

# Agile Mindset\*

- How to get your team to love and adopt agile methodology so that your team achieves high performance

## Senior Design II

### Electrical Engineering and Compute Science

This lecture material is adapted from “Cultivating an agile mindset”, by Kelly Drozd. Available at <https://www.atlassian.com/agile/advantage/agile-mindset>, accessed on Feb 23, 2024

# Success in Agile Project Team

- The goal of agile methodology is to shift your team
  - **from** a fixed set of (waterfall) processes
  - **to** a system that must quickly adapt to customer demands (i.e., delivery of increment)
- Agile Mindset:
  - A thought process that involves understanding, collaborating, learning, and staying flexible to achieve high-performing results.
  - A mindset which embraces change, rather than continuously avoids it.
  - A mindset which allows team members to experience autonomy, freedom, creativity, and innovation.
- How to adopt agile mindset:
  - While there are no specific rules to adopting an agile mindset, there are four key pillars that make the process smoother.



# Four Pillars of the Agile Mindset

- 1 Respect for All Team Members

- The people on your team are absolutely essential to the success of the organization.
- Working with your team as a collective unit unites everyone with a common vision, purpose, and goal.
- To meet the customer's changing needs and deliver increments, it is critical for everyone on the team to feel safe taking risks and being vulnerable in front of each other.

- Benefits:

- This mindset creates a positive and safe workplace where everyone is empowered to evolve in their agile practice.
- Team members feel valued and included as part of the process, instead of perceiving themselves as just another cog in the machine.
- Encourages collaborative behavior, admitting mistakes, and encouraging improvement, which contributes to higher performance and delivery of increment.
- Encouraging everyone to work with each other and equally contribute to the 3 project.



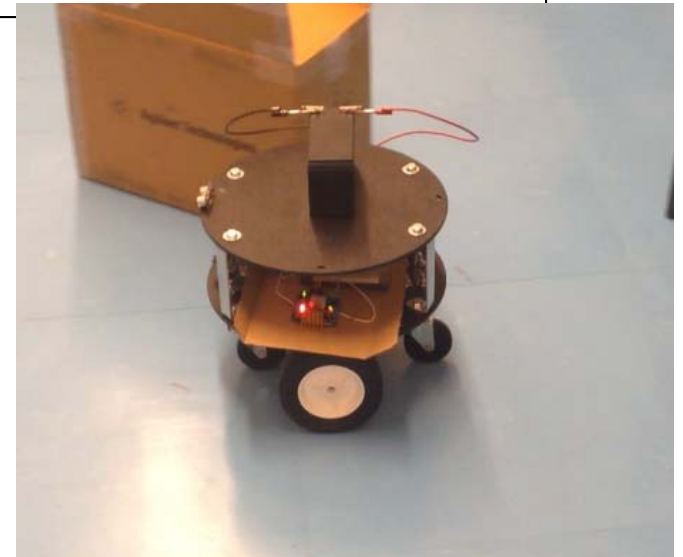
# Four Pillars of the Agile Mindset

- 2 Optimized and sustainable flow (“Increment”)
  - An optimized workflow:
    - Implementation of incremental delivery, reduced batch sizes, and continuous improvement.
  - Benefits:
    - Allows your team to maximize value and minimize waste.
    - Can fix an issue as it occurs, rather than at the end of the workflow.
    - helps your team avoid start-stop-start delays and catch defects in the early stages before the product is deployed.
    - consistent responses and fast feedback allow your team to make adjustments accordingly and avoid major delays, and plan for contingency



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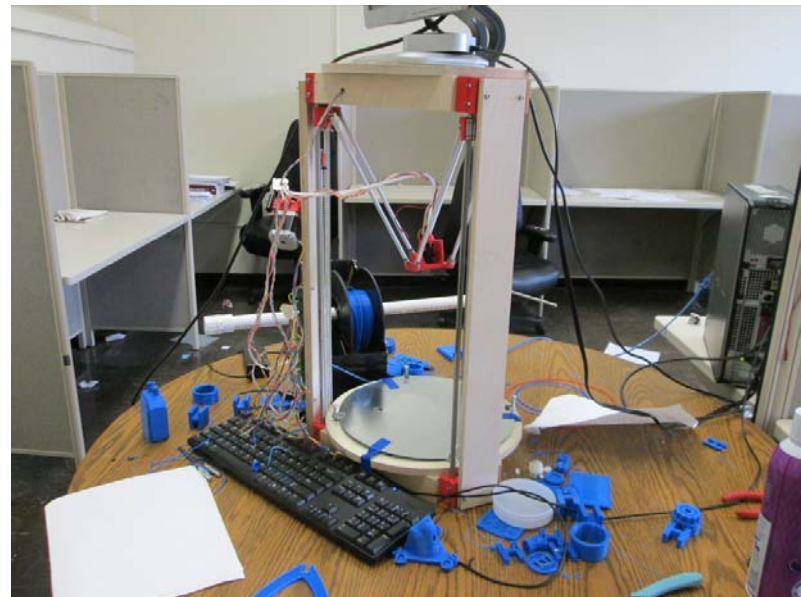
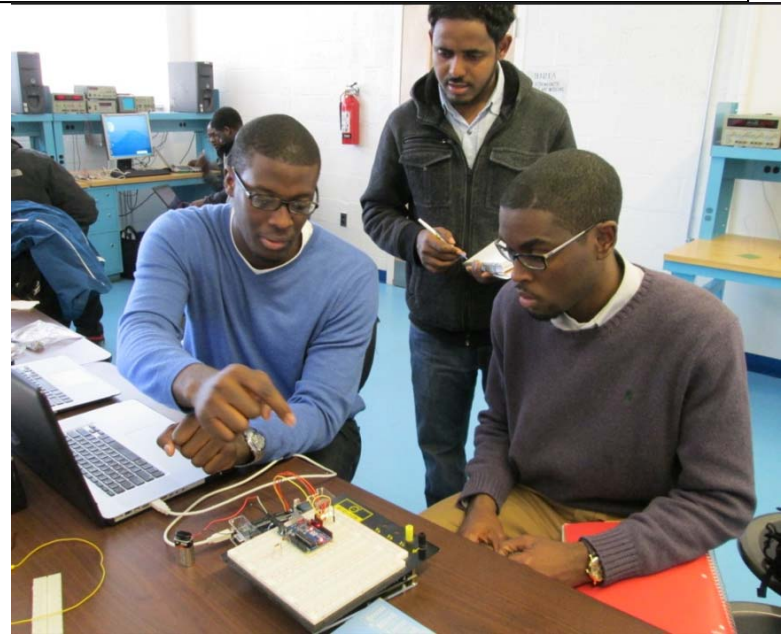
- 3 Encourage team innovation
  - Innovation is the driving force of a team with an agile mindset.
  - Benefits:
    - Allows your team to provide collaborative and constructive feedback, new ideas, and different approaches opens the door to new experimentations
    - Provides autonomy to the team members, which leads to innovation and new ideas.
    - provides ample time and space to nurture your team's creativity and ability to think freely.





# Four Pillars of the Agile Mindset

- 4 Focus on relentless improvement
  - Your team should strive to find ways to optimize, problem-solve, reflect, and continuously improve in the process.
  - Your team should meet regularly to check in with each other, make adjustments as needed, and ensure all members are still on the same page with the agile mindset.
  - Continuous delivery will be successful when your team's feedback and improvements are incorporated into the ongoing process.
  - When focusing on relentless improvement, your team should determine the root cause of the problem and work on solutions immediately.



# Conclusions

- Streamline agile processes, so your team can focus on solving problems and moving forward with ease.
- Continue to improve their agile mindset and practices towards relentless improvement and continuous delivery.

