Introduction to Business Agility
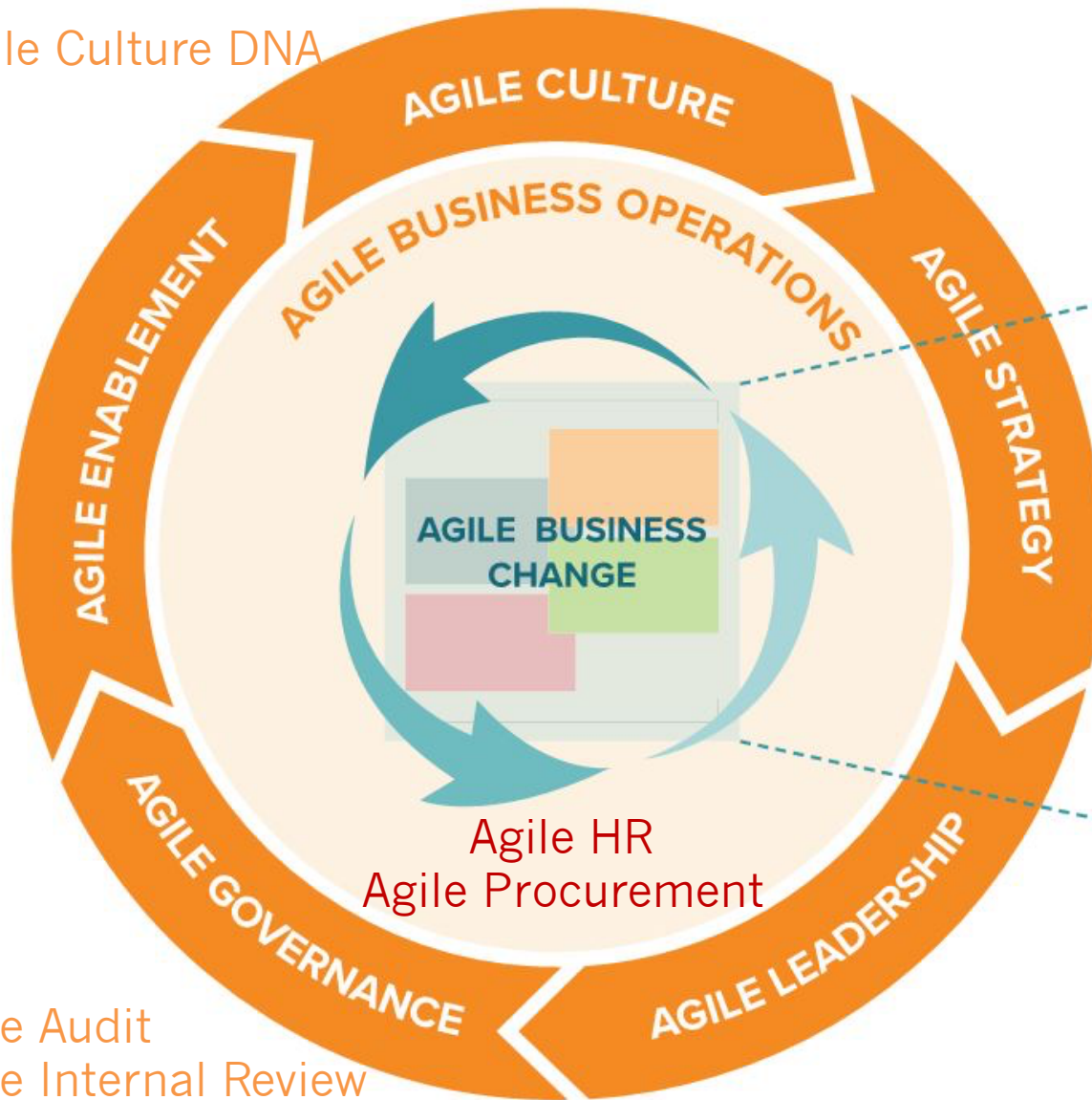
2018.12.28

www.agilebusiness.org
www.businessagility.institute

AgilePM®
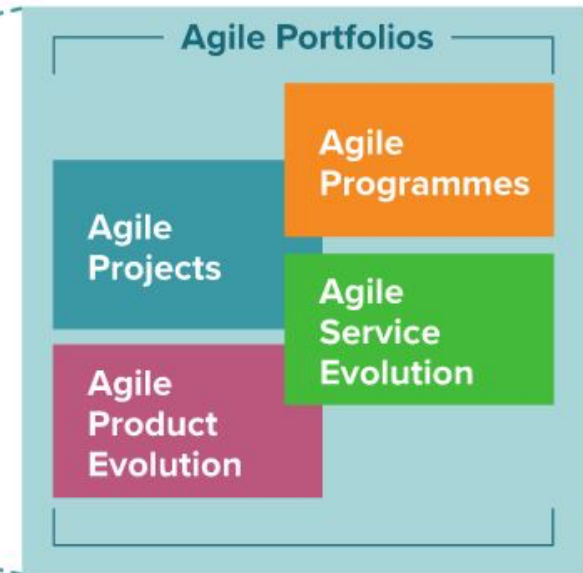Agile Project Management

APMG International™
AgilePM

What is Business Agility?

- Business Agility is the ability of an organisation to:
  - Adapt quickly to market changes - internally and externally -
  - Respond rapidly and flexibly to customer demands
  - Adapt and lead change in a productive and cost-effective way without compromising quality
  - Continuously be at a competitive advantage

Agile Culture

Agile Culture is about creating an environment that is underpinned by values, behaviours and practices which enable organisations, teams and individuals to be more adaptive, exible, innovative and resilient when dealing with complexity, uncertainty and change.
(Based on the works of Ed Schein, Frederick Laloux, Vlatka Hlupic, Peter Senge and Alan Furlong)

Agile Culture DNA

- Unleashed purpose & Meaningful results
  – a clear, compelling and inspiring purpose that focuses on results that matter to all stakeholders

- Agile leadership
  – supportive leadership over directive, command and control style

- Well-being & Fullment
  – Happy and positive over fear - based, stress, fatigue and burn-out. Providing a deep sense and feeling of achievement to individuals

- Collaborative communities & Distributed authority
  – a network of collaborative teams with more autonomy for decision making as appropriate

Agile Culture DNA

- Trust & Transparency

  – loyalty, integrity and commitment to transparency, openness and honesty

    on day to day working

- Adaptability to change

  – a strong core that provides stability with exibility to adapt and change

- Innovation, Learning & Personal mastery

  – psychological safety, thoughtful experimentation, learning and reactive practice moving towards personal strengths and mastery

Agile Strategy

- In the modern business world, being supercharged is not a nice-to-have, it's a necessity.

- Business agility is not centered around capricious short-termism either, but around the concept of iterative development.

- Effective strategy has always been open to revision

Agile Leaders

9 Principles of Agile Leadership

1. Actions speak louder than words
2. Improved quality of thinking leads to improved outcomes
3. Organizations improve through effective feedback
4. People require meaning and purpose to make work fulfilling
5. Emotion is a foundation to enhanced creativity and innovation
6. Leadership lives everywhere in the organization
7. Leaders devolve appropriate power and authority
8. Collaborative communities achieve more than individuals
9. Great ideas can come from anywhere in the Organisation

Agile Governance via internal review

Internal Audit (review) in government:

- Clear roles and responsibilities

- Address conflicts of interest issues that could potentially arise; and

- Describe how issues will be resolved

Agile prompts internal reviewer and stakeholders to determine, upfront, the value to be delivered by an internal review or project.

Agile Audit （internal review）

CASE STUDY

Internal review and coach the event management team within a government authority with the objective to training up the whole team in adopting a tailored version of agile project management.

What is an Agile Business?

- An Agile Business is an organisation that embraces the Agile philosophy and values at its core, from it's people and culture, to its structure and technology, consequently an Agile Business is customer centric.

- An Agile Business can respond quickly and effectively to opportunities and threats found in its internal and external environments (be they commercial, legal, technological, social, moral or political).

Why be Agile?

- So, why Agile?

- The future is unpredictable, and with the world and its technology changing ever faster, it is creating greater uncertainty on our needs and requirements. Businesses that are able to embrace Agile are able to adapt faster, delivering little and often, testing the environment and remaining customer focused.
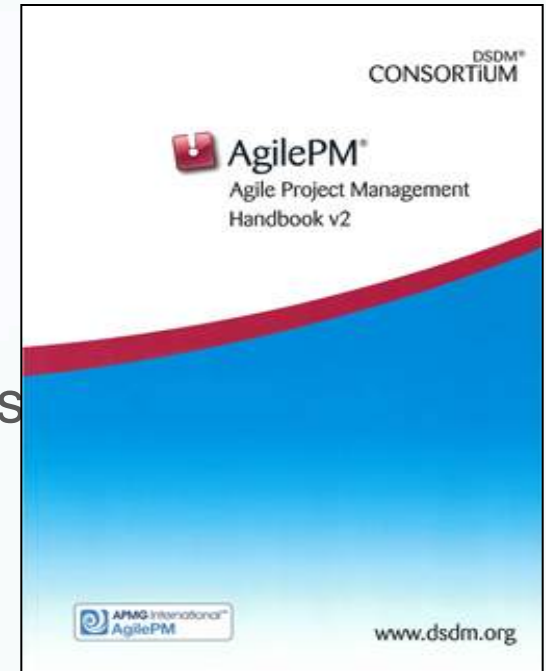
"**AGILE** ... IT'S THE WAY WE ARE!"

- Mary Henson

The Agile Business Consortium is a global leader in promoting business agility, with unrivalled expertise in the field. A not-for-profit organisation, it pioneered Agile and continues to inspire new developments and thinking such as the role of innovation at the heart of the Framework for Business Agility.

Agile Project Management

- The handbook:
  - Defines full content of AgilePM®
  - Is definitive source for all AgilePM exams
  - Supports training and exams
  - Can be used only in Practitioner exam (open book exam)

- Structure of the handbook
  - Section 1:   The Agile Project Management Foundation
  - Section 2:   The Agile Project Manager Perspective - Digging Deeper
  - Appendices: Additional supporting information

Rose Chu

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- 澳門政府科學技術基金顧問

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