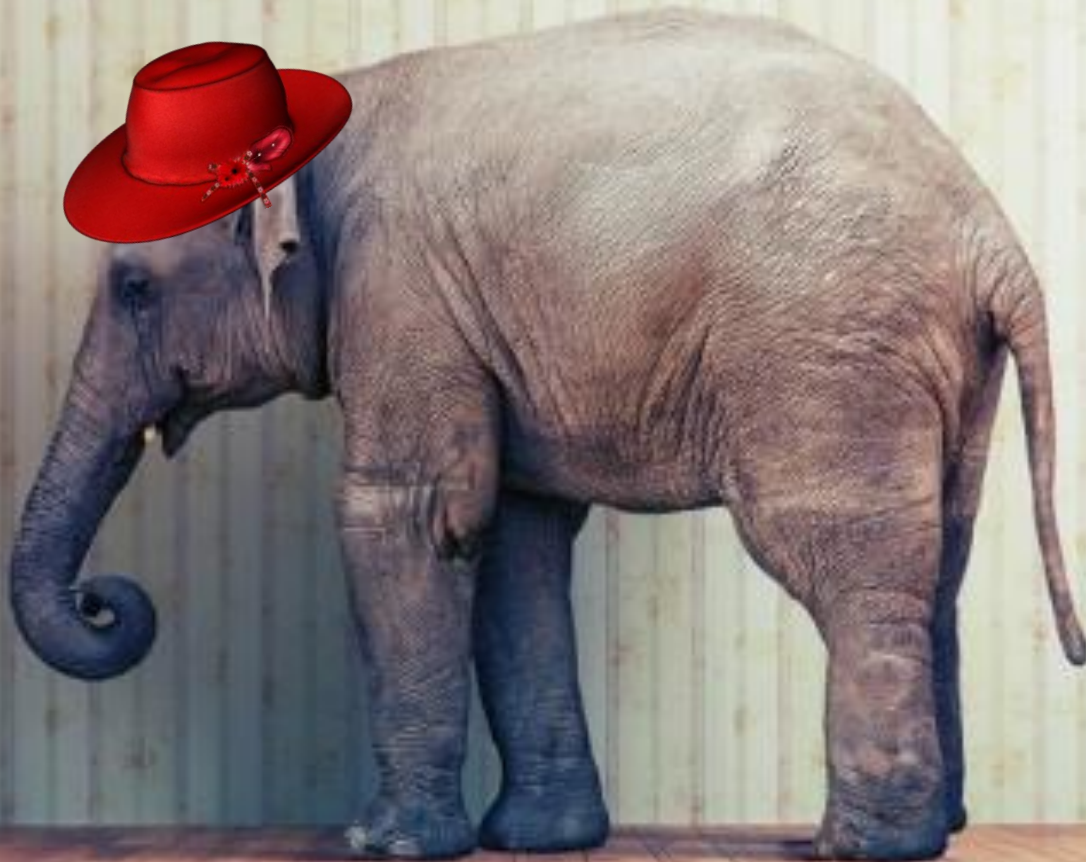


***The Elephant in the Room is
Wearing a **Red** Hat.***

The ELEPHANT



GREAT STRATEGY FOR AGILE

CULTURE REIGNS SUPREME

CULTURE AFFECTS *Agile*



Pervasive values, beliefs and attitudes guide the practices of the corporate culture.

AGILE IS A CULTURE

... it is not a process.

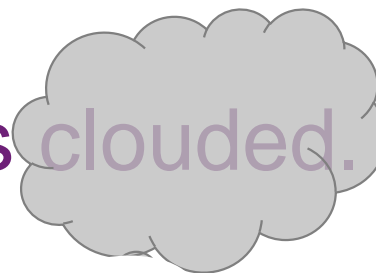
When Agile and culture clash,
corporate culture always wins.



The RED HAT

Red Hat thinking lets us consider *emotion* and *intuition* as important inputs.

When ignored, thinking is clouded.



Adapted from: Six Thinking Hats, Edward De Bono.

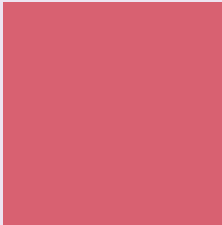
*Beliefs in our **CULTURE***



What do your Agile teams say when wearing their red hat?

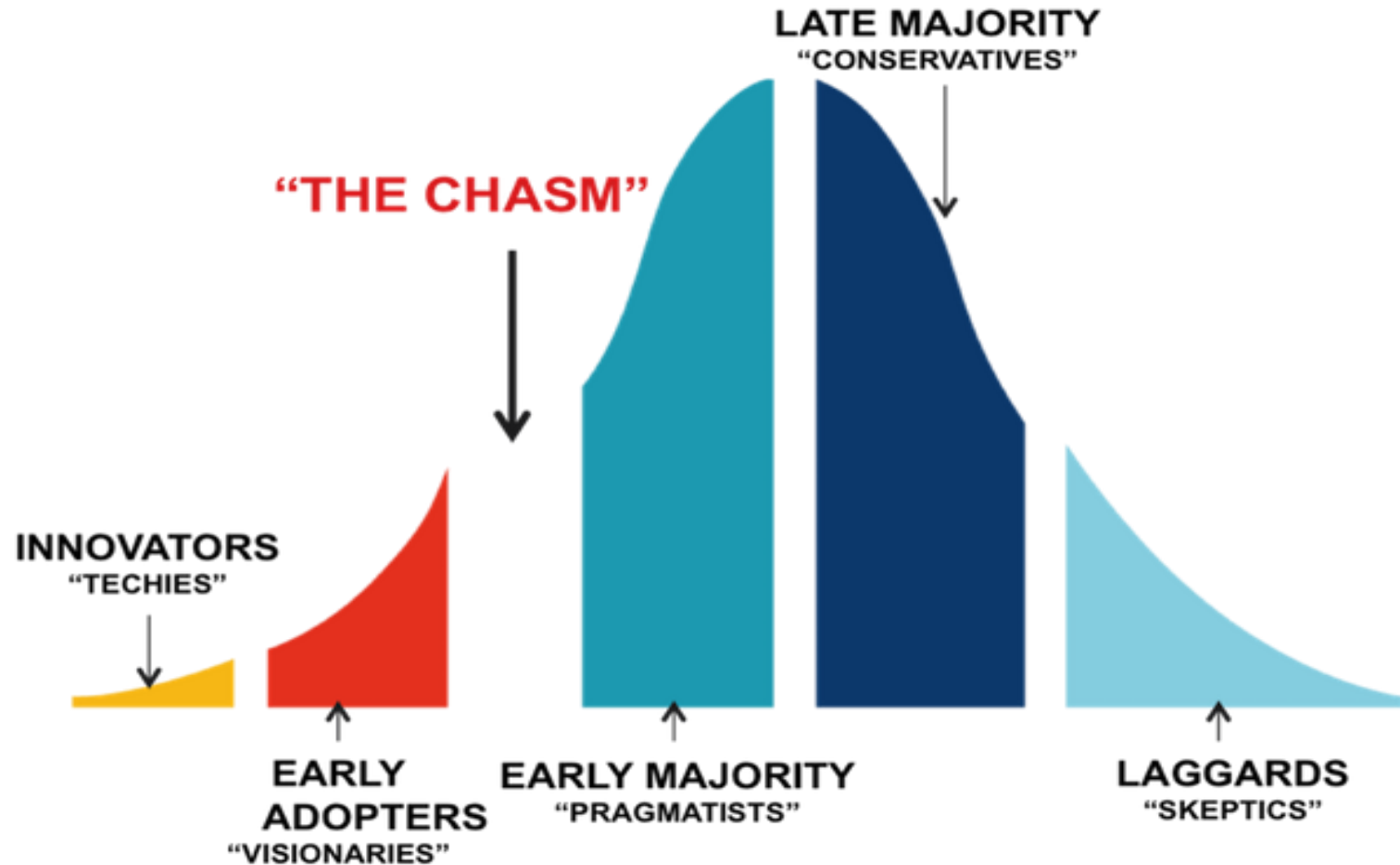


What do your leaders say when wearing their red hat?



Are there others with red hat to express?

The Red Hat Advantage



Align to the Company's Mission and Vision

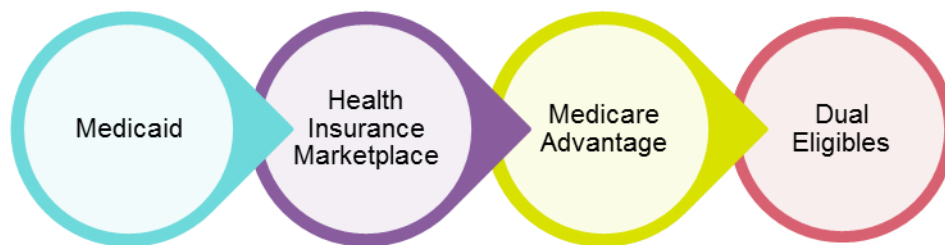
Our MIS SION

To make a lasting difference in our members' lives by improving their health and well-being.



CARESOURCE

- A nonprofit health plan and national leader in Managed Care
- Nearly 30-year history of serving the low-income populations across multiple states and insurance products
- Currently serving over 1.6 million members in Kentucky, Ohio, Indiana, West Virginia
- Preparing to serve Georgia Medicaid members in 2017



1.6M
members

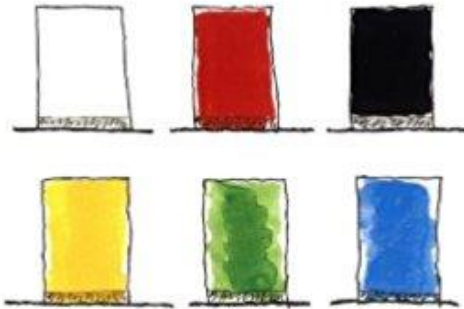



CareSource

*We Are All in this
T-O-G-E-T-H-E-R.
Show everyone how to help.*

***Hire the **Right Scrum Masters**
who understand culture and how
Agile frameworks supports it.***

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SIX THINKING HATS EDWARD DE BONO

THE INTERNATIONAL BESTSELLER
that has changed the way the world's
most successful business leaders think

"WE OWE DE BONO A DEBT FOR CONSTANTLY REMINDING US THAT
THINKING IS A SKILL AND CAN BE IMPROVED." —PSYCHOLOGY TODAY

REVISED AND UPDATED

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Think in Parallel

KEY POINTS



The *Red Hat*
can be used as a
culture barometer.

COMPANY CULTURE

Learn your company's culture observing red hat thinking

ALIGN CULTURES

Transform your company's Agile by aligning to its culture

BRITTA AUGUST

IT Manager, Scrum Master Team



CareSource®

