



Meet, Share, Grow
**Digital Cultures
and
Agile Management**

**THURSDAY,
11 MAY AT 6 PM**



DIGITAL CULTURES AND AGILE MANAGEMENT

HOW NETWORKING, SOCIALIZING AND RELATIONSHIP BUILDING
ENHANCE YOUR ABILITY TO OPERATE IN DIGITAL WORK CULTURES AND
REMOTE AND HYBRID WORK

BUSINESSCURE

REACH YOUR POTENTIAL





DIGITAL CULTURES AND AGILE MANAGEMENT

HOW DO YOU UNDERSTAND AGILE MANAGEMENT?


WHAT IS A DIGITAL CULTURE IN YOUR OPINION?

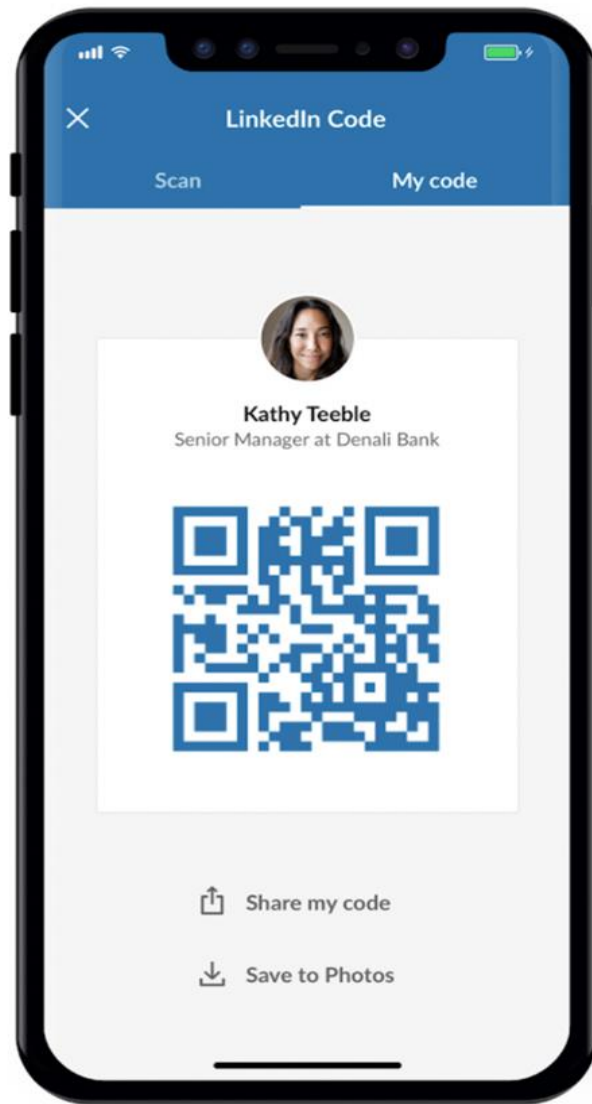
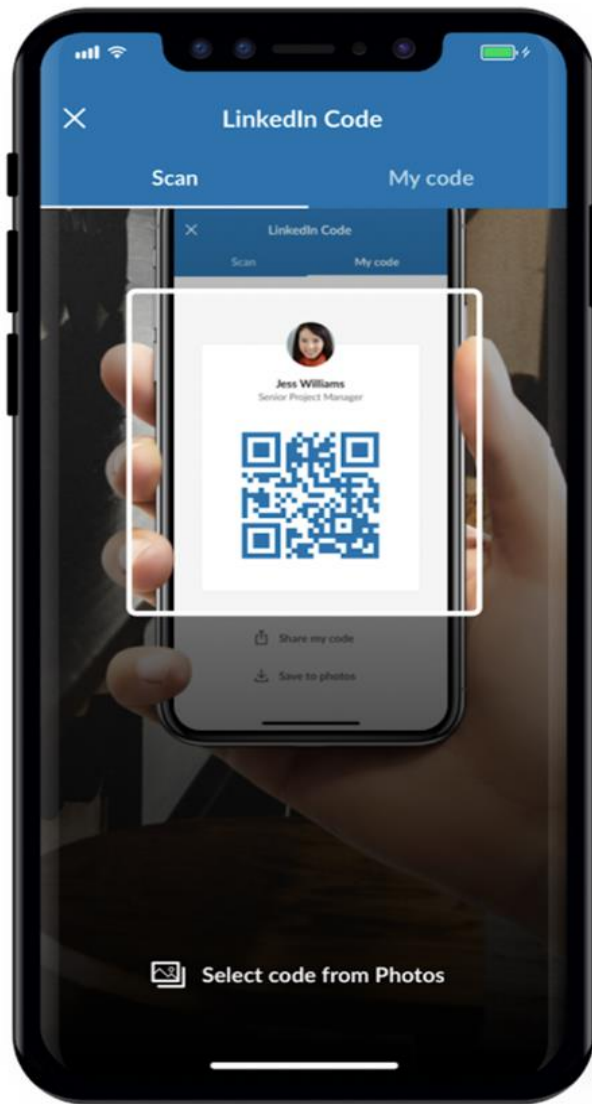
HOW DO THESE TWO CONCEPTS CONNECT TO THE ABILITY TO BUILD RELATIONSHIPS
AND NETWORKS?

DO YOU HAVE PROFESSIONAL EXPERIENCE WITH AGILE?



AGENDA

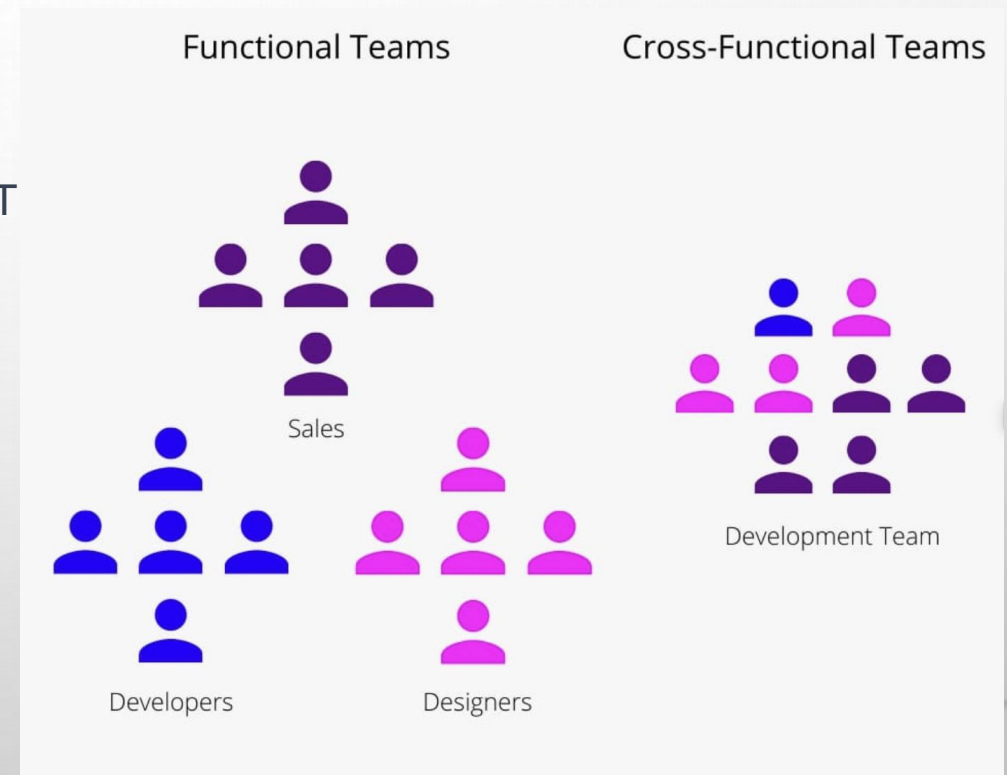
1. CONNECT NOW!
 2. THE BASICS
 3. HOW DO NETWORKING AND RELATIONSHIP BUILDING ENHANCE AGILE?
 4. NEW PROFESSIONAL MINDSET
 5. 60 SECONDS
 6. THE AGILE SHIFT
 7. AGILE GAME
 8. PRACTICE YOUR ABILITY TO RELATE TO OTHERS AND GROW YOUR NETWORK PROF AND PERS
 9. CONCLUSION
- 



THE BASICS

AGILE MANAGEMENT

- IS AN **ITERATIVE AND FLEXIBLE, HORIZONTAL APPROACH** TO PROJECT MANAGEMENT AND PRODUCT DEVELOPMENT
- EMPHASIZES **ADAPTABILITY, COLLABORATION, AND CONTINUOUS IMPROVEMENT AND GROWTH MINDSET**
- IT INVOLVES BREAKING DOWN WORK INTO SMALL, MANAGEABLE TASKS
- FOSTERS **CROSS-FUNCTIONAL TEAMS**, PRIORITIZING **CUSTOMER COLLABORATION**, AND **EMBRACING CHANGE** TO DELIVER VALUE EARLY AND FREQUENTLY
- TEAMS ARE **SELF-MANAGED OR SELF-ORGANIZED**



THE BASICS

DIGITAL CULTURE

- IS A SET **COLLECTIVE BEHAVIORS, ATTITUDES, NORMS, AND VALUES** THAT EMERGE WITHIN AN ORGANIZATION OR SOCIETY AS A RESULT OF **WIDESPREAD ADOPTION AND INTEGRATION OF DIGITAL TECHNOLOGIES**.
- IT ENCOMPASSES THE WAY PEOPLE INTERACT, COMMUNICATE, WORK, AND ENGAGE WITH TECHNOLOGY IN THE DIGITAL AGE.
- DIGITAL CULTURE IS INFLUENCED BY **THE ABILITY TO CREATE, FOSTER AND NURTURE RELATIONSHIPS**, BY ADVANCED LEVEL OF **DIGITAL LITERACY**, AGILE ORGANIZATIONAL PRACTICES, **LIFE LONG LEARNING** AND SOCIETAL TRENDS SUCH AS REMOTE AND HYBRID WORK.

DAILY HUDDLE

5 Reasons Why Daily Huddles are Productive



HOW DO NETWORKING AND RELATIONSHIP BUILDING ENHANCE AGILE?

1. BUILDING RELATIONSHIPS:

- AGILE TEAMS WORK **CLOSELY TOGETHER** ON PROJECTS, **STRONG RELATIONSHIPS AMONG TEAM MEMBERS** ARE CRUCIAL FOR EFFECTIVE COLLABORATION.
- **SKILLED NETWORKERS CAN BUILD RELATIONSHIPS MORE EASILY**, FOSTERING A POSITIVE AND SUPPORTIVE TEAM ENVIRONMENT.
- BUILDING RELATIONSHIPS HELPS **CREATE TRUST, RESPECT, AND OPEN COMMUNICATION** AMONG TEAM MEMBERS, WHICH IN TURN IMPROVES TEAM DYNAMICS AND OVERALL PERFORMANCE.

2. EFFECTIVE COMMUNICATION:

- SKILLED NETWORKERS ARE OFTEN BETTER AT **ARTICULATING THEIR IDEAS, ACTIVELY LISTENING TO OTHERS, AND UNDERSTANDING DIFFERENT PERSPECTIVES**.
- THEY CAN **NAVIGATE SOCIAL DYNAMICS AND ADAPT THEIR COMMUNICATION STYLE** TO CONNECT WITH DIFFERENT TEAM MEMBERS.
- EFFECTIVE COMMUNICATION **MINIMIZES MISUNDERSTANDINGS, PROMOTES CLARITY**, AND ENSURES THAT EVERYONE ON THE TEAM IS ON THE SAME PAGE.

3. STAKEHOLDER ENGAGEMENT:

- AGILE TEAMS **FREQUENTLY INTERACT WITH STAKEHOLDERS**, SUCH AS CUSTOMERS, PRODUCT OWNERS, OR MANAGERS.
- SKILLED NETWORKERS ARE ADEPT AT **BUILDING RELATIONSHIPS WITH STAKEHOLDERS**, UNDERSTANDING THEIR NEEDS, AND MANAGING THEIR EXPECTATIONS.
- THEY CAN EFFECTIVELY **COMMUNICATE PROJECT PROGRESS, GATHER FEEDBACK, AND ALIGN STAKEHOLDER INTERESTS WITH THE TEAM'S GOALS**.
- POSITIVE STAKEHOLDER RELATIONSHIPS CONTRIBUTE TO PROJECT SUCCESS AND CUSTOMER SATISFACTION.

HOW DO NETWORKING AND RELATIONSHIP BUILDING ENHANCES AGILE?

4. KNOWLEDGE SHARING:

- NETWORKING EXTENDS BEYOND THE IMMEDIATE TEAM AND **INCLUDES CONNECTING WITH PROFESSIONALS OUTSIDE OF THE TEAM.**
- SKILLED NETWORKERS **ACTIVELY SEEK OPPORTUNITIES TO LEARN FROM OTHERS, SHARE KNOWLEDGE, AND STAY UPDATED ON INDUSTRY TRENDS AND BEST PRACTICES.**
- THEY CAN ESTABLISH **CONNECTIONS WITH EXPERTS, ATTEND RELEVANT EVENTS, PARTICIPATE IN COMMUNITIES OF PRACTICE,** AND CONTRIBUTE TO THE COLLECTIVE LEARNING OF THE TEAM.
- KNOWLEDGE SHARING ENHANCES THE TEAM'S CAPABILITIES AND PROMOTES CONTINUOUS IMPROVEMENT.

5. COLLABORATION AND INFLUENCE:

- AGILE TEAMS **REQUIRE COLLABORATION ACROSS DIFFERENT DEPARTMENTS, TEAMS, OR ORGANIZATIONS.**
- SKILLED NETWORKERS CAN **LEVERAGE THEIR CONNECTIONS TO FACILITATE CROSS-FUNCTIONAL COLLABORATION, BRIDGE GAPS, AND ALIGN DIVERSE PERSPECTIVES.**
- THEY CAN **INFLUENCE OTHERS BY EFFECTIVELY CONVEYING IDEAS, GATHERING SUPPORT, AND BUILDING COALITIONS.**
- STRONG NETWORKING SKILLS ENABLE TEAM MEMBERS TO **NAVIGATE ORGANIZATIONAL DYNAMICS AND DRIVE POSITIVE CHANGE.**

6. PROFESSIONAL GROWTH AND OPPORTUNITIES:

- NETWORKING **OPENS DOORS TO NEW OPPORTUNITIES WITHIN AND BEYOND THE CURRENT PROJECT OR ORGANIZATION.**
- SKILLED NETWORKERS **CAN ESTABLISH A REPUTATION, GAIN VISIBILITY, AND CREATE PROFESSIONAL CONNECTIONS** THAT CAN LEAD TO CAREER ADVANCEMENT, MENTORSHIP, AND FUTURE COLLABORATIONS.
- NETWORKING **EXPANDS ONE'S PROFESSIONAL HORIZONS AND PROVIDES ACCESS TO DIVERSE PERSPECTIVES AND EXPERIENCES.**

NEW PROFESSIONAL MINDSET

THREE BASIC PRINCIPLES

1. HORIZONTAL, FLAT STRUCTURES

DIVERSITY, **INCLUSION**

TALENT, EXPERTISE, SKILL SET

2. NETWORK ECONOMY, ENTREPRENEURSHIP, INNOVATION

PROJECTS VS. EMPLOYMENT - **COLLECTIVE INTELLIGENCE**

AGILE, COLLABORATIVE ENVIRONMENT BASED ON SKILL

3. ONLINE AND IN PERSON - **COLLABORATION SKILLS**

TECH-EMOTIONAL BEHAVIOR, PROFILE, ADAPTABILITY, COLLABORATION, AND CONTINUOUS IMPROVEMENT AND GROWTH MINDSET.

SKILLS AND VIRTUES TO MASTER

SKILLS

- ACTIVE LISTENING
- GROWTH MINDSET, LIFELONG LEARNING
- ADAPTABILITY, FLEXIBILITY, CARE
- ONGOING FEEDBACK
- ADVANCED COMMUNICATION
- TRANSVERSAL, MULTIDISCIPLINARY
- RELATIONSHIP BUILDING

VIRTUES

- SEEING THE OTHER AND APPRECIATION OF THEIR SKILLS
- EMBRACING DIVERSITY
- EXCELLENCE ACHIEVED THROUGH ERROR AND IMPROVEMENT
- REPUTATION
- KNOWLEDGE SHARING
- AUTONOMY, ACCOUNTABILITY, RESPONSIBILITY

60''





ELEVATOR PITCH GUIDE

- NAME
 - I AM FROM?
 - PROFESSION / LINE OF WORK
 - I COLLABORATE WITH / MY CLIENTS ARE
 - MY **RECENT BIGGEST ACHIEVEMENT** IS?
 - IN THE LAST FIVE DAYS I HAVE BEEN WORKING ON?
 - WHO WOULD I LIKE TO **CONNECT** WITH? (PROFESSIONALLY OR PERSONALLY OR BOTH)
 - REPEAT NAME
- 



A

1.

2.

3.

4. ~~NEW PROFESSIONAL MINDSET~~

4. ~~60 SECONDS~~

7. THE AGILE SHIFT

8. AGILE GAME

9. PRACTICE YOUR ABILITY TO RELATE TO OTHERS AND GROW YOUR NETWORK PROF AND PERS

10. CONCLUSION



THE AGILE SHIFT





Challenge:

FACILITATION
COACHING
MENTORING
ANALYSIS
COLLABORATION
SIMULTANEOUS
ACTIVITY
CHANGE
AUTONOMY
ACCOUNTABILITY
MULTIDISCIPLINARY
TRANSVERSAL

THE AGILE SHIFT

There are five trademarks of agile organizations.

	Trademark		Organizational-agility practices ¹
Strategy	North Star embodied across the organization		<ul style="list-style-type: none">• Shared purpose and vision• Sensing and seizing opportunities• Flexible resource allocation• Actionable strategic guidance
Structure	Network of empowered teams		<ul style="list-style-type: none">• Clear, flat structure• Clear accountable roles• Hands-on governance• Robust communities of practice• Active partnerships and ecosystem• Open physical and virtual environment• Fit-for-purpose accountable cells
Process	Rapid decision and learning cycles		<ul style="list-style-type: none">• Rapid iteration and experimentation• Standardized ways of working• Performance orientation• Information transparency• Continuous learning• Action-oriented decision making

THE SHIFT:

Strategy




Mind-set shift

From: “In an environment of scarcity, we succeed by capturing value from competitors, customers, and suppliers for our shareholders.”

To: “Recognizing the abundance of opportunities and resources available to us, we succeed by co-creating value with and for all of our stakeholders.”

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THE SHIFT:

Structure


Mind-set shift

From: “People need to be directed and managed, otherwise they won’t know what to do—and they’ll just look out for themselves. There will be chaos.”

To: “When given clear responsibility and authority, people will be highly engaged, will take care of each other, will figure out ingenious solutions, and will deliver exceptional results.”

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THE SHIFT:

Process

Mind-set shift

From: “To deliver the right outcome, the most senior and experienced individuals must define where we’re going, the detailed plans needed to get there, and how to minimize risk along the way.”

To: “We live in a constantly evolving environment and cannot know exactly what the future holds. The best way to minimize risk and succeed is to embrace uncertainty and be the quickest and most productive in trying new things.”

THE AGILE SHIFT

People

Dynamic people model that ignites passion



- Cohesive community
- Shared and servant leadership
- Entrepreneurial drive
- Role mobility

Technology

Next-generation enabling technology



- Evolving technology architecture, systems, and tools
- Next-generation technology development and delivery practices

THE SHIFT:

People

Mind-set shift

From: “To achieve desired outcomes, leaders need to control and direct work by constantly specifying tasks and steering the work of employees.”

To: “Effective leaders empower employees to take full ownership, confident they will drive the organization toward fulfilling its purpose and vision.”

THE AGILE SHIFT

People

Dynamic people model that ignites passion



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Technology

Next-generation enabling technology



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THE SHIFT:

Technology Mind-set shift

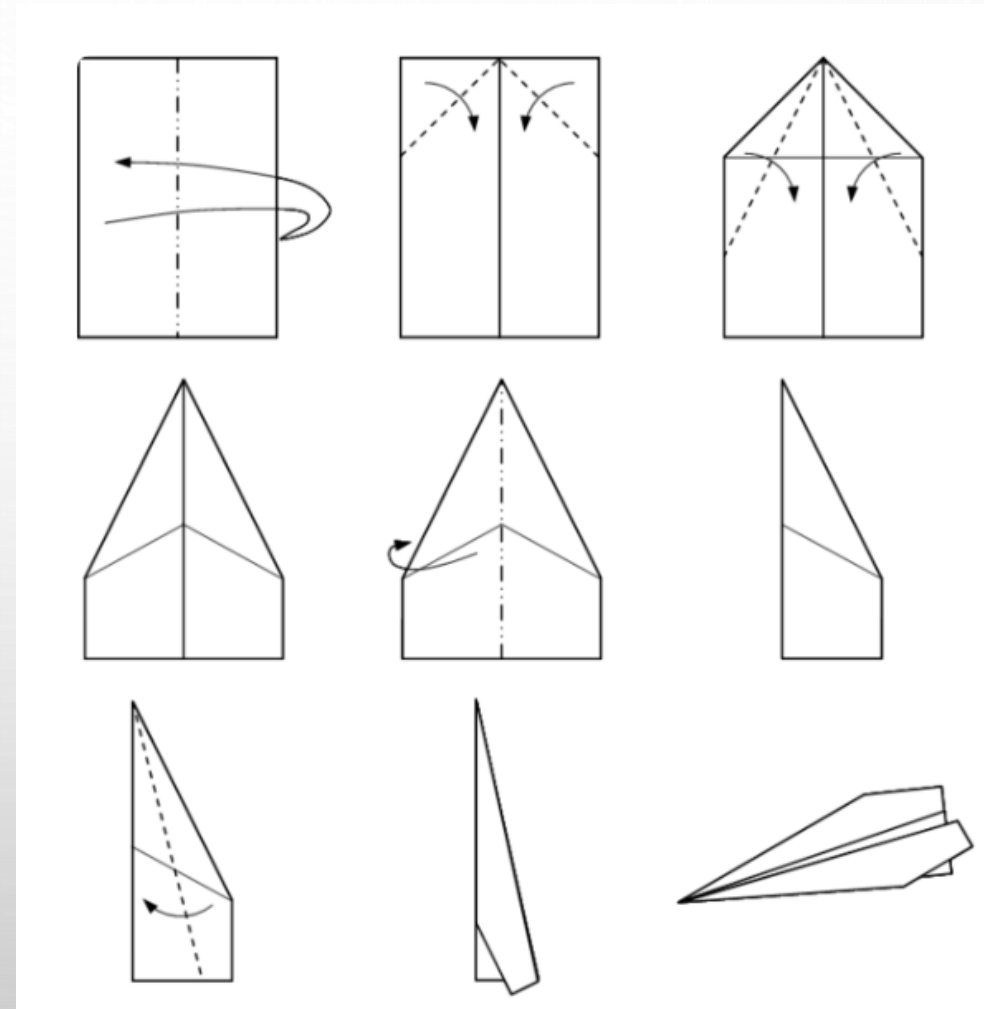
From: “Technology is a supporting capability that delivers specific services, platforms, or tools to the rest of the organization as defined by priorities, resourcing, and budget.”

To: “Technology is seamlessly integrated and core to every aspect of the organization as a means to unlock value and enable relationships and quick reactions to business and stakeholder needs.”

AGILE GAME

PAPER AIRPLANE GAME

- **TIME TO PLAY:** 20 MINUTES
(NINE-MINUTE SPRINTS)
- **NUMBER OF PLAYERS:** 4+
PLAYERS PER GROUP
- **LEARNING OBJECTIVES:** ITERATION
AND TIME BLOCKS



AGILE GAME

HOW IT WORKS

- EVERYBODY KNOWS HOW TO BUILD A SIMPLE PAPER AIRPLANE. **BUT WHAT IF YOU'RE TRYING TO BUILD ONE THAT WILL FLY THE FURTHEST DISTANCE?** THIS FUN AND SIMPLE GAME IS ABOUT WORKING IN **SPRINTS** OR TIME BLOCKS, AS WELL AS ITERATING ON IDEAS.
- TEAMS SPLIT INTO GROUPS OF 4 PLUS
- EACH GROUP GETS A STACK OF PAPER
- THE GOAL IS TO BUILD AS MANY PAPER AIRPLANES AS POSSIBLE.
- THE CATCH? **TEAM MEMBERS CAN ONLY MAKE ONE FOLD AT A TIME BEFORE PASSING THE PIECE OF PAPER TO THE NEXT PERSON. ADDITIONALLY, PLANES WILL ONLY COUNT FOR POINTS IF THEY FLY A MINIMUM DISTANCE DETERMINED BY YOUR ENTIRE TEAM.**
- **USE NINE-MINUTE SPRINTS:** THREE MINUTES FOR PLANNING, THREE MINUTES FOR BUILDING AND TESTING, AND THREE MINUTES FOR A RETROSPECTIVE.

BEFORE THE TIME BOX BEGINS, TEAMS SHOULD GIVE A COUNT FOR HOW MANY PLANES THEY PLAN TO PRODUCE, SO THEY CAN EVALUATE THEMSELVES DURING THEIR REVIEWS.

- IT'S A WAY TO GET COMFORTABLE WITH NUMEROUS ASPECTS OF AGILE, INCLUDING COLLABORATION, SPRINTS, AND AGILE RETROSPECTIVES.

AGILE GAME

STEPS:

1. TOGETHER WE DETERMINE THE MINIMUM DISTANCE FOR A PLANE TO FLY
2. SPLIT INTO GROUPS OF 4 PLUS
3. COLLECT YOUR PAPER STACK
4. USE NINE-MINUTE SPRINTS: THREE MINUTES FOR PLANNING, THREE MINUTES FOR BUILDING AND TESTING, AND THREE MINUTES FOR A RETROSPECTIVE.
5. DECIDE HOW MANY PLANES YOU ARE GOING TO BUILD
6. START: **TEAM MEMBERS CAN ONLY MAKE ONE FOLD AT A TIME BEFORE PASSING THE PIECE OF PAPER TO THE NEXT PERSON. ADDITIONALLY, PLANES WILL ONLY COUNT FOR POINTS IF THEY FLY A MINIMUM DISTANCE DETERMINED BY YOUR ENTIRE TEAM.**
7. ONCE YOU ARE DONE MEASURE YOUR LANDING DISTANCE



Meet, Share, Grow

Your Network is your Networth
Thursday 23 March

Digital Cultures and Agile Management
Thursday 11 May


The Meaning of Collaboration
Thursday 15 June

All you have to do is ask
Thursday 28 September



Bibiana Cunningham
Executive Founder
of Businesscure



The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

THANK YOU AND STAY IN
TOUCH!

BUSINESSCURE
REACH YOUR POTENTIAL



START GROWING YOUR AND NURTURING NETWORK