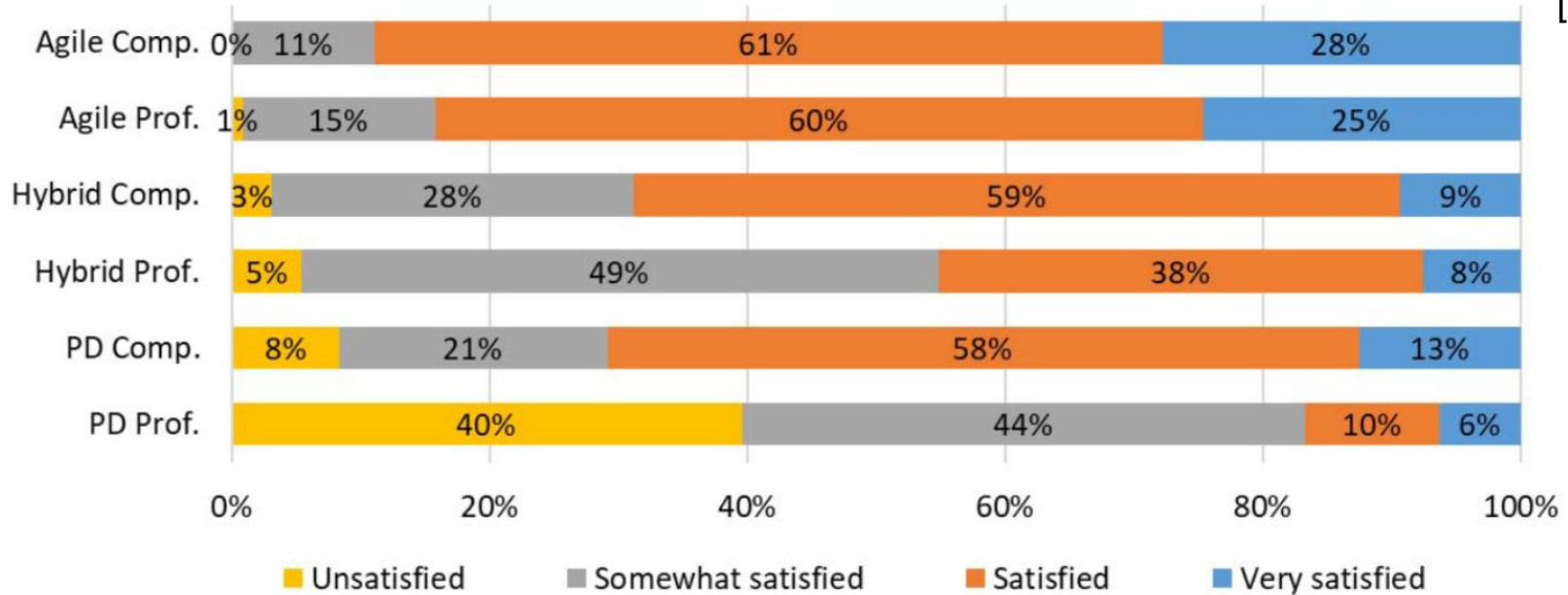"Agile is about social change"

-Kent Beck in "Extreme Programming", 2004

Soziale Effekte Agilen Projektmanagements

Val Richter

Zufriedenheit mit Agilem Projektmanagement

[1]

n (comp)=178   n (prof)=255

(comp=companies, prof=professionals, PD=Plan-Driven)
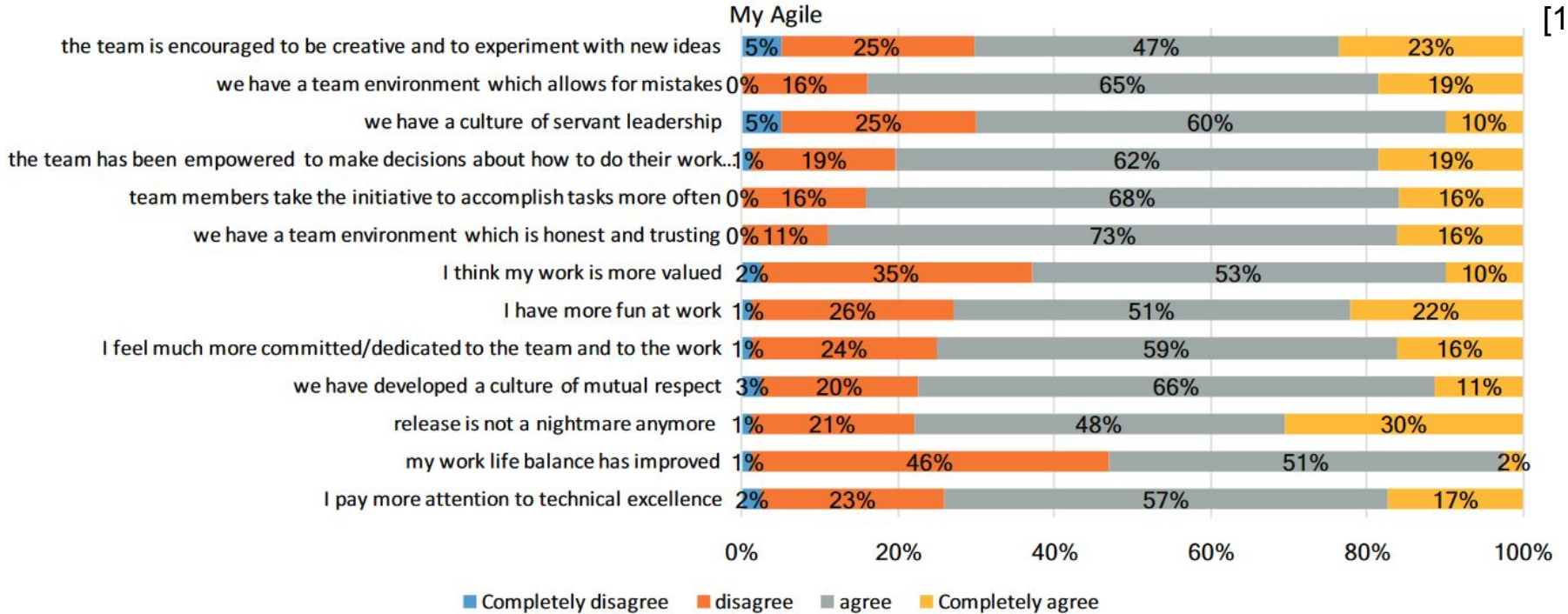
Positive Effekte

[2]

- Zufriedenheit
- Kommunikation
- Verantwortung
- Support
- Teamzugehörigkeit
- Verbindung zu Teammitgliedern
- Engagement
- "Agile Kultur"

Negative Effekte

[2], [3]

- Soziale Bestrafungen
- Sozialer Stress
- Verantwortung
- Neueinsteiger:innen
- Team-Isolation
- Rollen-Benachteiligung
- Burnout
- Gruppen Kontrolle

Effekte

My Agile [1]

	Completely disagree	disagree	agree	Completely agree
the team is encouraged to be creative and to experiment with new ideas	5%	25%	47%	23%
we have a team environment which allows for mistakes	0%	16%	65%	19%
we have a culture of servant leadership	5%	25%	60%	10%
the team has been empowered to make decisions about how to do their work...	1%	19%	62%	19%
team members take the initiative to accomplish tasks more often	0%	16%	68%	16%
we have a team environment which is honest and trusting	0%	11%	73%	16%
I think my work is more valued	2%	35%	53%	10%
I have more fun at work	1%	26%	51%	22%
I feel much more committed/dedicated to the team and to the work	1%	24%	59%	16%
we have developed a culture of mutual respect	3%	20%	66%	11%
release is not a nightmare anymore	1%	21%	48%	30%
my work life balance has improved	1%	46%	51%	2%
I pay more attention to technical excellence	2%	23%	57%	17%

Quellen

1. Biddle, Meier, Kropp, Anslow, 2018; "Myagile: Sociological and Cultural Effects of Agile on Teams and Their Members", doi: 10.1145/3195836.3195845
2. Whitworth, Biddle, 2007; "The Social Nature of Agile Teams", doi: 10.1109/AGILE.2007.60
3. Cagle, 2019; "The End of Agile", https://www.forbes.com/sites/cognitiveworld/2019/08/23/the-end-of-agile/

Limitationen

"Agile is about social change"

-Kent Beck in "Extreme Programming", 2004