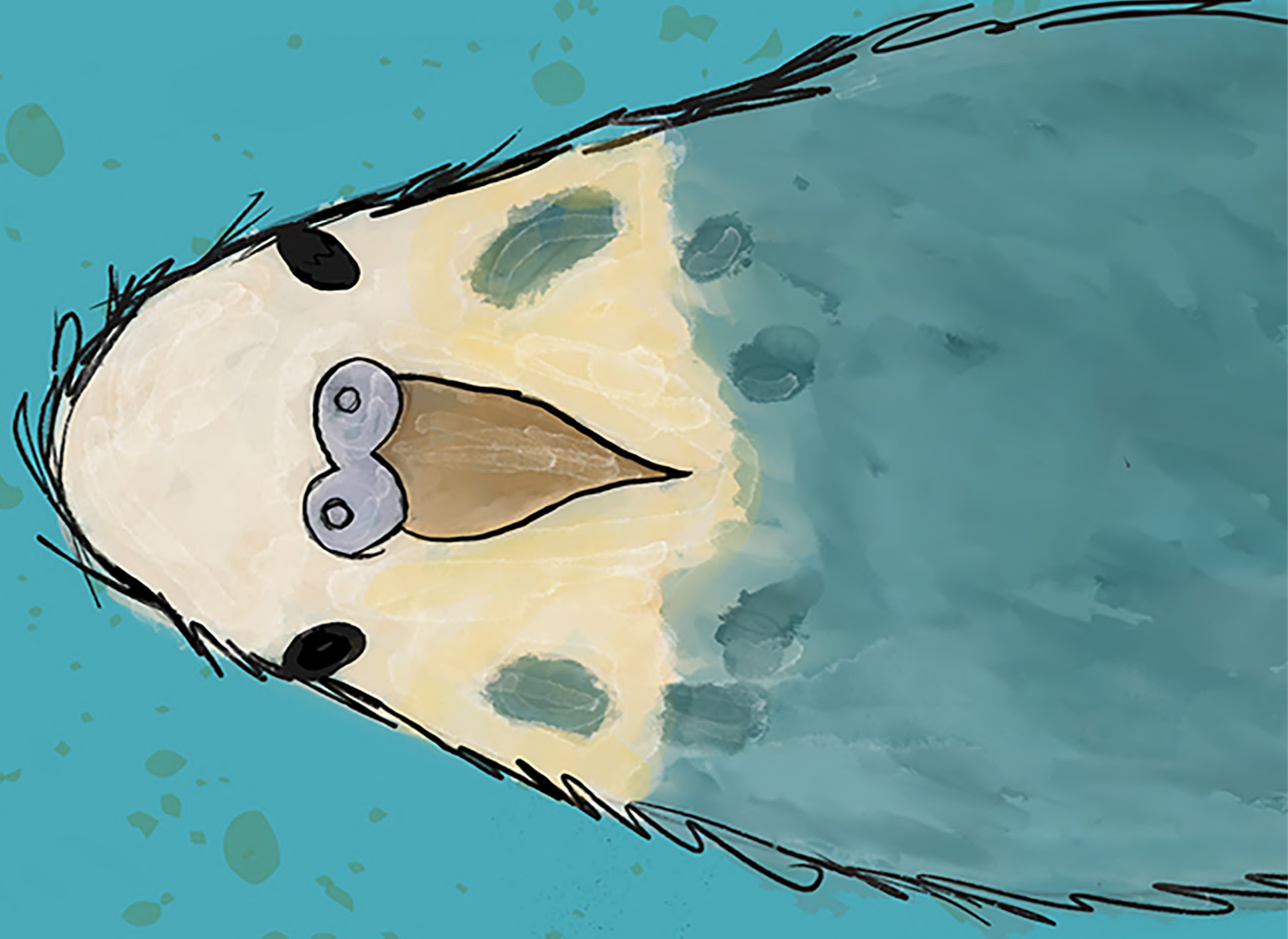


You can't buy an agile
transformation:

#stopbadagile

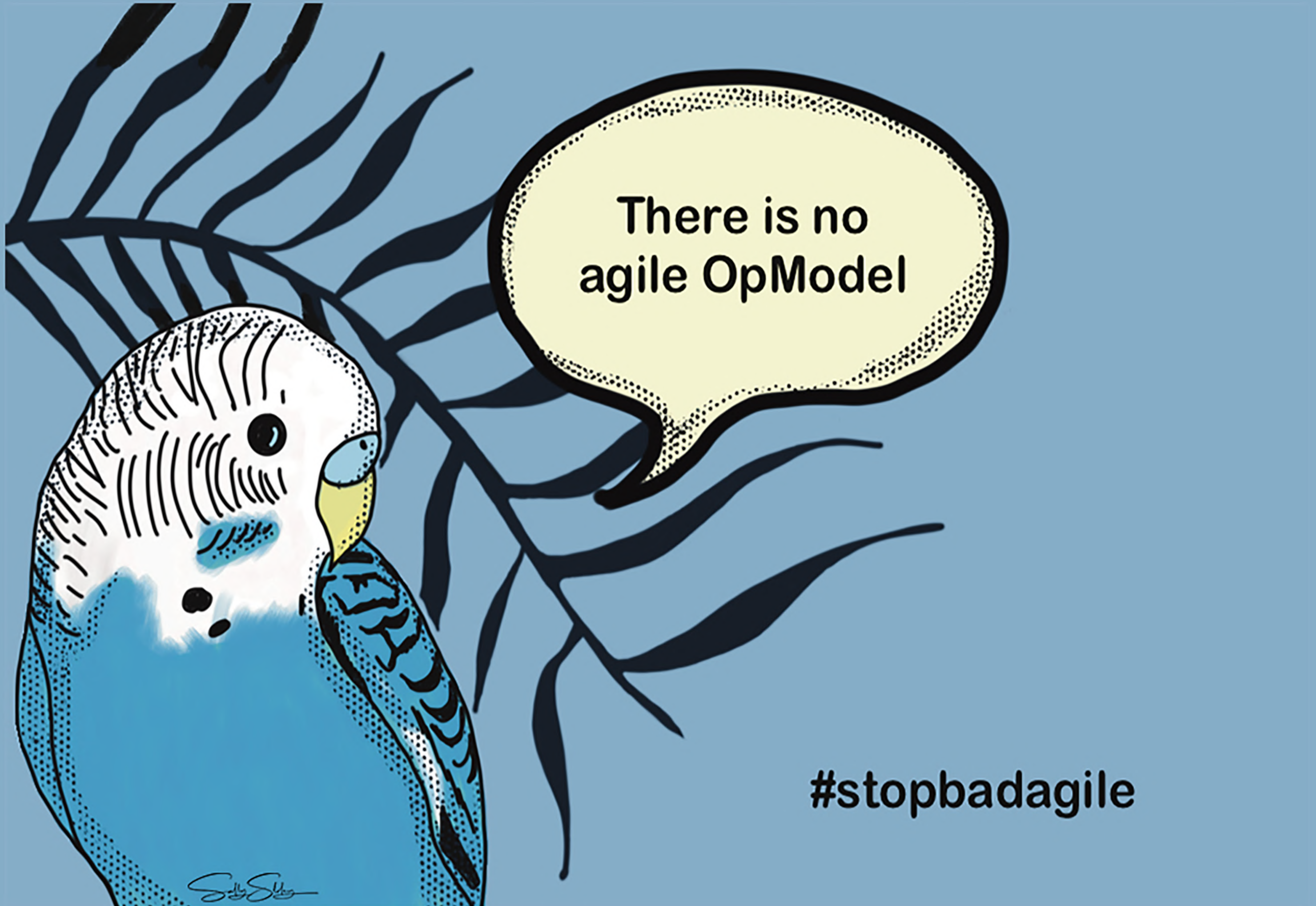


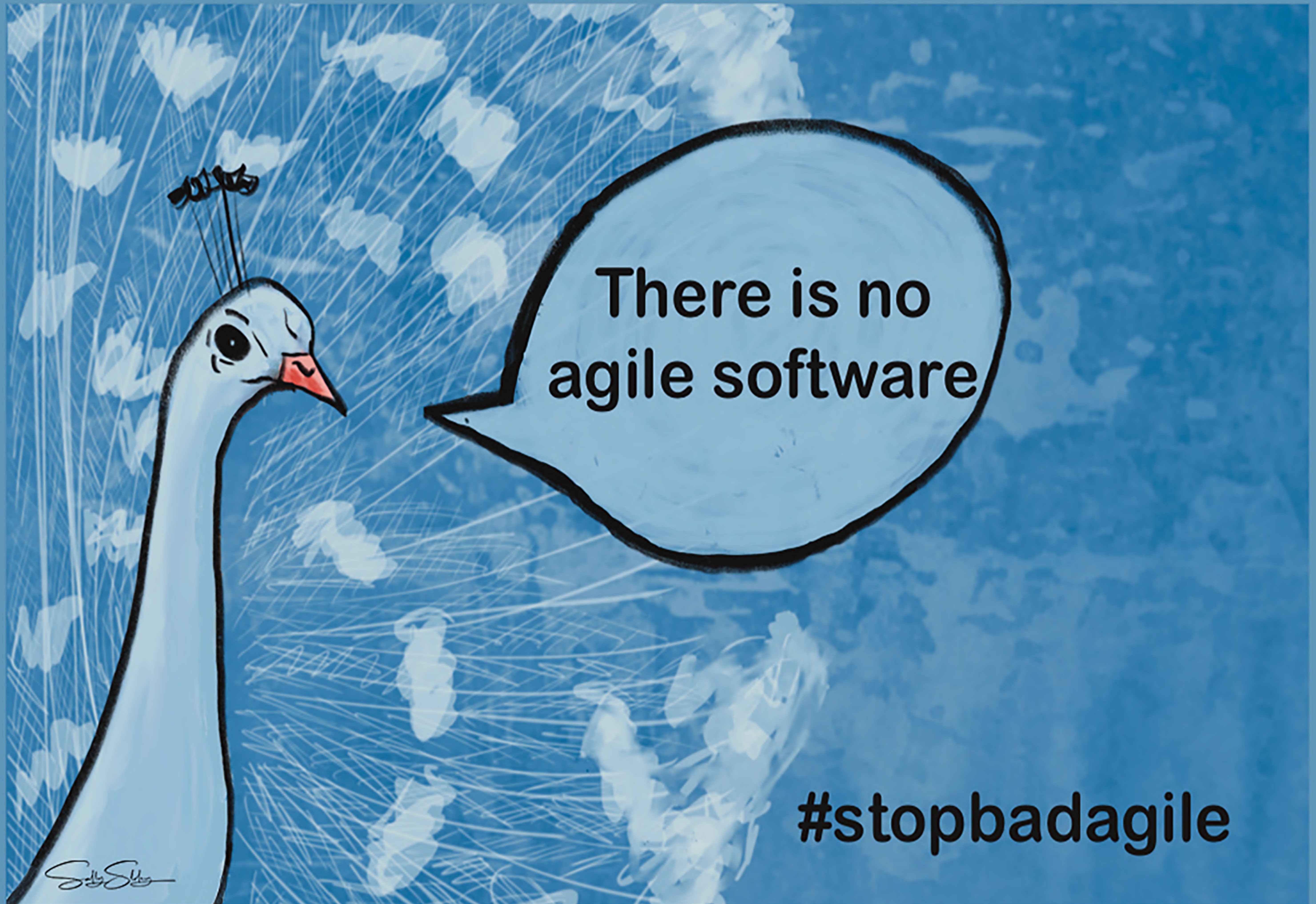
—
Sally S.

**You can't buy an
agile transformation**

#stopbadagile







There is no
agile software

#stopbadagile

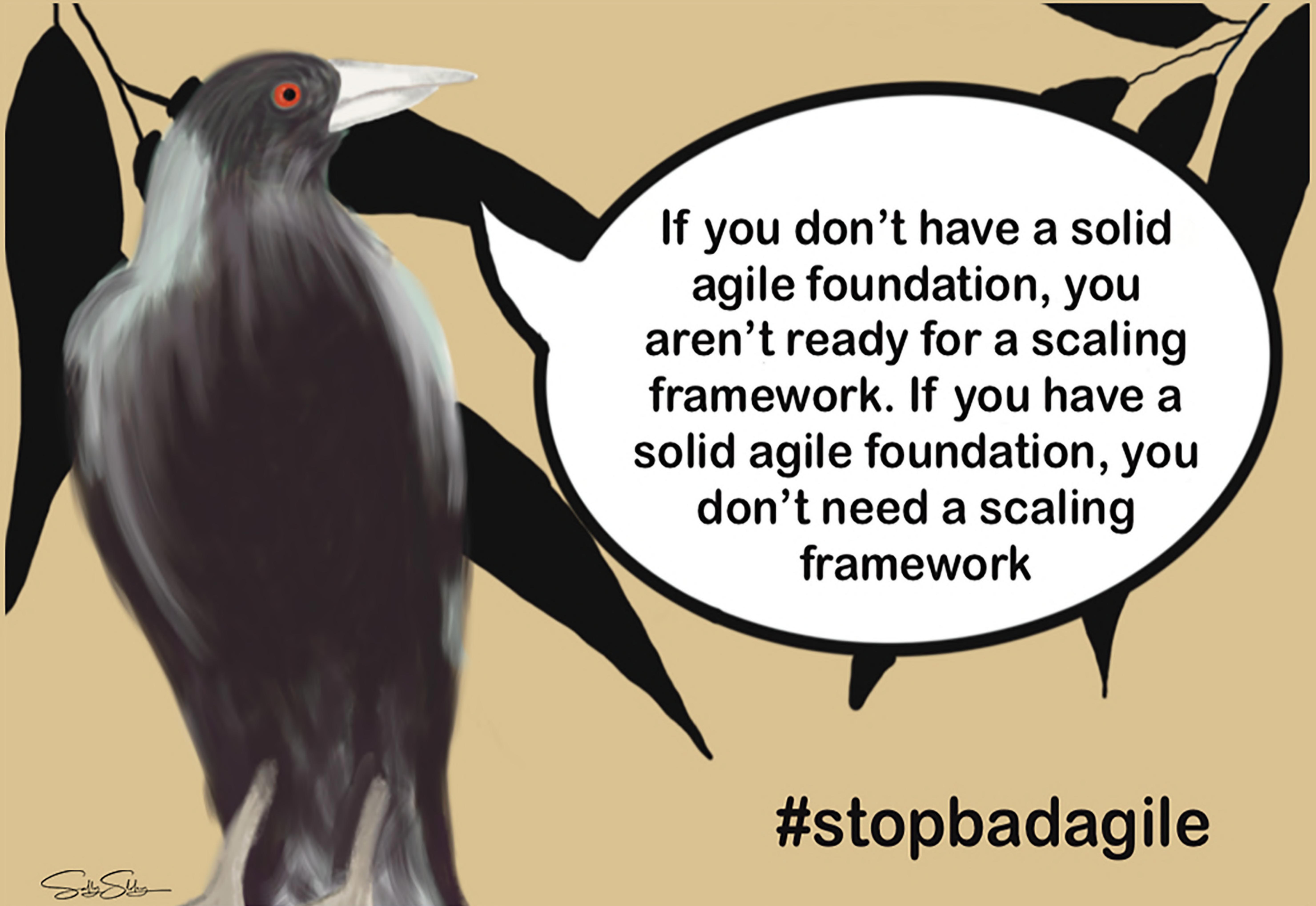
Sally Slick



**There is no
agile
playbook**

#stopbadagile

Sally Sly



If you don't have a solid agile foundation, you aren't ready for a scaling framework. If you have a solid agile foundation, you don't need a scaling framework

#stopbadagile



A move to
agility will
never be quick

#stopbadagile

Sally Sly



Micromanaging
individual capacity
will not lead to
agility

#stopbadagile



An owl with large, dark eyes and brown feathers is positioned on the left side of the image, looking towards a large, yellow speech bubble with a black outline. The background is a textured, mottled blue and brown. The text inside the speech bubble is in a bold, black, sans-serif font.

**Agility is not
bureaucratic**

#stopbadagile

Sally Sly



If all team members
report to the Product
Owner, they are not a
Scrum team

#stopbadagile

Sally Sling



Conformity is
not the key to
agility

#stopbadagile

Sally Sly

A watercolor illustration of a cockatiel's head and neck. The bird has a grey crest, a large grey beak, and orange and grey feathers. A large, light brown speech bubble is positioned to the right of the bird's head. The background is a textured, light brown color with some darker, abstract shapes. The overall style is soft and artistic.

**Making team boards
identical will not
provide valuable
information**

#stopbadagile

#stopbadagile

**Nothing about
agility should be
mandated**





If an “OpModel” sold as agile requires 1000’s of Scrum Masters and 100’s of agile coaches, there will be no agile

#stopbadagile

#stopbadagile

**Just changing
someone's title to
“agile coach”
doesn't make
them an agile
coach**

Sally Sly



If your agile coach
brings you a Gantt
chart with dates for
when your team will be
agile, there will be no
agile

#stopbadagile

Sally Sling



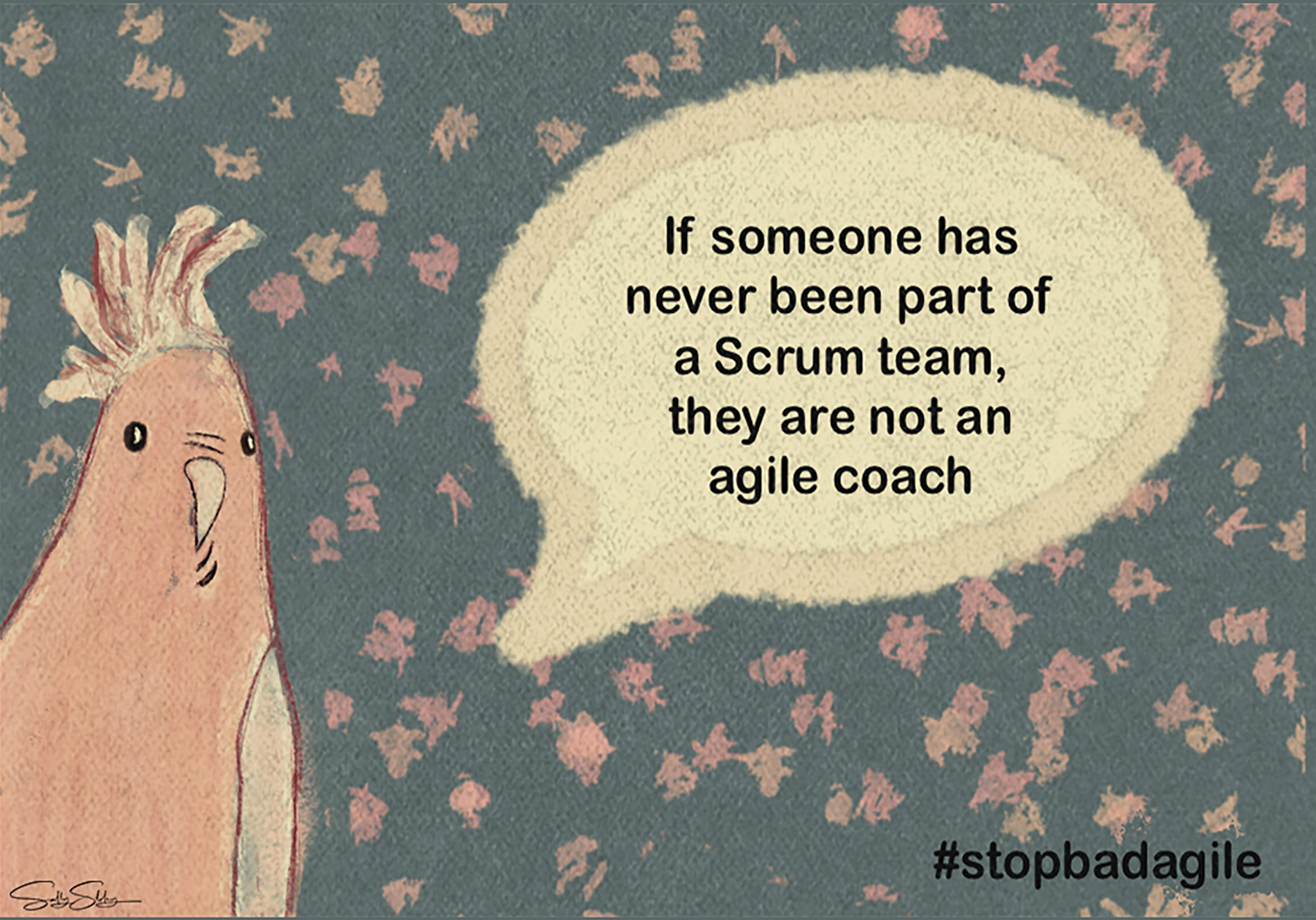
If you have a
transformation team
mandating how
everyone works, you
won't be agile

#stopbadagile

#stopbadagile



Agile does not
mean everyone
has to work in two-
week sprints



**If someone has
never been part of
a Scrum team,
they are not an
agile coach**

#stopbadagile

Sally Sly

#stopbadagile

**If someone's only
exposure to agile is
through SAFe, they
are not an agile
coach**





**Kanban teams
are not required
to work in
sprints**

#stopbadagile

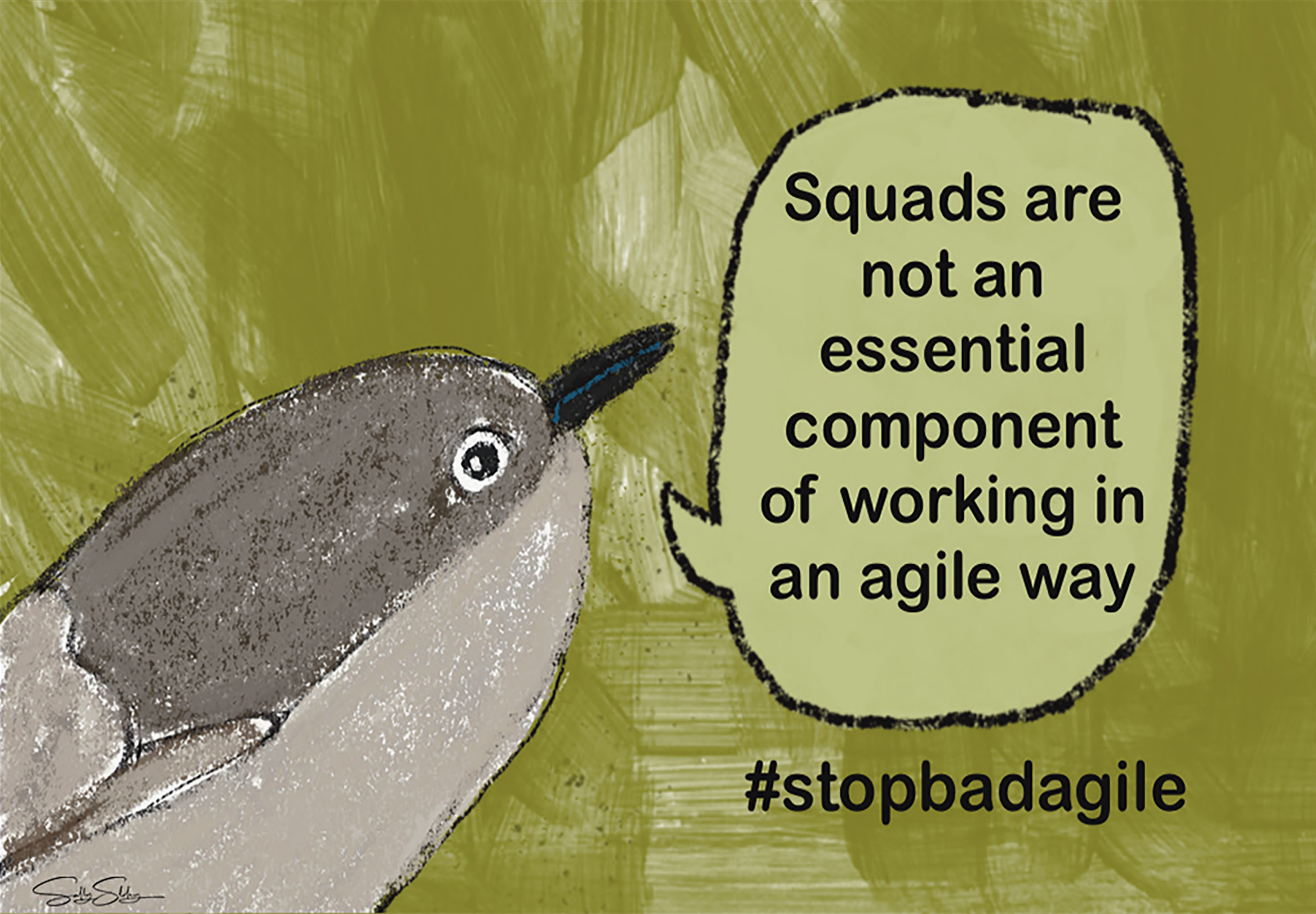
Stella Sledge



**The focus of an
agile coach is not
to standardize
ways of working**

#stopbadagile

Sally Sling



**Squads are
not an
essential
component
of working in
an agile way**

#stopbadagile

Sally Sly

A close-up of a yellow and grey bird, possibly a finch, looking towards a speech bubble. The bird has yellow plumage on its head and back, and grey on its neck and chest. The background is a warm, golden-yellow color with dark, blurred, feathery patterns. A light grey speech bubble with a black outline is positioned to the right of the bird's head. Inside the bubble, the text "Nobody outside the team needs to know a team's velocity" is written in a bold, black, sans-serif font. Below the speech bubble, the hashtag "#stopbadagile" is written in the same font. In the bottom left corner, there is a small, stylized signature that reads "Sally Slay".

**Nobody
outside the
team needs to
know a team's
velocity**

#stopbadagile

Sally Slay

If anyone on a
Scrum team
reports to anyone
else on that team,
they are not a
Scrum team

#stopbadagile



Sally Sly

Popularity doesn't
make a framework fit
for purpose

#stopbadagile





Scrum is not training
wheels for agile

#stopbadagile

Sally Sly

A green parrot with a red beak is shown in profile, looking towards a large, light green speech bubble. The background is a textured, warm orange-brown color. The parrot's feathers are detailed with various shades of green and yellow, and its eye is a solid black circle.

**Scrum Masters
are not project
managers**

#stopbadagile

Sally Sly



**A Scrum team
has one
Product Owner**

#stopbadagile

Sally S.



**Agile
coaches do
not deliver
agile**

#stopbadagile

Sally Sly

**Agile cannot
survive in a
command and
control
environment**

#stopbadagile



Silly Sillies

A cartoon illustration of a duck's head and neck, facing right. The duck has a large, dark beak and a small tuft of feathers on its head. It is looking towards a large, brown, circular speech bubble that contains text. The background is a light blue-grey color with a pattern of small, white, star-like dots.

**Agile coaches
do not enforce
agile discipline**

#stopbadagile

A small, stylized signature in the bottom right corner of the duck's neck area, appearing to read 'Sally S'.



Agile does
not require all
teams to use
the same
tools

#stopbadagile

Sally Sly

**Agile
doesn't
require a
framework**

#stopbadagile



Sally Sly

**Agility is not
something you
implement**

#stopbadagile





Epics and
features are
not
mandatory

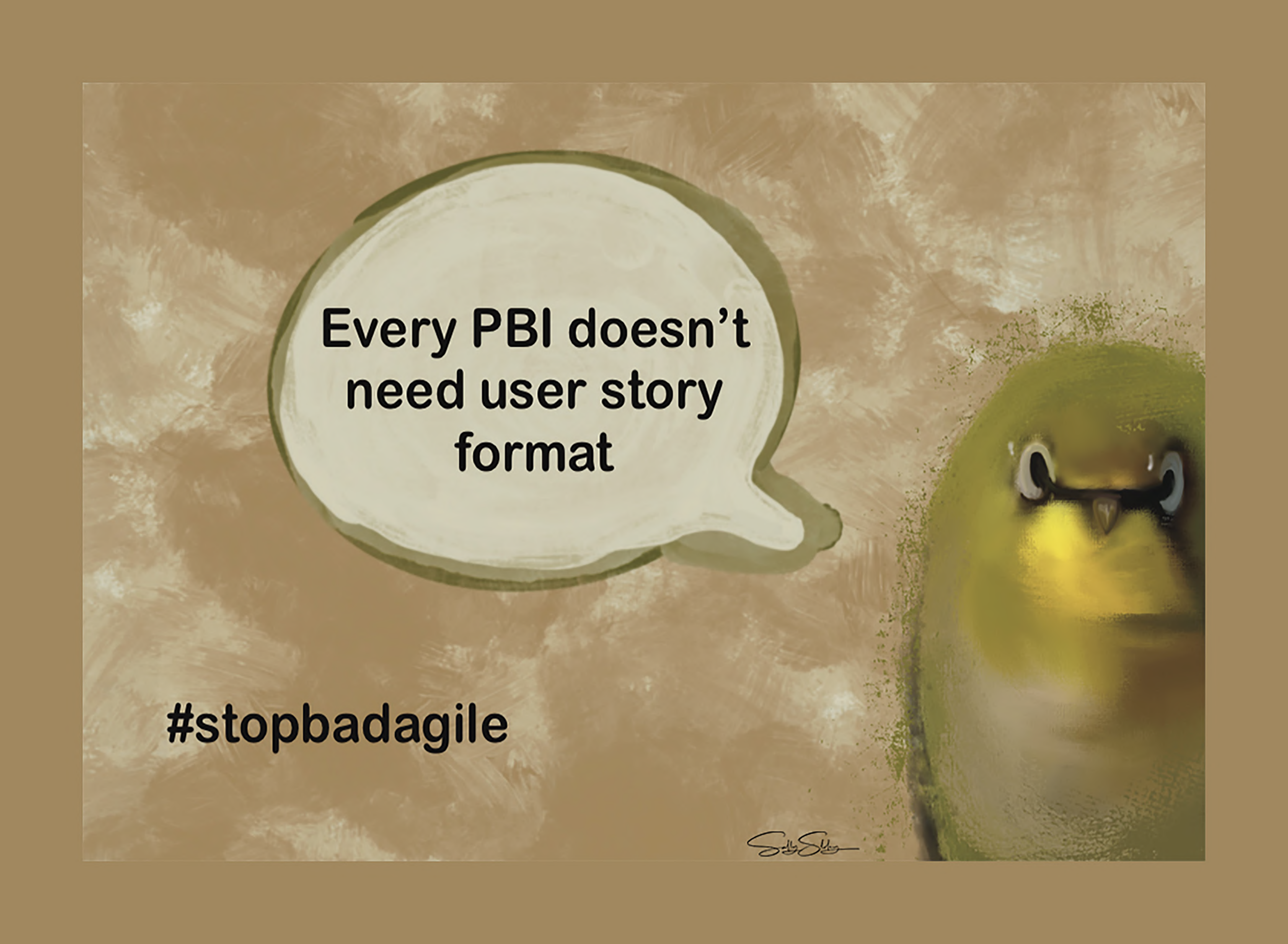
#stopbadagile



Story points
are not
mandatory

#stopbadagile

Sally Sly

A painting of a green bird with a speech bubble. The bird is on the right side of the image, looking towards the left. It has a green body, a yellow beak, and large white eyes with black pupils. A large, white, irregular speech bubble is positioned to the left of the bird's head. The background is a textured, light brown color with visible brushstrokes. The overall style is painterly and expressive.

**Every PBI doesn't
need user story
format**

#stopbadagile

Sally Sly



**Kanban is not
for mature
teams only**

#stopbadagile



**If an “OpModel” sold
as agile says all
teams must be
Scrum teams, there
will be no agile**

#stopbadagile

Sally Sly



If teams don't have
access to their
customers, they are
not agile teams

#stopbadagile



It is not
mandatory
that all OKR's
be achieved

#stopbadagile

Sally Sly

A green parrot with a yellow and red beak is shown in profile, looking towards a black speech bubble. The background is a warm orange-brown color with numerous black dots of varying sizes, resembling a starry sky or a textured surface.

**Kanban is not
just for
maintenance
and support**

#stopbadagile

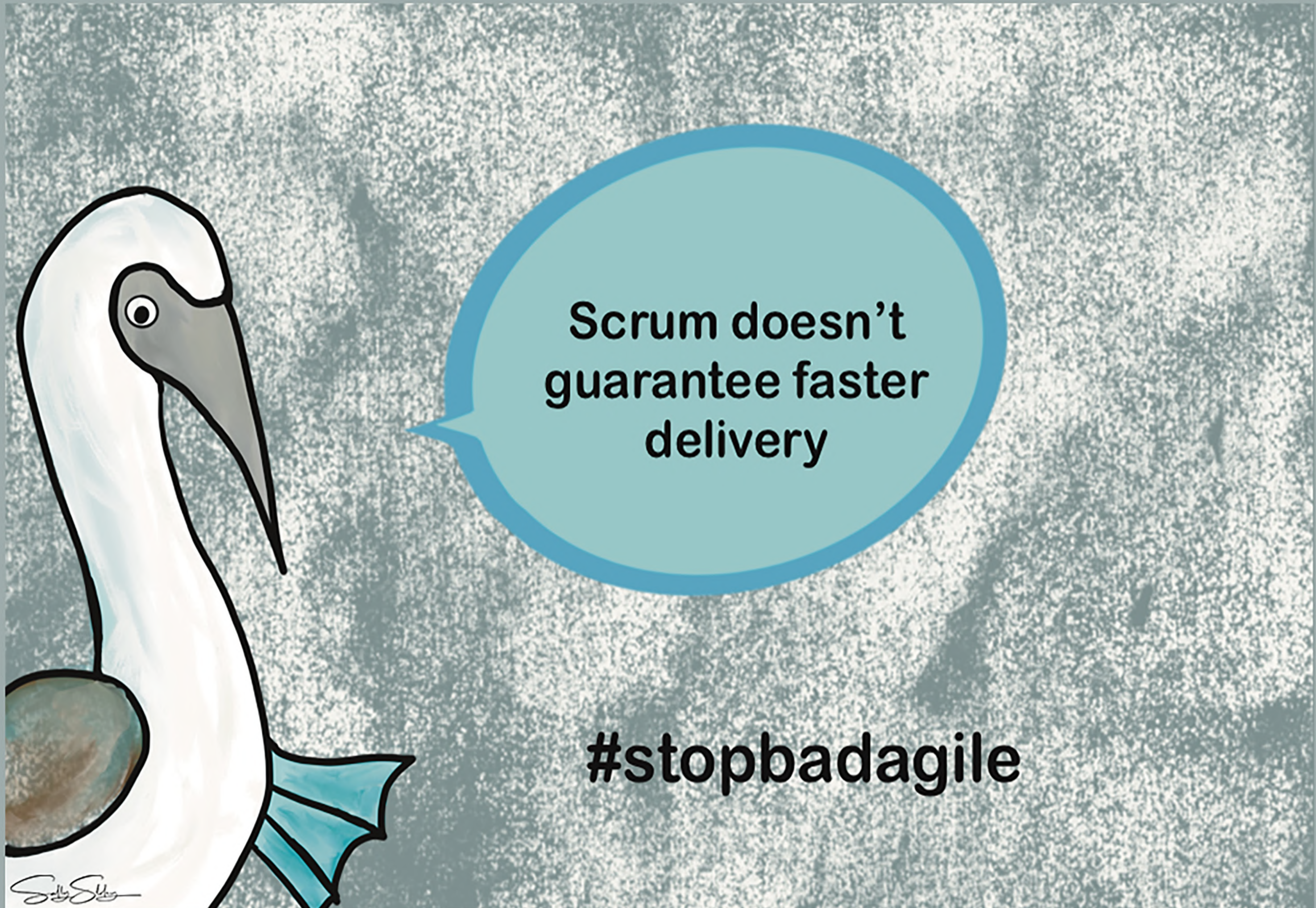
Sally Sly



Managers do not
dictate Sprint
length

#stopbadagile

Sally Sly



Scrum doesn't
guarantee faster
delivery

#stopbadagile

**The ability to use Jira is
not a required skill for an
agile coach**

#stopbadagile



Sally Sly



**A leadership
team should not
be a Scrum team**

#stopbadagile

Sally Sly

**Agile doesn't
require small
teams**

#stopbadagile



Retrospectives
are not limited
to three
questions

#stopbadagile



Kanban is not
just for
service
delivery teams

#stopbadagile



Sally Slick

#stopbadagile

**Kanban is not just
for co-located
teams**



**Productizing
your service
delivery teams
will not make
them agile**

#stopbadagile



A red parrot is shown from the chest up, facing forward. It has a large, dark red beak and white eyes. A large, dark red speech bubble with a black outline is positioned to the left of the parrot's head. The background is a textured, warm-toned surface with shades of yellow, orange, and brown. The overall style is painterly and expressive.

There is no such
thing as a
completed agile
transformation

#stopbadagile

Sally Sly



#stopbadagile



Most agile transformations fail because:

- 1. The company culture is not ready**
- 2. The focus is on frameworks, not people**
- 3. The OpModel was forced rather than co-created**

To do agile transformations right, figure out what hurts, help people fix their challenges, and create a culture of learning and improvement.

**Follow me on
[linkedin.com/in/sallysloley](https://www.linkedin.com/in/sallysloley)
and help me #stopbadagile**



Uses



There are plenty of ways to make the most of your #stopbadagile cards:

- Share them with your agile friends to spark thoughtful conversations.
- Pick out the the cards that feel relevant to your team and use them as topics during your retrospective.
- Work together to brainstorm practical steps you can take to tackle any issues highlighted by the cards.
- Display a few cards on your team wall for ongoing inspiration.



More Birds



If you want to see all the birds in the series, visit sallysloley.com.

You can print them or add them to presentations. If you use them, please give me proper attribution.

If you want to learn more about bad agile and learn strategies for how to stop it, please buy a copy of my book on Amazon.