

Expedition agility canvas legenda



Agility – a responsive approach

	What are you learning here?		Why this treasure or ballast?	Message in a bottle
<p>On the Island of Agility, you'll learn about a responsive approach, which serves as the foundation for everything else you'll do on this journey. This is your anchor point, your guide. Using six core values and ten principles, we lay the groundwork for a responsive mindset that will help you make yourself more adaptive and your organization more responsive. You will also learn how to use agile methods in the change program towards agility. Through the agile way of working, you discover why your organization is not responsive enough yet and then address this step-by-step. This way, you shape the change program as you go.</p>	Treasure 1 The (agile) anchor point	With this treasure, we go back to the basics. Back to what we actually mean by agility and how you use that as a fundamental way of working and thinking for the challenges you face.	If you're not clear on the basic Agile principles or if they aren't well established.	<ul style="list-style-type: none"> Discover the values for agility The weather forecast The value trophy
	Treasure 2 The agile change approach	With this treasure, you will learn how to approach the change program towards agility in an agile way.	If the change process is managed traditionally or if you're unsure how to approach a transition towards agility.	<ul style="list-style-type: none"> Killing two birds with one stone Wonder Find the root cause Stay courageous The transition criteria
	Ballast 1 Seeing agile as a miracle cure	What you would rather get rid of than keep is the idea that the agile way of working is a miracle cure that you can apply everywhere. This leads to this way of working being used indiscriminately, with all the misery that entails.	If your organization believes that agile is the solution for everything.	<ul style="list-style-type: none"> Complicated vs. complex
	Ballast 2 Old behavior when changing	The ballast we describe here is perhaps a bit of an odd thing. It's hard to grasp and put on the quay. Still, you can imagine that you'd rather be rid of old behavior in change programs. It means that we don't really change.	If the old way of doing things seems deeply entrenched in the organization.	<ul style="list-style-type: none"> The carpet

Mindset – a responsive culture

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<p>On this island, you will gain insight into creating a responsive mindset and culture aboard the ship. This is especially important when the current culture prevents the organization from becoming more responsive. When old mindsets, habits, and beliefs hinder flexibility and adventure, this island is a good place to land. Here, you will find various tools for changing culture, mindset, and behavior.</p>	Treasure 3 A responsive mindset	With this treasure, you will learn more about what a responsive mindset is, its importance, and how to change your own mindset.	If you don't know what a responsive mindset entails and/or you aren't very responsive yourself.	<ul style="list-style-type: none"> Cross the line Thinking in possibilities
	Treasure 4 A responsive culture	With this treasure, you will learn how to find out what the culture on board your ship is and to what extent it hinders or helps the move to agility. We will also delve deeper into the cultural values for "A responsive culture".	If you don't know what a responsive culture is, or if the current culture needs change and you require a set of strong cultural values as a foundation.	<ul style="list-style-type: none"> That's how we do it Show vulnerability The Wall of complaints Hypothesis testing Customer safari Desired and undesired behavior
	Treasure 5 Culture change approach	With this treasure, you will learn how to change the culture on board the ship into a responsive culture so that the crew can flexibly deal with the constant stream of changes that an organization faces.	If you don't know how to change the culture.	<ul style="list-style-type: none"> Change offers opportunities 30-day challenge Decide differently The bus
	Ballast 3 Mutiny	The ballast you want to get rid of is a crew that focuses on what they find important instead of aligning with the common course.	If there is too much autonomy in your organization. A change program won't work because people won't participate.	<ul style="list-style-type: none"> Delegation poker
	Ballast 4 Deeply rooted beliefs	The ballast you want to get rid of is the deep-rooted opinions or beliefs in our thinking patterns that are hard to let go of and that prevent people from moving forward.	If something in the thinking of individual crew members prevents them from adapting to the change.	<ul style="list-style-type: none"> An adventure in nature
	Ballast 5 The meeting- and blame culture	The ballast you want to get rid of is a culture that obstructs the path to agility. For example, a culture of excessive meetings and blaming.	If something within the collective keeps causing a return to the old, familiar ways.	<ul style="list-style-type: none"> Enjoy failing

Inspiration – the desire for agility

Does your organization struggle to leave the safe harbor? Does it need inspiration and clarity about where the journey is headed and why? On this island, you will find sources of inspiration that will help you set inspiring goals and create a change narrative, generating a sense of urgency and a compelling destination for the entire crew. You will also find out more about leadership in the change process here.

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Treasure 6 Motivation for the journey	With this treasure, you will learn about the importance of having a clear purpose and necessity for change, enabling you to motivate yourself and others to join the journey.	If it's not clear why the organization should or would want to change.	<ul style="list-style-type: none"> • Purpose and necessity
Treasure 7 Inspiring goals	With this treasure, you will learn about the necessity of having a clear organizational mission and vision and inspiring goals for change, ensuring everyone knows the organization's direction.	If there are no clear, achievable, or inspiring goals. Not for the organization or not for the change.	<ul style="list-style-type: none"> • The front page • The power of goal setting
Treasure 8 Compelling change stories	With this treasure, you will learn to create compelling change stories, inspiring others to join the change.	If you struggle to bring people along with you in the change.	<ul style="list-style-type: none"> • Dreaming at full sea • Storytelling
Treasure 9 Inspirational leadership in change	With this treasure, you will learn more about leading change in an inspiring way, enabling you to motivate others to move.	If you want to be inspiring so that others will follow you.	<ul style="list-style-type: none"> • Power Calimero
Ballast 6 Agile implementation as a goal	The ballast we want to offload is making agile implementation the goal of a change program. You might wonder what's wrong with that. Isn't it what we're doing? Exactly, but it's not the goal. Agile implementation can never be the goal.	When the goal of the change program is not emphasized, and agile is seen as the end goal.	<ul style="list-style-type: none"> • What's in a name
Ballast 7 One-sided focus on short-term goals	The ballast we want to offload is the one-sided focus on short-term goals, which comes at the expense of long-term goals like making the organization responsive.	If no priority is given to changes, innovations, and other investments to make the organization more responsive.	<ul style="list-style-type: none"> • The desert
Ballast 8 Ugly metrics	The ballast we want to offload is using wrong metrics to monitor a change program towards agility.	If you get the impression that the governance has the wrong focus, hindering overall agility.	<ul style="list-style-type: none"> • The KPI tree

Growth – an adaptive crew

A crucial aspect of a responsive organization is creating an environment for growth, development, freedom, creativity, and happiness at work for the crew. An environment where people with all their knowledge and skills are seen as the most important resource to deliver value to customers. An adaptive crew that continuously learns is central on this island. If retaining, satisfying, and continuously developing your crew is a challenge, you will find valuable treasures on this island.

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Treasure 10 Growth accelerators	With this treasure, you will learn how to learn and grow faster as individual and team, making it easier to adapt to changing circumstances.	If you or your colleagues want to grow faster, handle changes better, and/or regain your enjoyment at work.	<ul style="list-style-type: none"> • Your game • Waiting in line at the checkout
Treasure 11 Growing within and outside your profession	With this treasure, you'll learn more about how to grow within and outside your field of expertise.	If there is insufficient attention or time for professional development and expanding the crew's knowledge.	<ul style="list-style-type: none"> • Slow down to speed up • The skills marketplace
Treasure 12 Growth and development of teams	With this treasure, you will learn more about the development and growth of teams in a responsive organization so that teams perform excellently, become self-organizing, and are pleasant to work in.	If you see that teams are not yet functioning optimally, stagnating, or not developing and growing.	<ul style="list-style-type: none"> • Self-selection workshop • Lencioni-workshop • Teamcanvas with snacks
Treasure 13 Growth towards adaptive leaders	With this treasure, you gain more insight into the growth towards adaptive leaders who help the organization become and remain responsive.	If you see that leaders are managing too much and leading too little, resulting in the crew and teams having too little autonomy.	<ul style="list-style-type: none"> • Loving gossip • Untangling the knot • Mix and match your leadership style • The journey to the future
Ballast 9 A command & control style	The ballast we want to leave on this island is the command & control style of leadership.	If you suffer from overly directive leadership, causing the crew and teams not to grow in responsibility.	<ul style="list-style-type: none"> • The time pie
Ballast 10 Dependence on heroes	The ballast we want to throw overboard and leave on this island is the dependence on heroes and possibly some associated diva behavior.	When you see that the organization is vulnerable due to its reliance on specialists and when there is abuse of power through the unique knowledge and skills of individuals.	<ul style="list-style-type: none"> • Knowledge is power
Ballast 11 Individual performance indicators	We want to throw the ballast of individual performance indicators overboard and leave it on this island because they make crew members focus more on their individual performance than on that of the team as a whole.	When you see that crew members are focusing on their own goals and not enough effort is being made towards the common goal.	<ul style="list-style-type: none"> • Skills-matrix

Organization – a responsive structure

To be responsive, you need a simple organizational structure and responsive governance. If your organization's challenge is to reduce sluggishness and slowness caused by internal complexity and bureaucracy, come ashore here, and learn how to transform your organization from a large, hard-to-turn tanker into a nimble ship that can easily change direction. On this island, you will find principles for responsive organizational structures and light forms of governance around self-organizing teams.

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Treasure 14 Characteristics of responsive organizations	This treasure helps you understand the common characteristics of responsive organizations. You can use this in your own organization design.	If you wonder why other organizations are responsive while you struggle with sluggishness in your own organization.	<ul style="list-style-type: none"> • Quest for flexibility • The car
Treasure 15 Self-organizing teams	With this treasure, you will learn more about the power of self-organizing, autonomous teams. Why self-organizing teams make you happy and how to set up these teams.	If you want to know how to set up self-organizing teams that can independently deliver value.	<ul style="list-style-type: none"> • Autonomy & Alignment • The hamburger • Team organizing principles game
Treasure 16 Simple organizational structure	This treasure teaches you how to shape your future organizational structure. A simple structure around self-organizing teams that can be flexibly adjusted to changing needs.	If you are struggling with too much complexity in your organization and want to simplify.	<ul style="list-style-type: none"> • Seeing opportunities • Christmas gifts coordinator • Breaking down the walls • Organizational design
Treasure 17 Agile governance of the ship	With this treasure, you learn to steer the ship, the organization, in a responsive way. Lead it in such a way that you ensure all teams are working on the right things and collaborating well with each other to achieve the desired goals.	If your organization is still being managed in a traditional way where everything is equally important, teams are not well aligned with the goals, and/or product owners have too little autonomy.	<ul style="list-style-type: none"> • The marketplace • Value/Effort matrix • It starts with a vision! • Grow to entrepreneurial product owners
Ballast 12 Organizational silos	The ballast we gladly throw overboard is the siloed organization. Imagine: high walls between departments, each steering its own course, without really knowing what the other is doing.	When you see that departments and teams operate like isolated islands.	<ul style="list-style-type: none"> • The fishbowl
Ballast 13 Project complexity	The ballast you want to get rid of is the unnecessary complexity that projects bring, causing your organization to be slow and less flexible.	When you see project results being thrown over the wall, projects constantly running over time, or consuming all available capacity.	<ul style="list-style-type: none"> • Circular reasoning
Ballast 14 Long lead times	The ballast we also want to throw overboard is the long lead time for delivering new products or functionalities to our customers.	If you are dealing with excessively long lead times and slow deliveries.	<ul style="list-style-type: none"> • Moving cards

Sustain – staying adaptive

These changes only make sense if they are lasting. You don't want the organization to revert to old patterns and practices when things get tough and the pressure is on. You aim for a responsive organization capable of continuously improving, learning, and discovering on its own. Amigos, the friends of change, play a central role in sustainable change. On this island, you will learn more about creating, inspiring, training, and coaching Amigos.

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Treasure 18 Backpack full of skills	With this treasure, we can ensure that you acquire the right mindset, knowledge, and skills to pave the way for change and take others with you.	If you want to understand what an Amigo is and what mindset, knowledge, and skills an Amigo (ultimately) need to have.	<ul style="list-style-type: none"> • Development adventure • Giraffe and jackal theater • Team tower challenge • Role reversal • Effective collaboration • Effective meetings
Treasure 19 Amigos-maker	This treasure teaches you how to "make" Amigos from colleagues and form a growing community of change-oriented Amigos.	If you want to know how to develop a growing group of Amigos with whom you can make the organization more responsive.	<ul style="list-style-type: none"> • Change is a game
Treasure 20 Chest of inspiration for sustained change	This treasure is a chest full of inspiring tips that will help you and the other Amigos thrive.	If you want tips on how to achieve lasting change and prevent the organization from reverting to old behavior.	<ul style="list-style-type: none"> • Dealing with emotions • The House of Commons • Gemba walk
Ballast 15 Saboteurs	The ballast we would like to leave behind on this island is resistance and sabotage against change.	If you want to know what to do when there is a form of organized resistance to the change.	<ul style="list-style-type: none"> • Conversation on foot
Ballast 16 Thinking you've made it	The thought that you are done with your journey to agility and have reached your destination is a form of ballast that you need to let go of.	When the change program has ended, and the mindset is at risk of being lost.	<ul style="list-style-type: none"> • Stay active with open space