

Invitational Event Roadmap for Building Your Organization's Culture

Invite Leaders of an organization to come together to create an environment of agility in their organization.

Invite them to attend the Agile Leaders course, where they will learn to focus on how they best to create an environment in which their teams can be agile.

When the invitation is received, it should be compelling enough to bring forth the leaders interested in helping their organization move forward.

Invite leaders to authorize the Scrum Masters and Coaches to lead the organization.

Invite the Scrum Masters to participate in the same exercises that the organization will be invited to participate in.

Scrum Masters and/or Coaches should be prepared to lead their organization in this event and its corresponding exercises.

BONUS: When Scrum Masters and/or Coaches offer feedback to teams around the culture values...it is not only more readily received, it is focused and less personal.

Invite Scrum Masters and/or Coaches to form a team to lead the culture event.

Set up regular meetings wherein details can be planned and discussed.

Invite Scrum Masters and/or Coaches to own the event.

In an environment of agility, we need beacons of light and understanding to guide the teams in their journey. Our Scrum Masters and Coaches are these beacons for the teams.

Invite the organization to a Create Our Culture event. This shouldn't be a mandatory event. Invite everyone, but understand that everyone has a choice to make. The people that come are the right people; the people that want to build a culture together.

When the invitation is received, it should be compelling enough to bring forth the people interested in forming an organizational culture.

Don't be concerned that additional outlying cultures will persist. That is true even if everyone shows up.

Once the organization has walked through the exercises to guide them in identifying what is most valuable to them, leaders should be invited to 'Walk the Walls.'

In this process, they are invited to ask clarifying questions to the organization about the wording of a cultural value statement, with the understanding that at the end of the day they will have enabled the teams to create a culture, which is important to them.

Once all statements have been clarified, and there is alignment, the teams (not leadership) should fist to five their agreement to the cultural values and statements. The value statements are then adopted as the organization's culture.

In an environment of agility, anyone can call into question when teams, or even leadership, aren't following the culture values.

BONUS: When feedback is sought or offered around the cultural values... "With regards to being "open...." it is not only more readily received, it is focused and not personal.
