



Navigating Agile Leadership

Unveiling Transformative Mindsets, Essential Skills & Cultural Influence



1



Kate Megaw, CST, CTC, PMP

CEO – ARCLight Agile

Co-Founder – Team KatAnu

Certified Scrum Trainer & Agile Coach

www.arclightagile.com

kate@arclightagile.com

<https://www.linkedin.com/in/katemegaw/>



2

Anu Smalley, CST, CEC, CPCC



CEO - Capala Consulting Group

Co-Founder – Team KatAnu

Certified Scrum Trainer & Agile Coach

www.capalaconsulting.com

Anu@capalaconsulting.Com

<https://www.linkedin.com/in/anusmalley/>



3



AKA Team KatAnu



4

The Case for Agile Leadership?



5

Agile Leadership

Agile leadership is a style of leadership that emphasizes adaptability, collaboration, and responsiveness in navigating fast-paced and uncertain environments. It involves empowering teams to make decisions, fostering a culture of continuous improvement, and being flexible enough to adjust strategies based on feedback and changing circumstances.



6

Agile Leadership

Agile leaders focus on enabling innovation, encouraging learning from failures, and promoting transparency and open communication within the organization. They often work alongside teams, removing obstacles and providing support to facilitate quick and effective decision-making processes.

 ScrumAlliance®



7

Overall, being an agile leader is not just about adopting a set of practices or methodologies; it's about embodying a **mindset of adaptability**, collaboration, and continuous improvement that enables individuals and organizations to thrive in an ever-changing world.

 ScrumAlliance®



8

Enter in Chat

What mindset shifts do you think are needed to be an Agile Leader?



ScrumAlliance®

9

1. EMPOWERMENT

Give Control
v's
Keep Control

“LEADERS GROW LEADERS, NOT COLLECT FOLLOWERS”



10



2. Decision Making

“SHIFT FROM I TO WE”

11



3. Style
Chess Master To Gardener

“ASK THE TEAM”

12

Agile Leadership In Action?



13

Enter in Chat

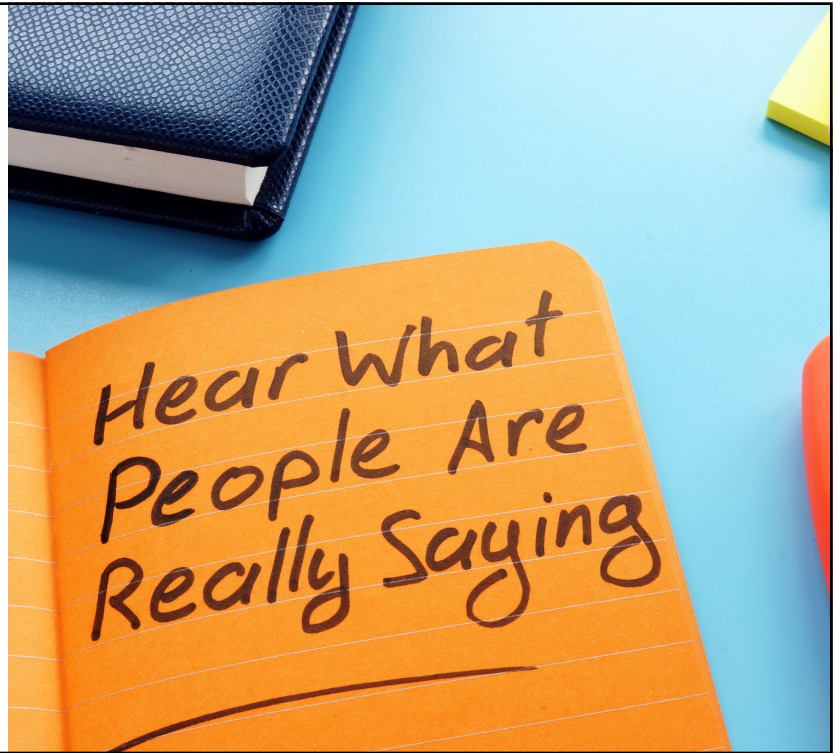
What are the Core Skills of an Agile Leader?



14

1. ACTIVE Listening

"LISTEN DON'T FIX"



15

2. Empowerment

Agile leaders empower their teams by providing autonomy, trust, and support, enabling individuals to take ownership of their work and contribute meaningfully to organizational success.



 ScrumAlliance®

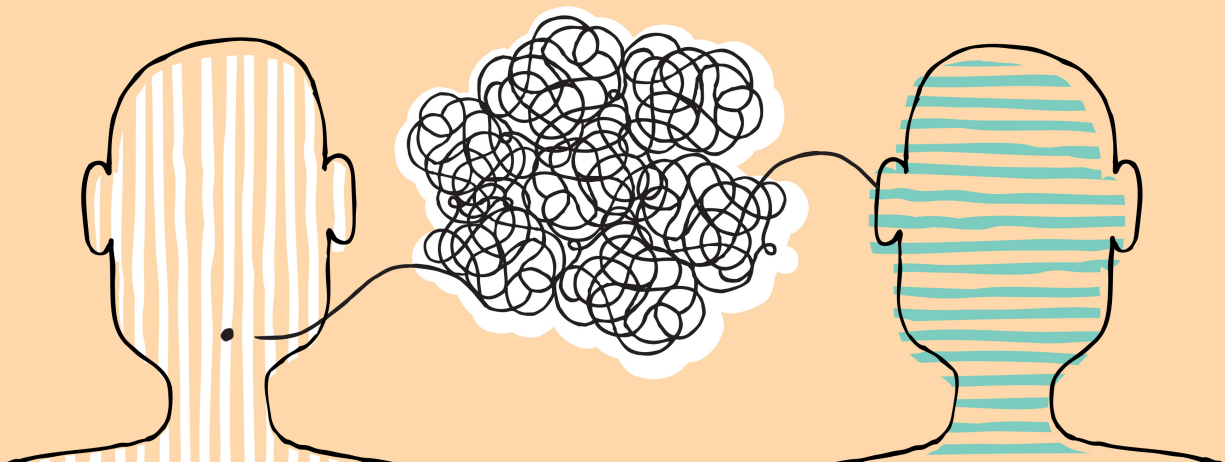
16

3. Coaching

Agile leaders serve as mentors and guides, offering guidance, support, and development opportunities to help individuals and teams reach their full potential.



17



4. Communication: Effective communication is key. Leaders articulate the vision, values, and goals of the organization. They ensure that everyone understands the mission and encourages open, transparent communication within the team.

18

Enter in Chat

Given the skills that have been mentioned, what is the one thing you think you need to work on most?

ScrumAlliance®



19

Leading Agile Teams

ScrumAlliance®

20

A high-performing team is a group of individuals who work collaboratively towards a common goal, consistently achieving outstanding results and demonstrating exceptional effectiveness, efficiency, and cohesiveness.

 ScrumAlliance®



21

What are the attributes/ characteristics of a High Performing Team?



 ScrumAlliance®

Enter in Chat

 **katanu**
by ARCLIGHT + CAPALA

22

1. Psychological Safety - 9 signs and symptoms that your employees don't feel psychologically safe.... which of these do you see at work?

1. Employees don't ask many questions during meetings.
2. Employees don't feel comfortable owning up to mistakes or place blame on others when mistakes are made.
3. The team avoids difficult conversations and hot-button topics.
4. Executives and team leaders tend to dominate meeting discussions.
5. Feedback is not frequently given or requested.
6. Employees don't often venture outside of their job descriptions to support other teammates.
7. Employees don't ask one another for help when they need it.
8. There are hardly any disagreements or differing points of view.
9. Employees don't know one another personally, just professionally.



<https://www.predictiveindex.com/blog/how-to-measure-psychological-safety/>



Poll

23



Employee engagement

- **34% Engaged (Thriving)** - Psychologically & Emotionally invested in work and workplace
- **50% Not Engaged (Quiet Quitting)** - Psychologically & Emotionally detached, just enough
- **16% Disengaged (Loud Quitting)** - Busy acting out unhappiness, sabotaging

2. Engagement

<https://www.gallup.com/home.aspx>

24

Employee engagement can be attributed to the manager



According to Gallup, 70% of the fluctuations in a team's engagement are linked to their management. Managers play a pivotal role in fostering behaviors that either encourage or deter employee engagement, therefore the manager serves as the cornerstone of engagement!

25

Leading Agile Organizations

26

1. Culture the collection of beliefs, values, expectations, and practices that guide and inform the actions of all members of an organization.



culture

27

Elements of Organizational Culture

Psychological
Safety

Agility
Mindset

Inclusive
Collaboration

Nimble
Learning

Change
readiness

<https://www.tnt.com/articles/5-elements-of-a-culture-of-agility>

28

Which of these Elements of Organizational Culture does your organization struggle with most?



Poll

29

2. Core Values - Leaders define and reinforce the core values that represent the organization



30

3. Shift away from Blame Based Culture



Leveraging Mistakes as a Source of Learning

31

<https://www.scrumalliance.org/get-certified/agile-leadership/certified-agile-leadership>

ScrumAlliance® Certifications How it works Resources Log in Find a course

← Back to all certifications

Certified Agile Leader® 1 (CAL 1™)

Find a Course

CAL 1 CERTIFIED

Change is constant. To thrive, businesses need leaders who are prepared to deliver results in the face of this uncertainty. Become an extraordinary leader by sustaining adaptive work environments and shaping cultures that support flourishing, innovative teams. You'll drive better ROI, mitigate risks, and stay ahead of the competition.

“ (CAL) has provided me with a skill set and ability to convey an agile mindset and begin to make some changes within my organization to the extent that we are now going to hold a workshop with the 'C' suite. ”

RESOURCES
[Certified Agile Leader 1 \(CAL 1\) Learning Objectives](#)

32



33

Thanks for Joining Us Today!



Kate Megaw
CEO & Certified Scrum Trainer®
(CST) at ARCLight Agile



Anu Smalley
Member and President at Capala Consulting
Group, LLC



www.katanu.com

- Get today's slides
- Sign up for our newsletter

Follow Us on Social Media
@TeamKatAnu  

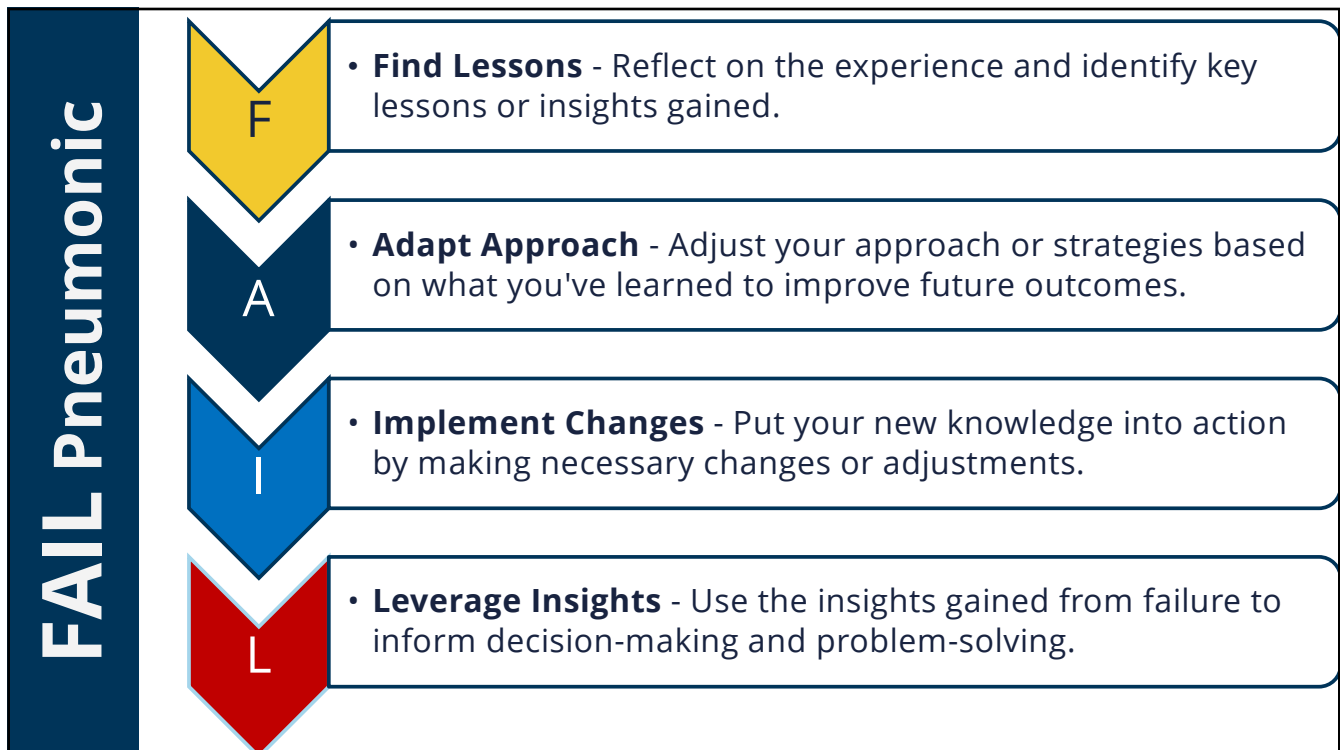
34



Extra Slides from Webinar



35



36



37