



! " ##\$ "%& ' ((") %

How Agile is 'Agile Enough' For Leadership Teams

Debbie Madden

Founder | Chairwoman | CEO
Author | Board Member
Podcast Host

www.stride.build



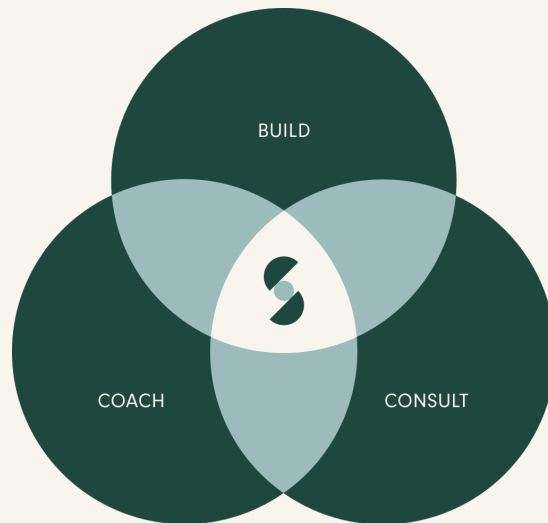
About Stride & Debbie

Stride

- ❖ Non-dogmatic. Collaborative
- ❖ We build transformative software - with you, not for you

Debbie

- ❖ 5-time tech entrepreneur
- ❖ Scaling tech co's for 25 years
- ❖ Author - Hire Women
- ❖ Podcast host - Scaling Tech
- ❖ Advisor - Docker, Inc



meetup

splice

Casper

AbleTo

JOOR

Spotify

SEAT
GEEK

codecademy



What does it mean for a leadership team to be 'Agile enough'?

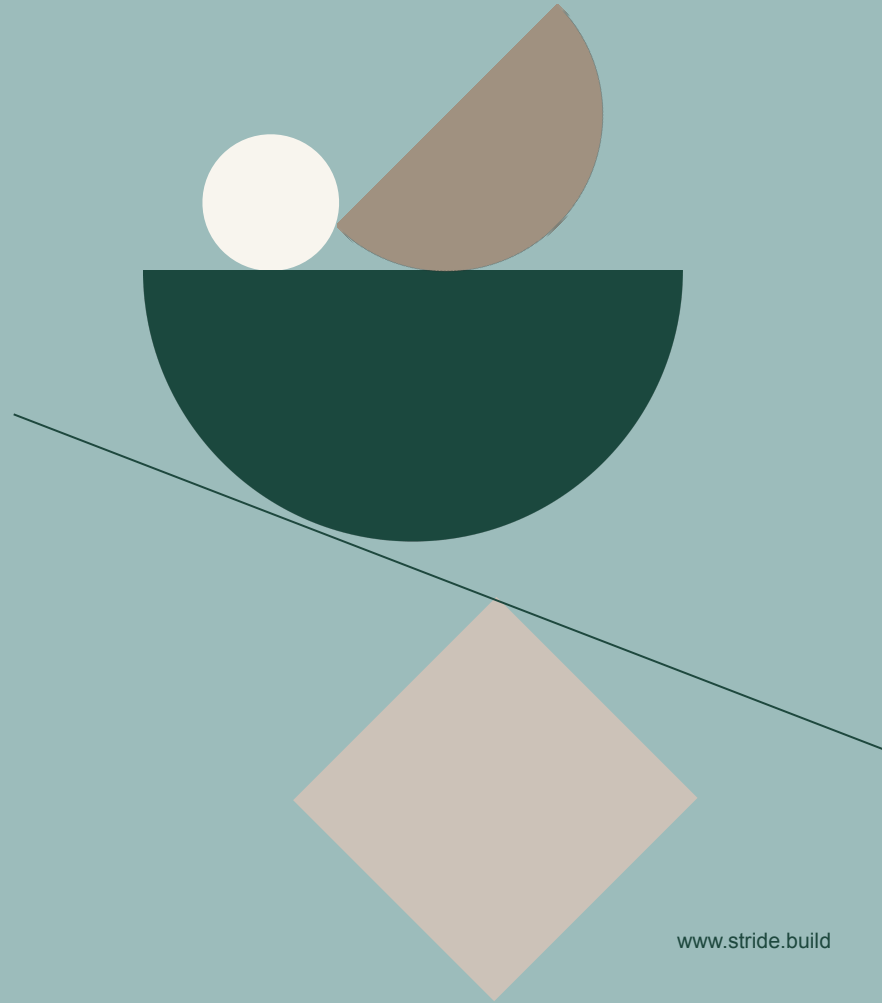


What happens when they fall below this bottom line?



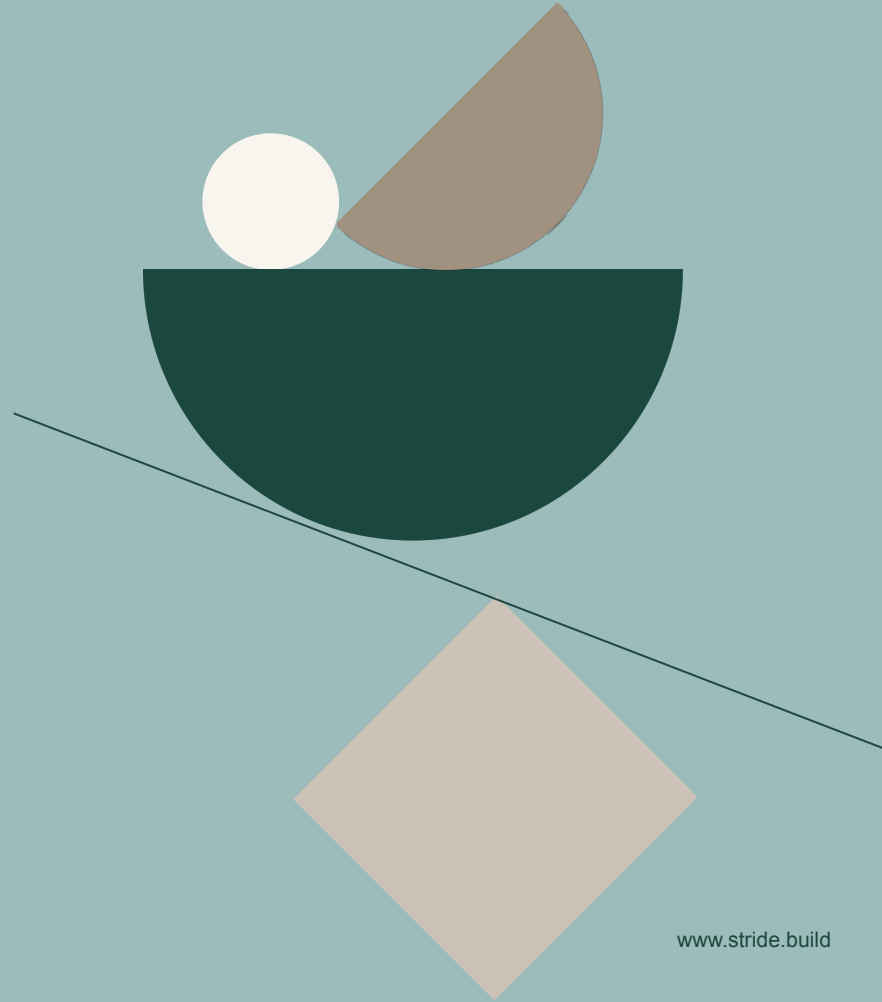
Agenda

- ❖ Team vs individual Agility
- ❖ Stride's 'Agile enough' leadership team journey
- ❖ What is 'Agile enough'
- ❖ When LT falls below the bottom line



Agenda

- ❖ **Team vs individual Agility**
- ❖ Stride's 'Agile enough' leadership team journey
- ❖ What is 'Agile enough'
- ❖ When LT falls below the bottom line



Team Agility  **individual Agility**

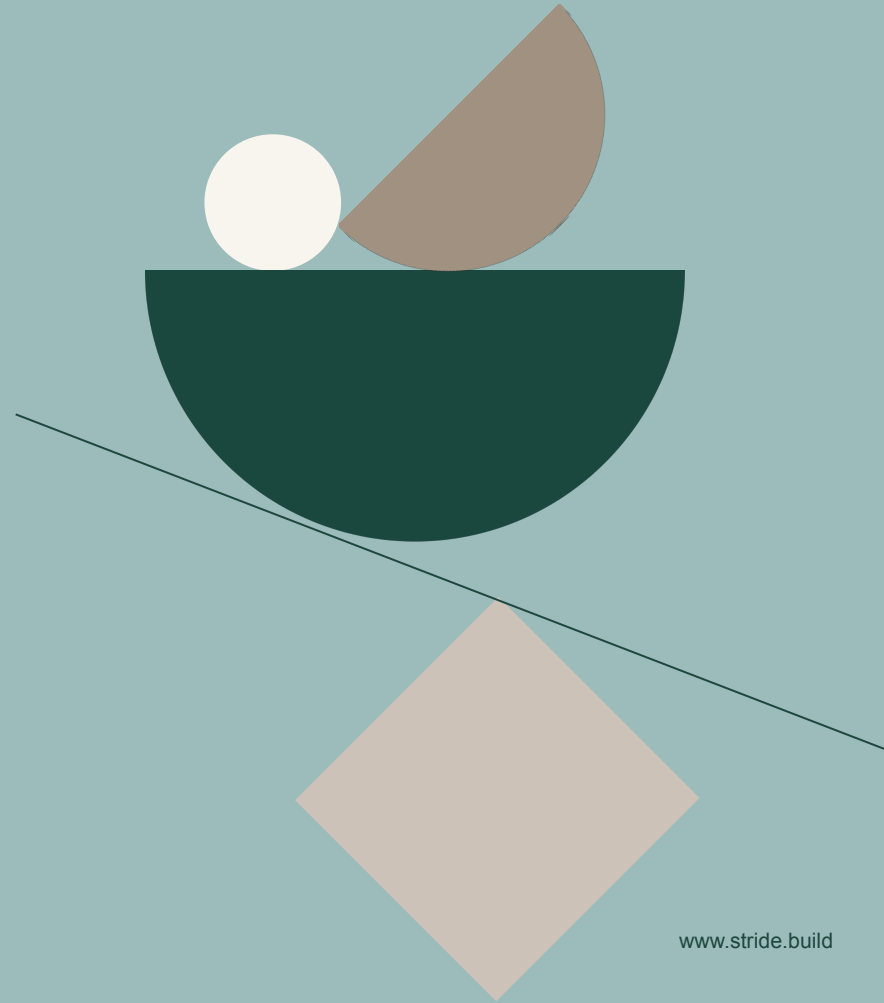


Team Agility



Agenda

- ❖ Team vs individual Agility
- ❖ **Stride's 'Agile enough' leadership team journey**
- ❖ What is 'Agile enough'
- ❖ When LT falls below the bottom line



Stride's 'Agile enough' leadership team journey

Strengthening

Innovate at org level
Invent agile practice

Optimizing

Min cross team handoffs

Delivering

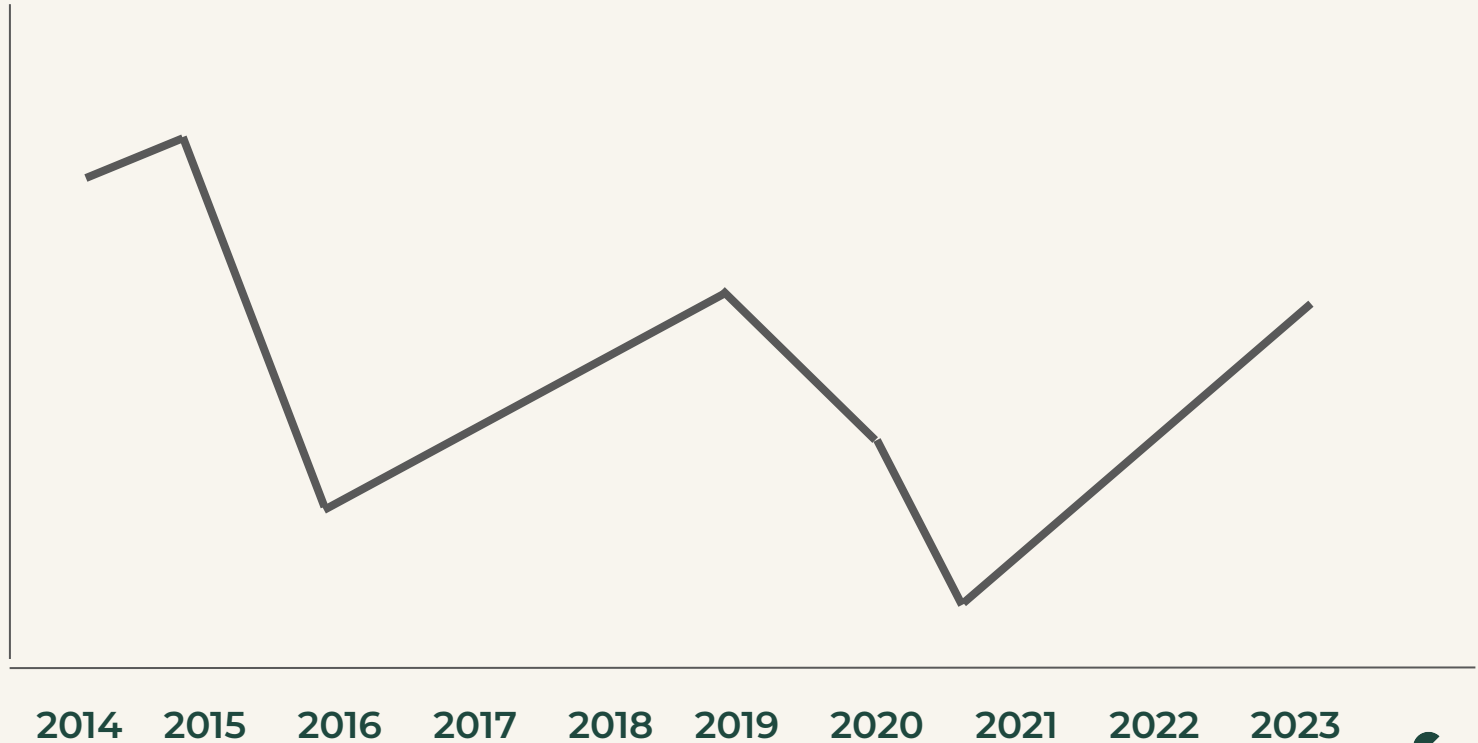
Ship high quality features often
Obstacles revealed early,
Cross fxnl team

Focusing

redirect work when needed, working on highest value things

Pre Agile

ICs



*Diana Larsen and James Shore's Agile Fluency Model



Stride's 'Agile enough' leadership team journey

Strengthening

Innovate at org level
Invent agile practice

Optimizing

Min cross team handoffs

Delivering

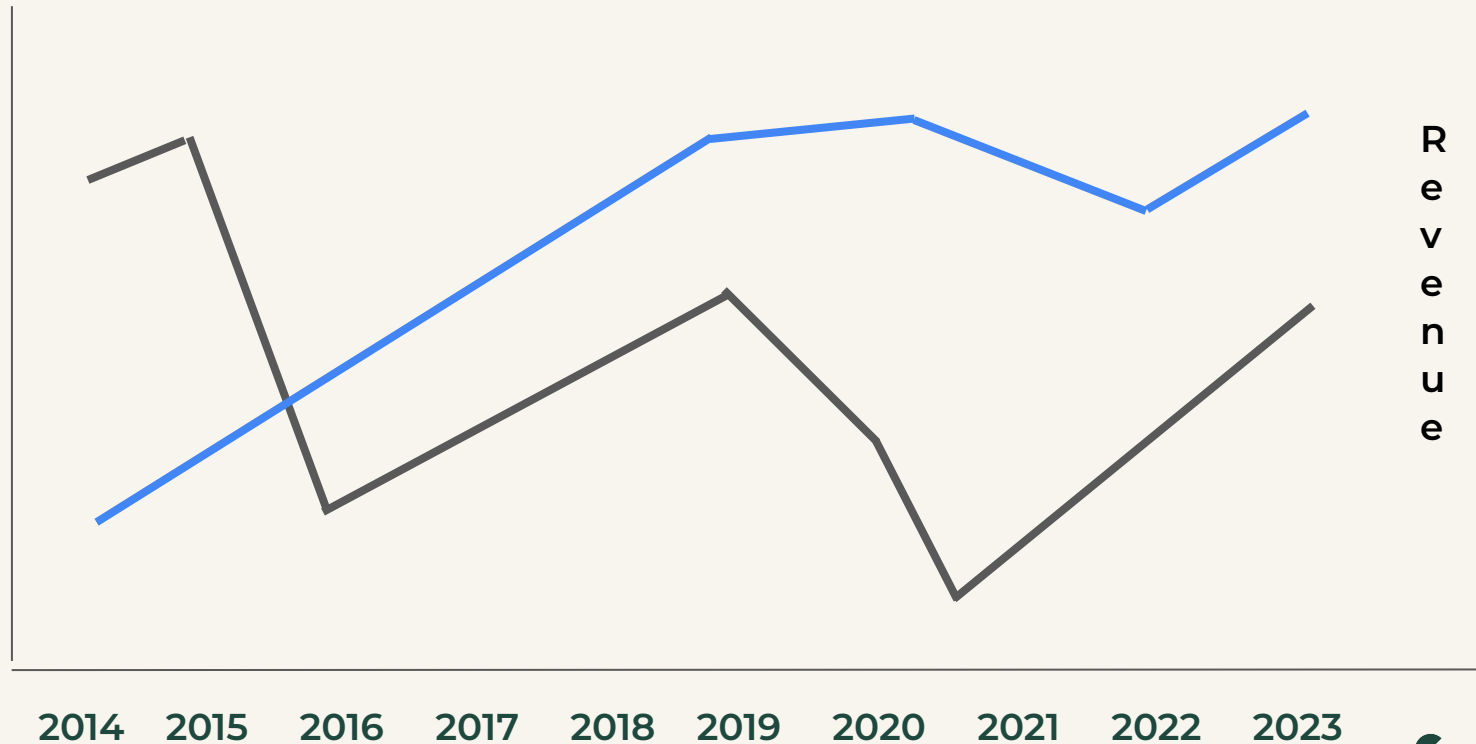
Ship high quality features often
Obstacles revealed early,
Cross fxnl team

Focusing

redirect work when needed, working on highest value things

Pre Agile

ICs



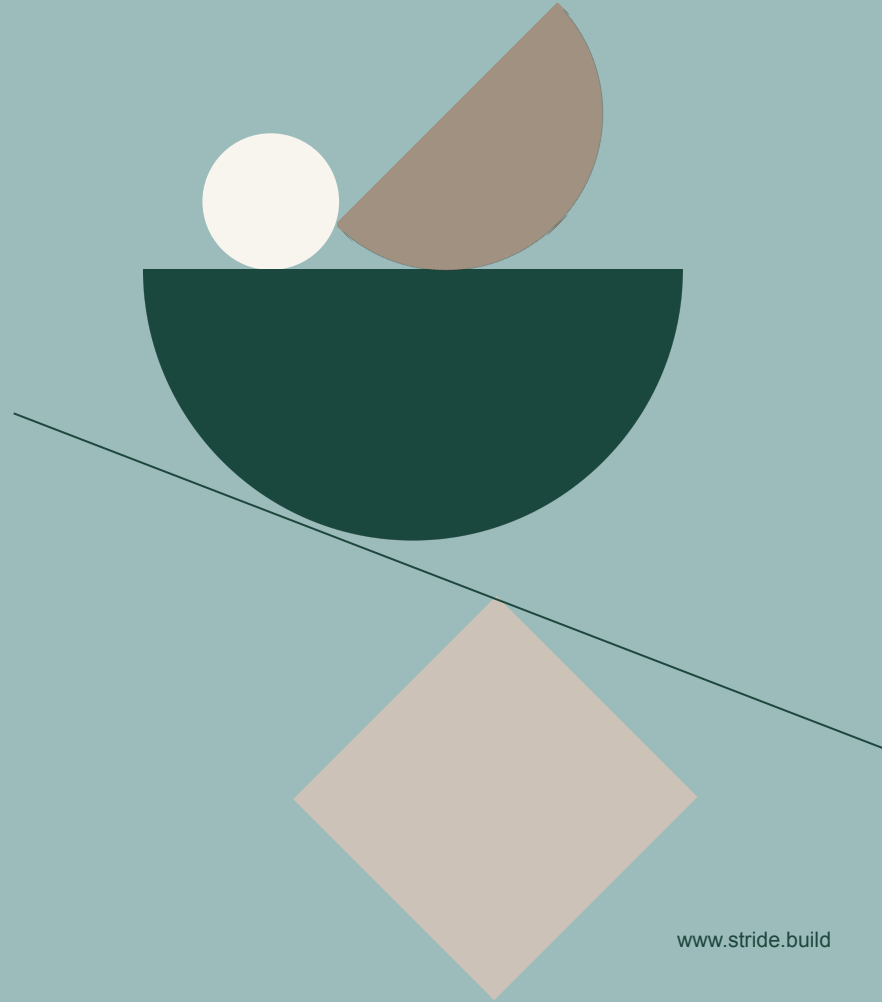
R
e
v
e
n
u
e

*Diana Larsen and James Shore's Agile Fluency Model



Agenda

- ❖ Team vs individual Agility
- ❖ Stride's 'Agile enough' leadership team journey
- ❖ **What is 'Agile enough'**
- ❖ When LT falls below the bottom line

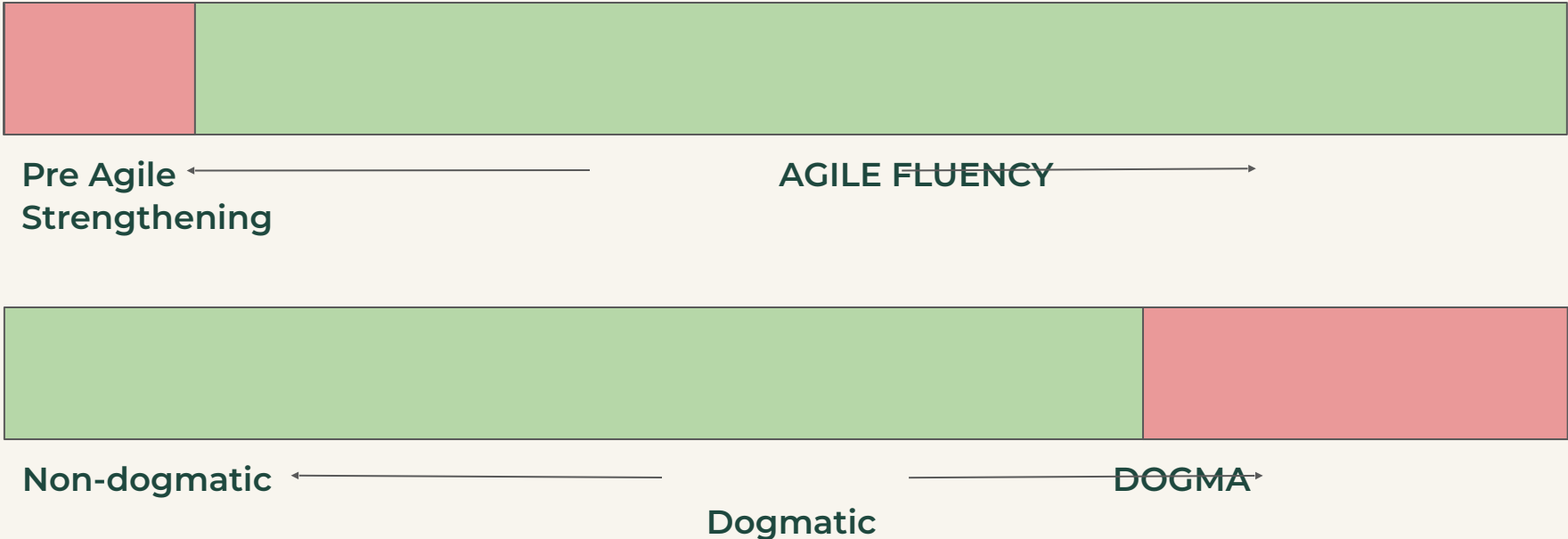


What is 'Agile enough' for leadership teams?

- ❖ Tight feedback loops become habit → standups, sprints
- ❖ Hold each other accountable → make progress towards outcomes visible
- ❖ Ladder up these visible outcomes → OKRs
- ❖ Value continuous improvement
- ❖ Minimize WIP → Understand Theory of Constraints
- ❖ Understand the root value that Agile brings to organization

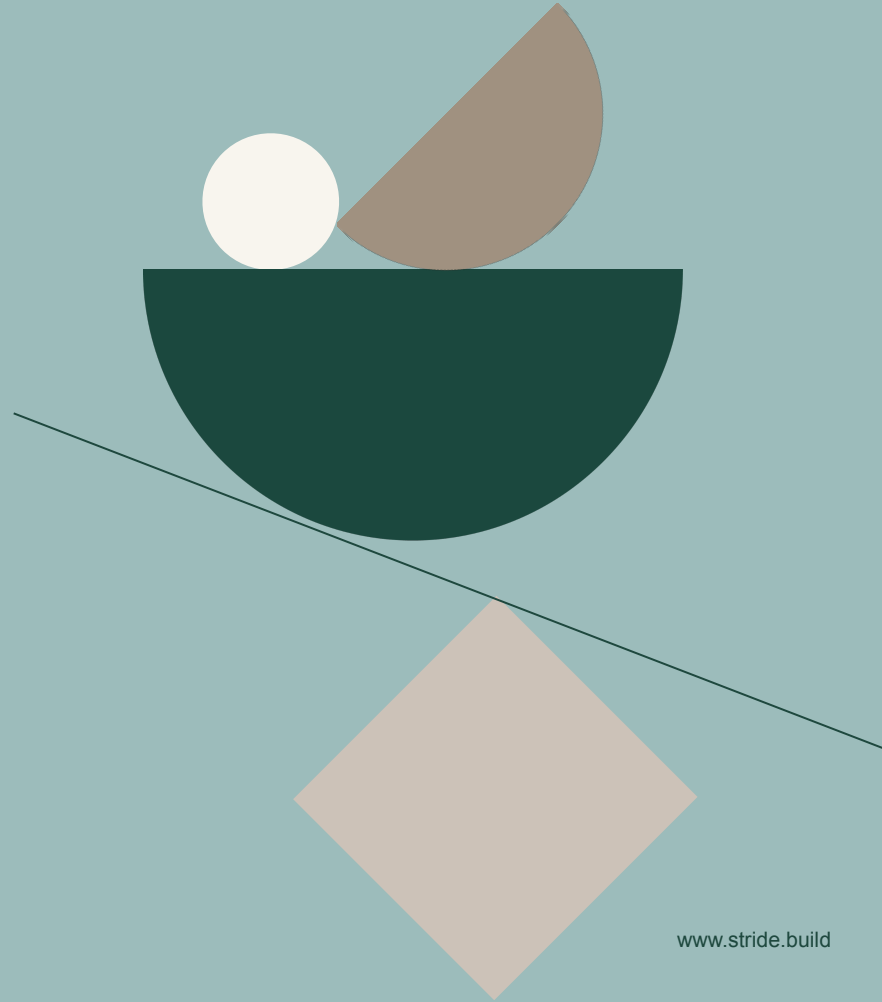


Can a leadership team be “too Agile”?



Agenda

- ❖ Team vs individual Agility
- ❖ Stride's 'Agile enough' leadership team journey
- ❖ What is 'Agile enough'
- ❖ **When LT falls below the bottom line**



When LT falls below the 'Agile enough' line

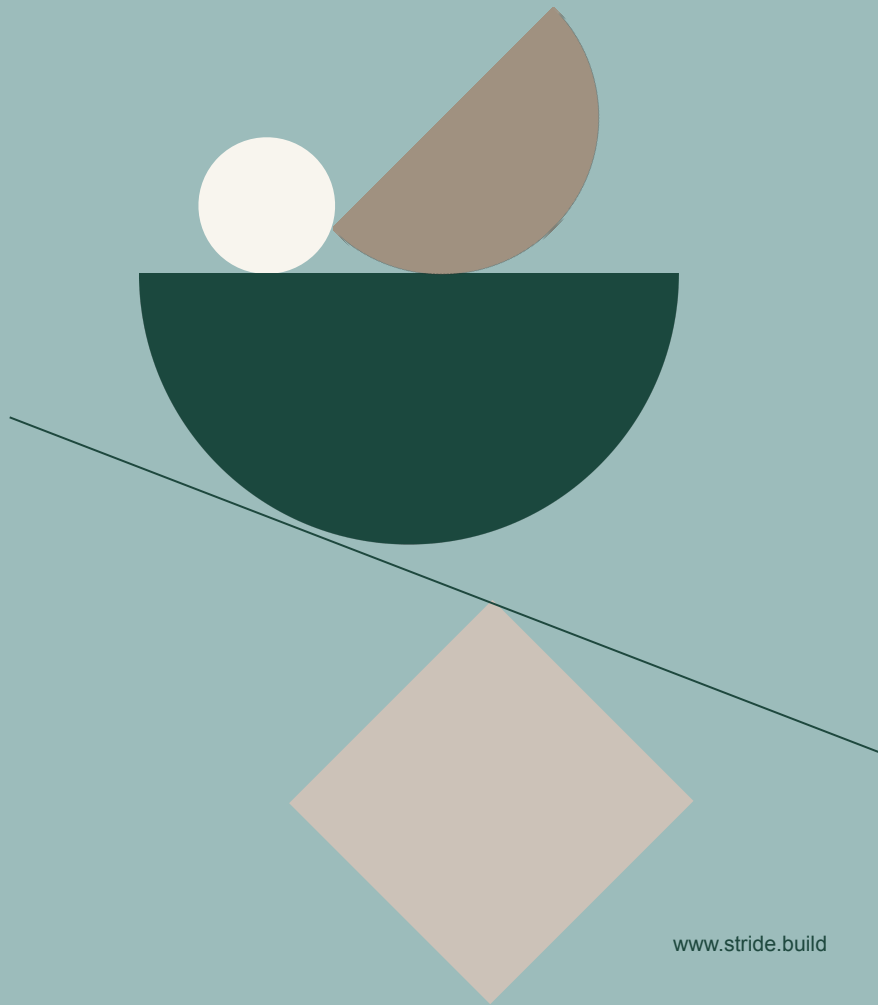
- ❖ Define what 'Agile enough' looks like for your team and why
- ❖ Break tasks into smaller chunks until outcomes are predictable
- ❖ Take WIP to 1 task per person
- ❖ Agile fluent individual facilitate LT meetings
- ❖ Agile book club*

*Yes - those who have read it - read it again



In Summary

- ❖ Team vs individual Agility
- ❖ Stride's 'Agile enough' leadership team journey
- ❖ What is 'Agile enough'
- ❖ When LT falls below the bottom line





Thanks!

Debbie Madden
Founder & Chairwoman
debbie@stride.build

Please reach out with any questions.