LX AGILITY

AGILE LEADERSHIP UNPACKED
3 pillars

LEADING AGILE	TEAM LEADERSHIP	AGILE WORKING
THINK BIG, START SMALL *DO LESS & FOCUS ON VALUE* *LEAD BY AGILE EXAMPLE*	*ONE TEAM, ONE GOAL* *HELP PEOPLE USE THEIR PERSONAL POWER* *COLLABORATE*	*EXPLORE & ADAPT* *LEARN FAST* *ACCEPT HARD TRUTHS*
• Have clear vision with bold goals • Set direction not detailed path • Create clarity in complex and ambiguous • Tolerate uncertainty and don't over-react to volatility • Focus on outcomes and encourage learning though action • Eliminate waste, avoid distraction and clear barriers to progress • Be agile in way you work • Educate and engage others in principles and practices of agile leadership • Lead alongside team (you don't need to know it all).	• Align people around shared purpose, values and goal • Disciplined ways of working and learning. People to self-organise & manage (experts in working as a team) • Contribute as co-leaders ('first amongst equals') • Provide support & challenge (feedback) • Communicate through open and honest conversation • Commitment to everyone being successful (trust and support) • Work in short cycles that generate progress.	• Use design thinking (empathetic insight, creative, iterative) • Learn from doing and data • Don't dismiss feedback, look for insight and learning • Engage in constructive conflict • Be aware of blind spots • Question what works and what fails • Encourage experimentation and tolerate failures • Turn problems into challenges and solve through creative thinking.