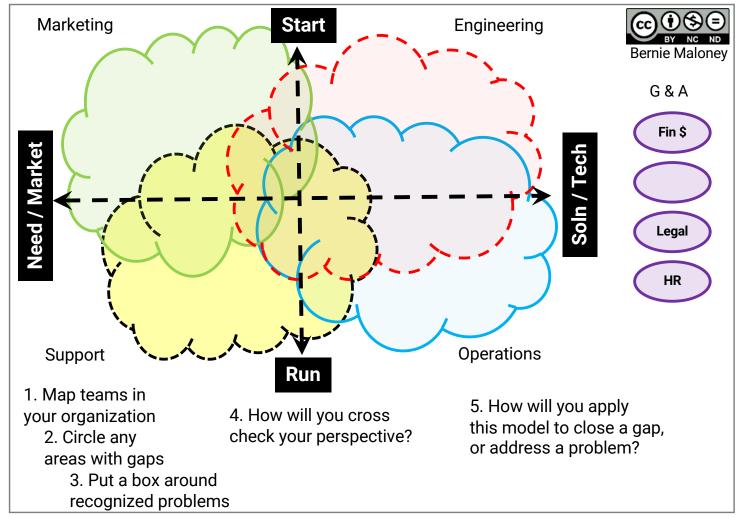## Clarify Decision Making

Label rows: 3 common decisions in your organization
Mark X for current state, O for desired state

	1 Tell	2 Sell	3 Consult	4 Agree	5 Advise	6 Inquire	7 Delegate
_____							
_____							
_____							

Credit: Jurgen Appelo

How will you share this structure
When you're back at work?

See the Whole

Marketing

Start

Engineering

Need / Market

Soln / Tech

G & A

Fin $

Legal

HR

Support

Operations

Run

1. Map teams in your organization
2. Circle any areas with gaps
3. Put a box around recognized problems

4. How will you cross check your perspective?

5. How will you apply this model to close a gap, or address a problem?