Part 3 Why Agile Feels Broken

The House Without a Foundation and The Real Point

Part 3 of 3: Building Agility from the Ground Up

§ 1/11: Recap Agile Is Not an Onion

It Is a Mindset Infused Throughout (See Part 2)

⚙ Trying to "find" Agile by peeling away practices misses the point.

⚙ Let's use another analogy: building a house.

§ 2/11: The House Without a Foundation 🏠

A Story from Our Indian Heritage via Buddha

⚙ 2 merchants, Ram & Sam, build home.

⚙ Ram starts with a **deep foundation**, lays bricks with care, builds upward.

⚙ Sam, eager to shortcut, tells architect: "Build me the third floor.

Skip digging!"

The Architect Refused, The House Was Never Built

⚙ You can't build the third floor first.

Obvious, right?

⚙ Yet, in enterprises, we attempt this with Agile **all the time**.

§ 4/11: Enterprise Shortcuts to Agile

Chasing Frameworks, Ignoring Foundations

⚙ "Let's Re-org!

And keep doing that often!"

⚙ "Bring in OKRs, Impact Maps,

Spotify models!"

⚙ "We want faster value delivery

NOW!"

Mindset, Culture, Clarity of Purpose

⚙ We skip the hard work of cultivating the **Agile mindset**.

⚙ We ignore building a **culture of trust and psychological safety**.

⚙ We lack **clarity of purpose** for our Agile adoption.

Losing Sight of the Original Manifesto

⚙ We publish thousands of pages of process, rules, guidelines.

⚙ We chase frameworks like fashion trends.

⚙ Hoping structure will fix what leadership, trust, and **intent** have not.

Lets Not Forget Its Origins

⚙ Agile was NEVER about ceremonies.

⚙ It wasn't born in a boardroom.

It was about core shifts:

⚙ **Responding to change** >

following rigid plan.

⚙ **Collaborating with customers** >

negotiating contracts.

§ 8/11: The Core Tenets of Agile

Value, Empowerment, Adaptation

⚙ Delivering **real value, early and often**.

⚙ **Empowering the people closest to the work** to make decisions.

⚙ These are the foundations often skipped.

§ 9/11: Powerful Tools Need a Solid Base

Impact Mapping, OKRs, Value Stream Mapping...

⚙ Over time, we added powerful tools to our Agile toolkit.

⚙ These are only effective when built on a foundation of **Agile intent and mindset**.

⚙ Otherwise, they're just fancier scaffolding on a shaky structure.

Evolution Towards Impact Driven Delivery

⚙ No longer just "What are we building?" but:

⚙ "**Who is this for?**" "**What outcome are we shaping?**"

⚙ "How will we know it worked?" "Can we deliver value in **smaller slices, sooner**?"

⚙ Impact mapping, OKRs, hypothesis-driven delivery are **evolutions of the Agile mindset**.

Real Agility Is Cultivated, Not Installed

⚙ Before adopting the next shiny Agile thing, **PAUSE**.

⚙ Ask: Have we built **psych safety, trust, autonomy, feedback loops**?

Are teams measured by **outcomes**?

⚙ You can't build the third floor first.

You must begin with the foundation.

⚙ How are YOU helping reconnect to Agile's real essence?

#BuildBetter

The Foundation: Mindset, Meaning, Value

Part 1: The Blind Men & the Agile Elephant

Access Part 1 PDF

Part 2: The Onion That Wasn't Meant to Be Peeled

Access Part 2 PDF

Part 3: The House Without a Foundation & The Real Point (Current)

Access Part 3 PDF

Read the Full Article: Why Agile Feels Broken...

All PDF carousels available at **https://agilp.org/pdf/**

Read the Full Article on LinkedIn

Focus on Foundations, Not Just Frameworks!

LinkedIn: https://www.linkedin.com/in/amitabhrjha/

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