SUSTAINABILITY:
THE KEY TO ACHIEVING ORGANIZATIONAL AGILITY

Path to Agility 2015

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Agenda

1. Define Sustainability
2. Define Organizational Agility
3. Benefits of Agile Organizations
4. Where Does Organizational Agility Start
5. How to Sustain Agile
6. How Leadership Can Improve Sustainability
7. Questions and Open Discussion
What is sustainability?

**Sustainability** (noun): In ecology, sustainability is how biological systems remain diverse and productive.

In general terms, sustainability is the *endurance of systems and processes*.

*Source: http://wikipedia.org*
How many of you think about sustainability everyday in your job role? What form does that take?

Does your leadership team discuss sustainability?
Sustainability is Agile

“Agile processes promote sustainable development. The sponsors, developers, and users should be able to maintain a constant pace indefinitely.”

- From the Agile Manifesto

Sources: http://agilemanifesto.org
Sustainability is Agile

Scrum is a framework for developing and sustaining complex products.

- From the Scrum Guide

A sustainable pace helps you plan your releases and iterations and keeps you from getting into a death march.

- From Extreme Programming

What is Organizational Agility?

The ability of an organization to **rapidly** and **cost-efficiently** adapt to market and environmental changes in order to take advantage of opportunities and control risk.
Benefits of Agile Organizations

- Reduced Costs
- Higher Profits
- Increased Adaptability
Where does organizational agility start?
Sustainable Teams

Maximize Value

- Higher Quality
- More Efficiency
- Reduced Turnover
- More Flexibility
- Greater Innovation

Focus

Collaboration

Transparency

cardinal
Sustainable Teams

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(cardinal logo)
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A 2013 survey of 12,115 workers worldwide found that many lacked a fulfilling workplace.

<table>
<thead>
<tr>
<th>DO NOT HAVE THIS AT WORK</th>
<th>70%</th>
<th>Regular time for creative or strategic thinking</th>
<th>18%</th>
<th>DO HAVE THIS</th>
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<td></td>
<td>66</td>
<td>Ability to focus on one thing at a time</td>
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<td></td>
<td>60</td>
<td>Opportunities to do what is most enjoyed</td>
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<td></td>
<td>50</td>
<td>Level of meaning and significance</td>
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<td>Connection to your company’s mission</td>
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<td>49</td>
<td>A sense of community</td>
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<td>48</td>
<td>Opportunities for learning and growth</td>
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<td></td>
<td>47</td>
<td>Opportunities to do what you do best</td>
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<td></td>
<td>46</td>
<td>Ability to prioritize your tasks</td>
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<td>Overall positive energy</td>
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<td>Understanding of how to be successful</td>
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<td></td>
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<td>Ability to balance work and home life</td>
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<td>Ability to disengage from work</td>
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<td></td>
<td>40</td>
<td>Comfort in truly being yourself</td>
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</tbody>
</table>

Source: The Energy Project
Organizational Agility

- Higher quality
- More efficiency
- Reduced turnover
- More flexibility

Less Waste
Organizational Agility

- Higher quality
- More efficiency
- Reduced turnover
- More flexibility
- Greater innovation

Faster time-to-market
Greater customer value

- Reduced Costs
- Increased Adaptability
- Higher Profits
Organizational Agility

- Higher quality
- More efficiency
- Reduced turnover
- More flexibility
- Greater innovation

Faster feedback loop
Identify/ react to market and environment changes

Reduced Costs
Higher Profits
Increased Adaptability
We’ve achieved organizational agility. How do we sustain it?
How to Sustain Organizational Agility

• Clear Vision for Agile
• Enterprise Metrics
• Agility Change Team
• Enterprise Planning Team
• Enterprise Product Backlog
• Communities of Practice
• Scaling Patterns
How Leadership Can Improve Sustainability

- Clear Product Roadmap
- Focus on Delivering Value
- Fund Products and Awesome People
- Eliminate Organizational Waste
- Foster Creativity and Learning
- Let Teams Self Organize
- Take Care Of Your People
Identify two actions you can take at your organization to influence sustainability.
I value your feedback

https:// surveymonkey.com/s/PathSessions2015

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