



EMBRACING AN AGILE MINDSET AT NC STATE

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ALL THINGS ARE
DIFFICULT BEFORE THEY
BECOME EASY

Saadi



THE HUMAN BUSINESS



New World of Work



New Talent Contract



New Approach

Agile as Business & Leadership Model



Sources: Arrik Group | The SAFe® House of Lean, Scaled Agile Framework



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Agile Values, Principles, and Practices

Source: Lean | Agile People Operations Infographic by Just Leading Solutions LLC 2014

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Agile

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AGILE MINDSET

Go to www.menti.com and use the code 75 94 11

What words do you use to describe an agile mindset?

Mentimeter

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Agile Mindset



- Respect
- Collaboration
- Positive attitude (and language)
- Listening and communicating
- Ability and readiness to embrace change and deal with uncertainty
- Thirst for knowledge and learning and openness to diversity of thought, opinion, and ideas
- Keenness to go new ways and think outside the box
- Focus on delivering value with commitment and a ration of pragmatism
- Relentless and continuous improvement with a willingness to fail (fast)
- Pride in ownership and belonging

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"Since 2000, 52 percent of the names on the Fortune 500 list are gone, either as a result of mergers, acquisitions, or bankruptcies."

Teresa Novellino, New York Business Journal

Innovation is the central issue in economic prosperity.

Michael Porter

Innovation & Growth



84 %

of executives agree that innovation is important to their growth strategy.

| The Ambition |



80 %

of executives agree that their business models are at risk without innovation.



6 %

of executives are satisfied with their innovation performance

| The Reality |

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Source: Survey "Innovation & Growth", McKinsey

WHY IS IT SO HARD FOR COMPANIES TO FOSTER INNOVATION ?


Despite companies having great intentions, great people and great energy, many are not innovative (enough). Very few know what exactly the problem is and how to improve in innovation and R&D.



"I encourage creativity, and I'm a huge supporter of innovation ... as long as it has a positive ROI, proven results and doesn't distract us from our core business."


CFO, MOST COMPANIES

Innovation starts small, not big



Innovation can happen anywhere
Innovation is everyone's job
Encourage innovation in non-obvious areas
Give ideas the time and space to incubate
Embrace diversity of thought
Mingle ideas together

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Before we can have innovation, we need creativity

Instill an attitude of dissatisfaction
Build capabilities for learning and innovation
Encourage the search for accidental innovation
Build better networks
Collaborate and discover
Support communication and interactions

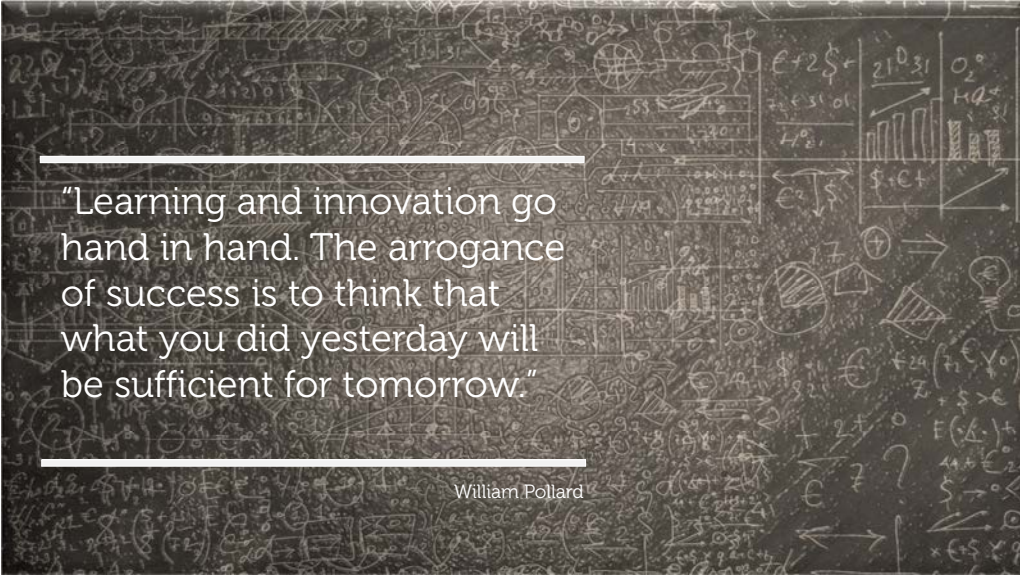
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Without learning there is no innovation


Invest in continuous learning and sharing
Provide access to knowledge and skills
Embed learning opportunities into workstream
Have rituals for innovation

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"Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow."

William Pollard



Failure is a key stepping stone to innovation

Strive to build a blame-free culture
Be experimental and apply a learn & adapt approach
Deliver value in an iterative way

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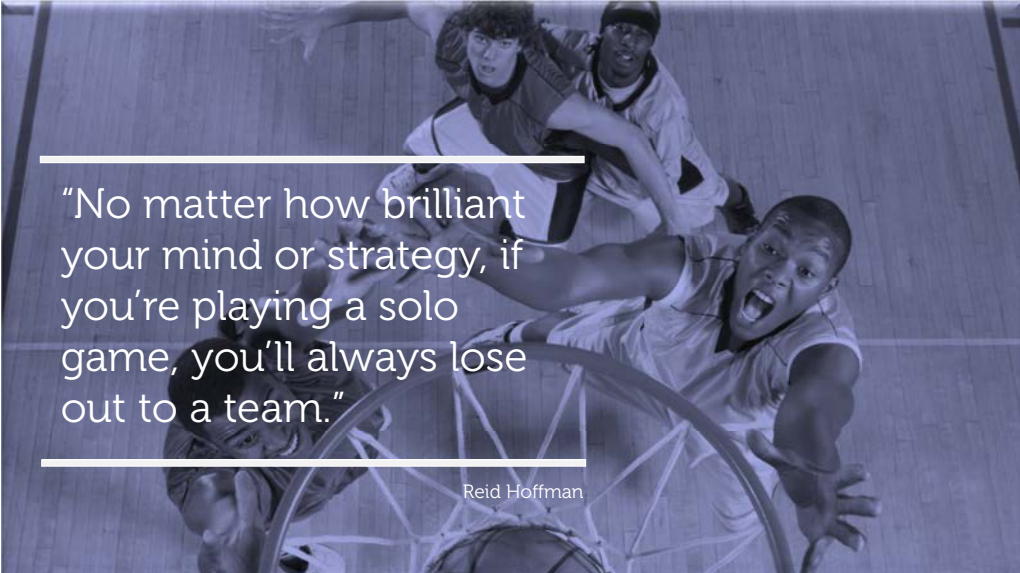


The leader plays a critical role in creating the right environment for innovation to flourish. Leaders often look to influence innovation at the organizational (**macro**) level; but equally they can inspire openness of thinking and ideas at a personal (**micro**) level.

The Entrepreneur: Creating a Culture of Innovation Starts With the Leader | Ric Kelly, June 11, 2017




WHO IS A '**TALENT**' IN OUR ORGANIZATION?



"No matter how brilliant your mind or strategy, if you're playing a solo game, you'll always lose out to a team."

Reid Hoffman



Resume

Career Summary

Results-oriented professional with extensive experience in development, experience management, organizational development, and strategic planning. Proven ability to lead teams and drive results.

Hallmarks of Potential

Assessing potential is more challenging than measuring IQ, past performance, and even various competencies, but it can be done and shows predictive accuracy around 85%.

Source: Adapted from 21st-Century Talent Spotting by Harvard Business Review

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Hallmarks of Potential

1. Motivation
2. Curiosity
3. Agility
4. Insight
5. Engagement
6. Determination

Source: Adapted from 21st-Century Talent Spotting by Harvard Business Review

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Research

Employees at companies with a fixed mindset often said that just a small handful of "star" workers were highly valued.

The employees who reported this were less committed than employees at growth-mindset companies and didn't think the company had their back.

They worried about failing and so pursued fewer innovative projects.

They regularly kept secrets, cut corners, and cheated to try to get ahead.

Source: How Companies Can Profit from a "Growth Mindset" | Carol Dweck | Harvard Business Review 2014

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Employees in a “growth mindset” company are



47 %

likelier to say
that their
colleagues are
trustworthy



34 %

likelier to feel a
strong sense of
ownership and
commitment to
the company



65 %

likelier to say
that the
company
supports risk
taking



49 %

likelier to say
that the
company
fosters
innovation.

Source: How Companies Can Profit from a “Growth Mindset” | Carol Dweck | Harvard Business Review 2014

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Career Kaleidoscope

Skills

Tools you have collected in your tool kit: those capabilities you developed in that very first job and ever since

Interests

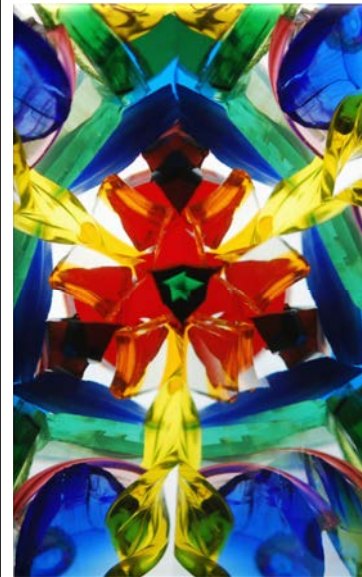
Your inventory of interests includes those work tasks you like to do. You may not yet be an expert in the things that interest you; it is the things that intrigue you enough to make the work of learning or polishing them worth it

Values

Those things you hold dear; things that are important to you. What keeps you committed to accomplishing a tough or challenges task

Source: Rethinking Career Mobility | Career Systems International

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Job Enrichment Workout



Reach up

What is something managers do that you’ve always wanted to take on?



Reach out

What is something a colleague is currently doing that you would like to learn?



Reach down

What are you willing to delegate that would not only give you some space but would also open up a learning opportunity for one of your colleagues?



Reach sideways

What ability do you have – something that comes easily to you – that you could teach, train, or mentor others in the group to do?

Source: Rethinking Career Mobility | Career Systems International

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Six Career Experiences

1. Grow Here | [Enrichment](#) |
2. Try before you buy | [Exploratory](#) |
3. Sideways to highways | [Lateral](#) |
4. Step back for a reason or a season | [Realignment](#) |
5. When up is the way | [Vertical](#) |
6. Is that grass really greener | [Relocation](#) |

Source: Rethinking Career Mobility | Career Systems International

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THE AGILE LEADER

9 Principles of Agile Leadership

1. Actions speak louder than words
2. Improved quality of thinking leads to improved outcomes
3. Organizations improve through effective feedback
4. People require meaning and purpose to make work fulfilling
5. Emotion is a foundation to enhanced creativity and innovation
6. Leadership lives everywhere in the Organization
7. Leaders devolve appropriate power and authority
8. Collaborative communities achieve more than individuals
9. Great ideas can come from anywhere in the Organization

Source: Culture and Leadership, Agile Business Consortium



Table Discussion

How will you actively promote an agile mindset at NC State?



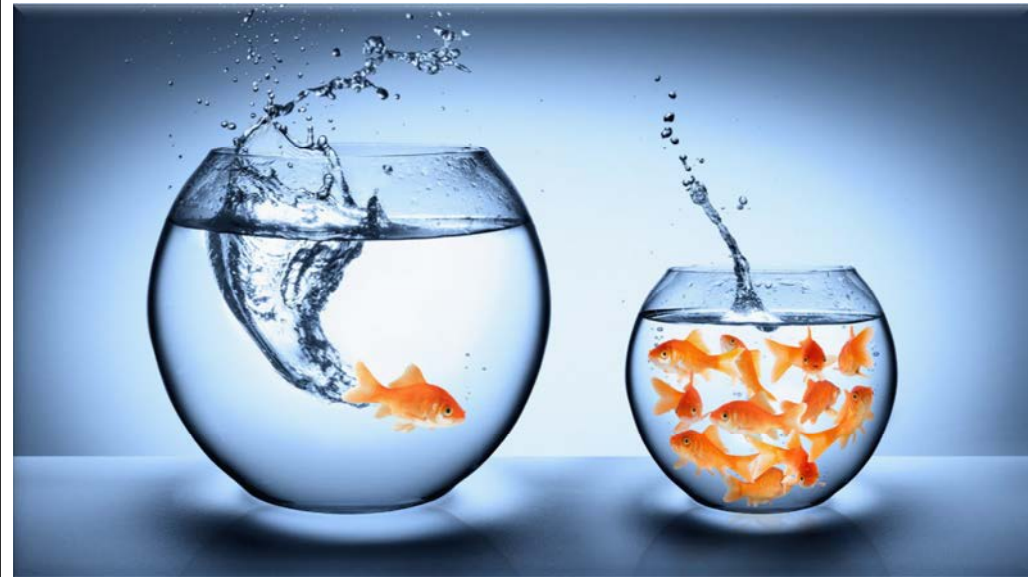
Go to www.menti.com and use the code **75 94 11**

How will you actively promote an agile mindset?

Mentimeter

Pause scroll

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Thank You!



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