



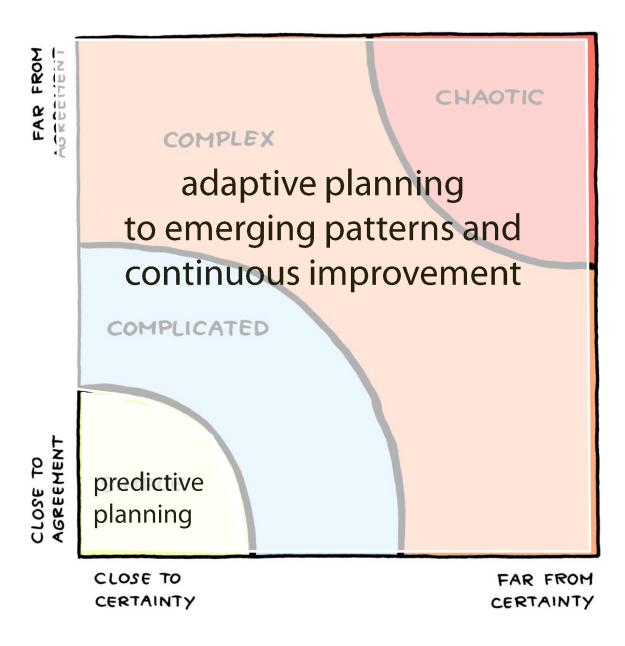
growing an agile culture

@belindawaldock www.beingagile.co.uk

create an agile culture that promotes growth & well-being

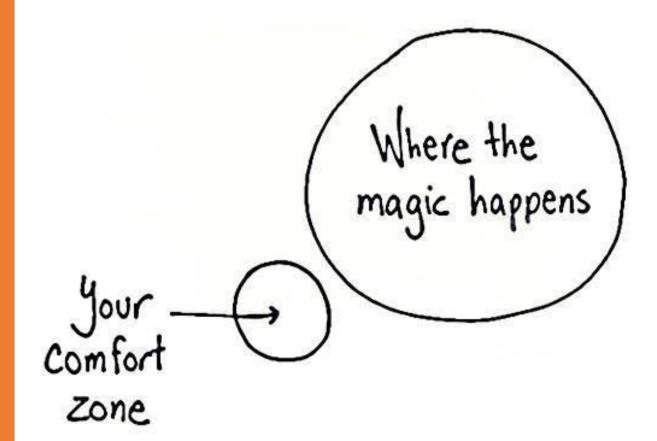
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There is chaos under the heavens and the situation is excellent



Well-being

Healthy Positive Safe Learning



courage trust belief respect empathy

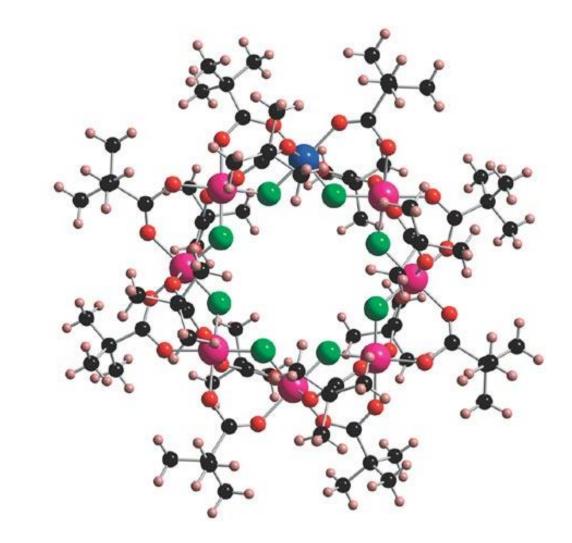


supporting beliefs

limiting beliefs

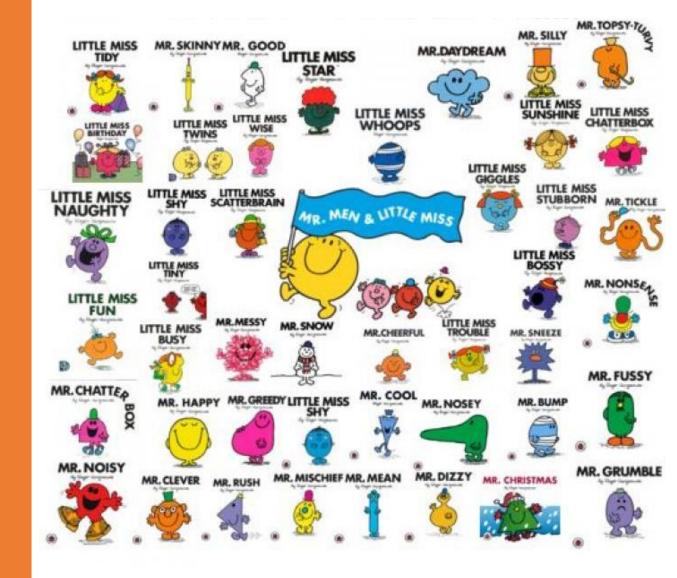
Collaborative networks

Inspire Motivate Support

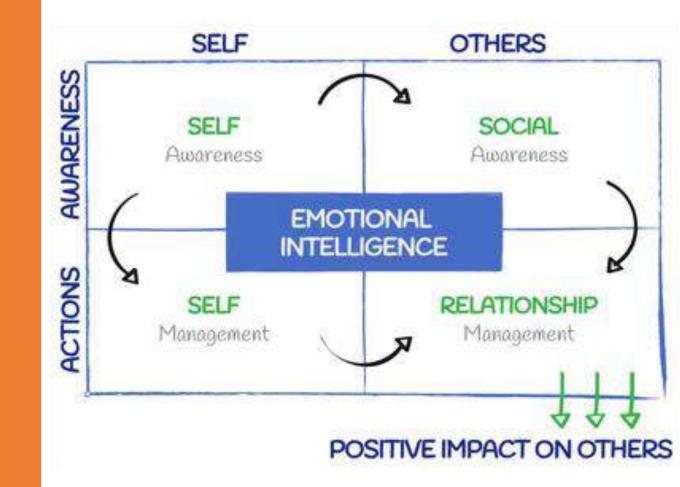


connect collaborate co-production

character style tone personality



open & inclusive



values beliefs attitudes behaviour

guide manifestc code charter

create your own style of agile

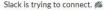
O being agile[®]

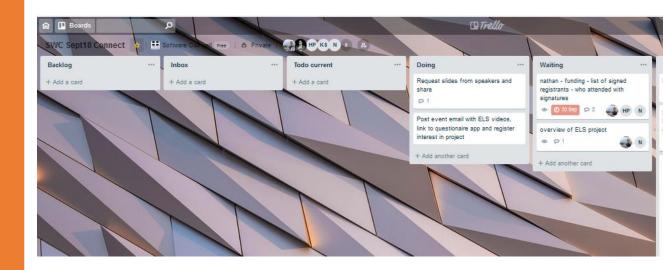
collaborative teams



enabling

Software Cornw ~ 🗘 o Belinda Waldock	Standup ☆ & - Ø Add a topic				8
More Unreads ↑	Kayley Scanlan 1. Monday, September 24t	n			
# random	Reconnecting in 1 second and will work that day rather than a difference		/ as ca	an be	тіехі
sc_committee	thank you				
🔒 standup	🥧 1				
subteam-admin	Tony Edwards 12:43 PM	6	0	⇒	\$
subteam-edswcteam	This week:				
subteam-education	- come up with a few options for getting is	involv	ved in	the A	Apoll
subteam-fundingbids	event.				
🔒 subteam-gdpr	- 1 workshop, 4 meetings and 2 events in a			lymo	uth!
subteam-marketing	 get a few orgs involved in the open day in 1 day at the like minds festival 	1 pool			
subteam-membership	- firm up a series of Tech Jam bookings				
subteam-recruitment	- arrange a bunch of 1-2-1 sessions for Ga	me Ch	angei	r	
subteam-techcon-sep18	Left over from last week are my time sheet	ts and	activi	tv tra	cker
subteam-techconf					
subteam-technation					
🖴 subteam-website	+ Message standup				a
24 a					



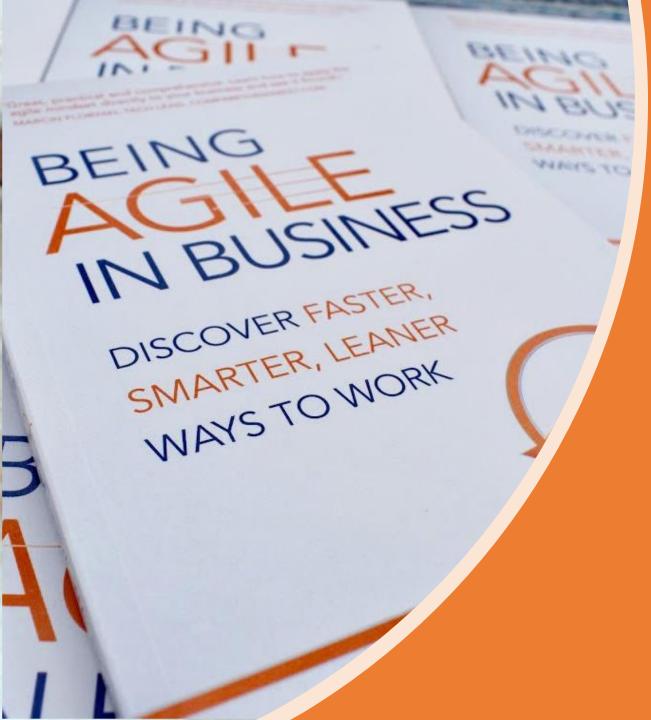


technation



working environments that empower teams to be agile

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growing an agile culture





I have never...

Belinda Waldock

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(1) Demand written orders.

(2) "Misunderstand" orders. Ask endless questions or engage in long correspondence about such orders. Quibble over them when you can.

(3) Do everything possible to delay the delivery of orders. Even though parts of an order may be ready beforehand, don't deliver it until it is completely ready.

(§) Don't order new working materials until your current stocks have been virtually exhausted, so that the slightest delay in filling your order will mean a shutdown.

(5) Order high-quality materials which are hard to get. If you don't get them argue about it. Warn that inferior materials will mean inferior work.

(6) In making work assignments, always sign out the unimportant jobs first. See that the important jobs are assigned to inefficient workers of poor machines.

(?) Insist on perfect work in relatively unimportant products; send back for refinishing those which have the least flaw. Approve other defective parts whose flaws are not visible to the naked eye.

(§) Make mistakes in routing so that parts and materials will be sent to the wrong place in the plant.

(§) When training new workers, give incomplete or misleading instructions.

(10) To lower motale and with it, production, be pleasant to inefficient workers; give them undeserved promotions. Discriminate against efficient workers; complain unjustly about their work.

(11) Hold conferences when there is more critical work to be done. Delayed the delivery of orders even though parts of an order maybe ready. Not delivering until completely ready

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Engaged in long correspondence about said orders.

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tors to cause power leakage. It will be quite easy, too, for them to tie a piece of very heavy string several times back and forth between two parallel transmission lines, winding it several turns nround the wire each time. Beforehand, the string should be heavily saturated with salt and then dried. When it rains, the string becomes a conductor, and a short-circuit will result.

 General Interference with Organizations and oduction

(a) Organizations and Conferences

(1) Insist on doing everything through "channels." Never permit short-cuts to be taken in order to expedite decisions.

(2) Make "speeches." Talk as frequently as possible and at great length. Illustrate your "points" by long anecdotes and accounts of personal experiences. Never hesitate to make a few appropriate "patriotic" comments.

(2) When possible, refer all matters to committees, for "further study and consideration." Attempt to make the committees as large as possible — never less than five.

(4) Bring up irrelevant issues as frequently as possible.

(5) Haggle over precise wordings of communications, minutes, resolutions.

(5) Refer back to matters decided upon at the last meeting and attempt to re-open the question of the advisability of that decision.

(7) Advocate "caution." Be "reasonable" and urge your fellow-conferences to be "reasonable" and avoid haste which might result in embarrassments or difficulties later on.

(§) Be worried about the propriety of any decision — raise the question of whether such action as is contemplated lies within the jurisdiction of the group or whether it might conflict with the policy of some higher echelon.

Haggled over precise wordings

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complete unimportant jobs first

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Assigned important jobs to inefficient workers.

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Insisted on perfect work

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Make the team as large as possible, never less than 5

