



AGILITY: WHERE IS THIS HEADED?

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CVS Health

AGENDA

1. What is the current state of Agility?
2. Where do we go next?
3. What are the implications for us Agilists?
4. Time to rebrand, reframe, or retool ourselves!
5. Q&A

HOW HAS OUR ROLE EVOLVED?

Where did we go wrong?

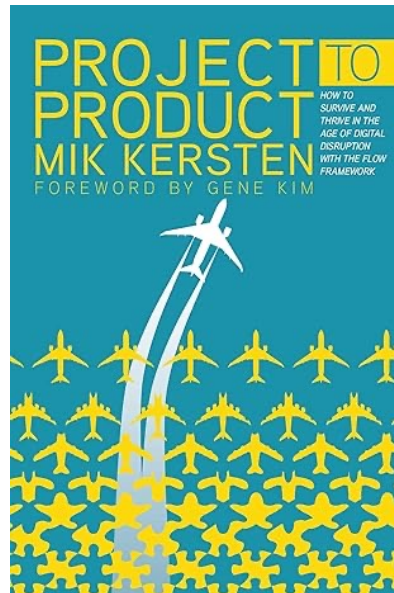
- ❖ Did we not show courage?
- ❖ Did we lose focus?
- ❖ Who were we committing to?
- ❖ Where might more respect have been needed?
- ❖ Were we transparent and clear with our methods or madness?



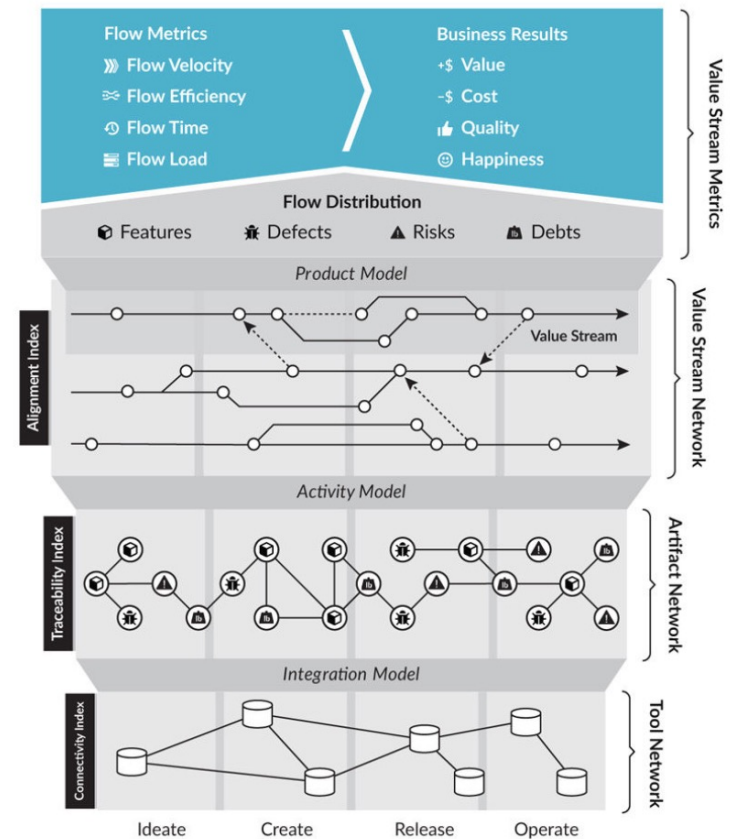
FROM PROJECT TO PRODUCT

Mik Kersten helps us make the shift towards this mindset in his book.

The Flow Framework will enable your company's evolution from project-oriented dinosaur to product-centric innovator that thrives in the Age of Software.

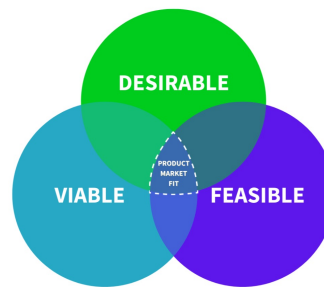


Flow Framework™



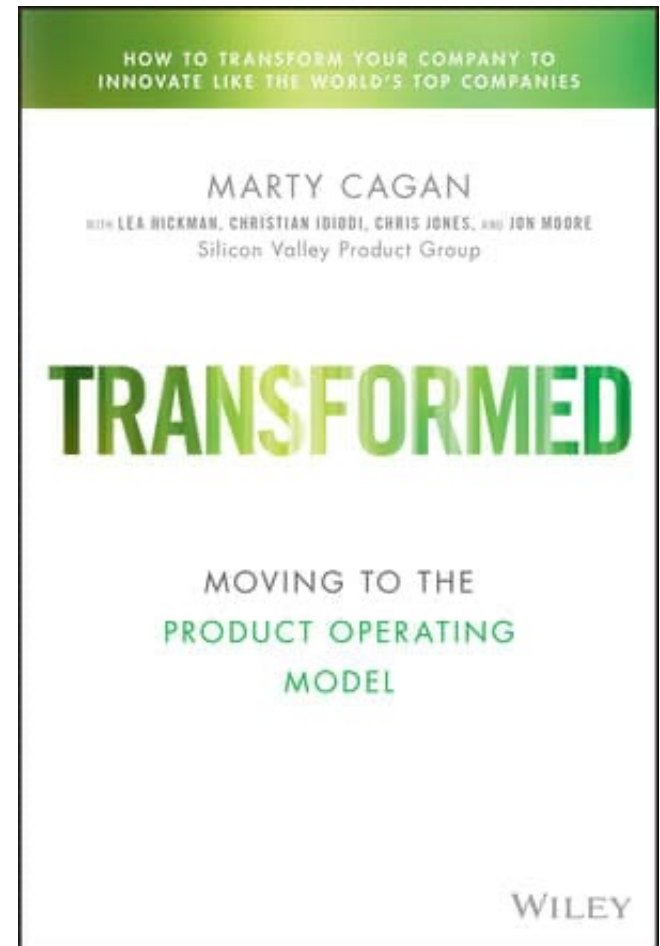
TRANSFORMED

- ❖ Product Team: cross-functional
- ❖ Product Strategy: vision, OKRs
- ❖ Product Discovery: solutioning
- ❖ Product Delivery: the Agile part
- ❖ Product Culture: innovation



Operating in a product model *“product teams exist to solve hard problems for your customers and for your business, in ways your customers love, yet work for the business”*

“We are essentially pushing the decisions and responsibility for finding the best solution to the problem down to the relevant (cross-functional) product team and then holding that team accountable for the results.”

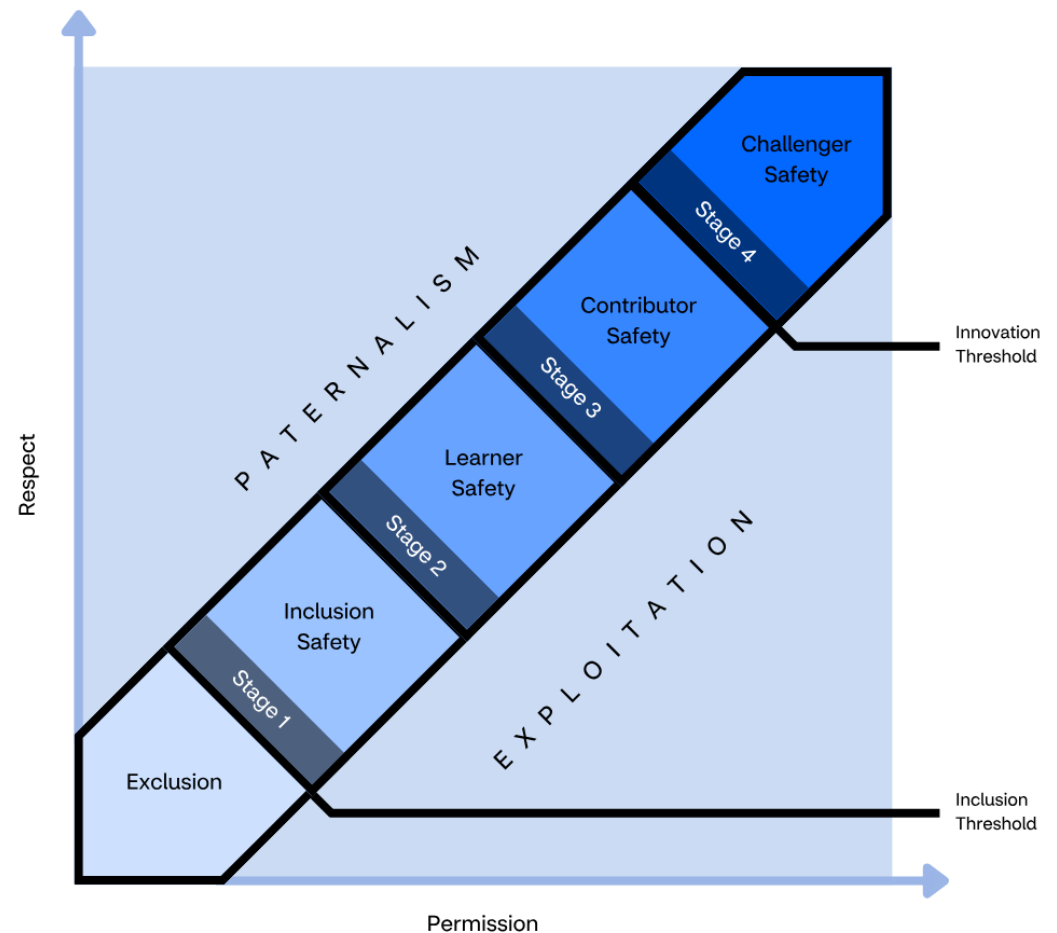


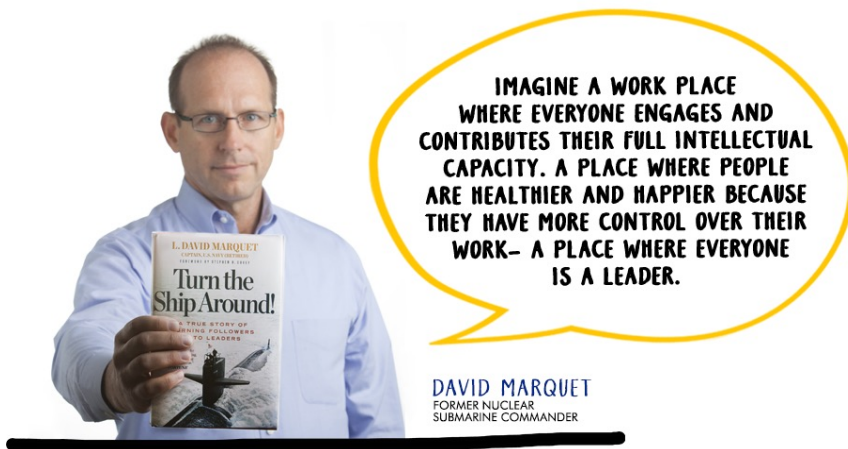
TIME TO BE LEAN



PSYCHOLOGICAL SAFETY

- ❖ **Inclusion Safety:** After introducing this concept, leaders model vulnerability to their team, sharing emotions and experiences, mistakes and learnings, their upbringing and social identity.
- ❖ **Learner Safety:** Acknowledge an individual's need to discover, ask questions, experiment, and make mistakes— not if, but when, they make them.
- ❖ **Contributor Safety:** Next, hold space for an individual's need to feel respected for their role and contributions.
- ❖ **Challenger Safety:** Lastly, embrace and give respect to an individual's need to challenge the status quo.



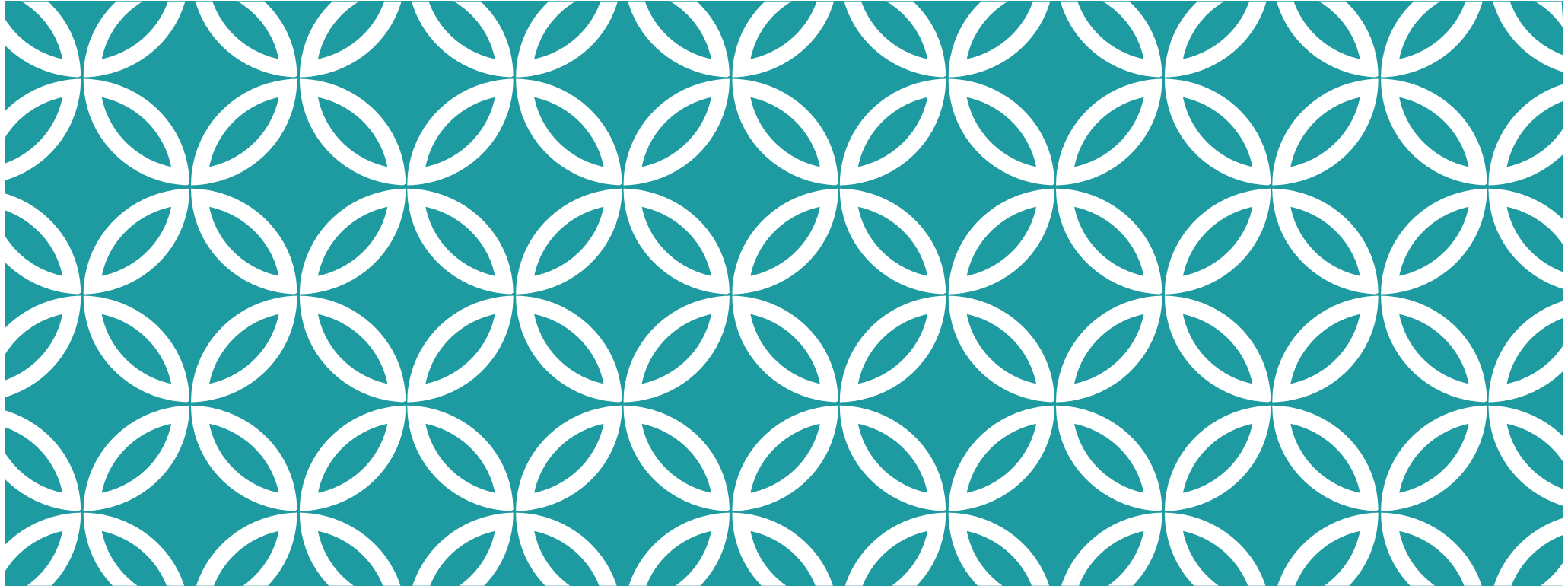


TIME TO LEAD WITH INTENT



WHERE NEXT?

- Rebrand
- Reframe
- Retool



THANK YOU!

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