

# A20DMV.ORG Agile Conference

Celebrating 20 Years of the Agile Manifesto

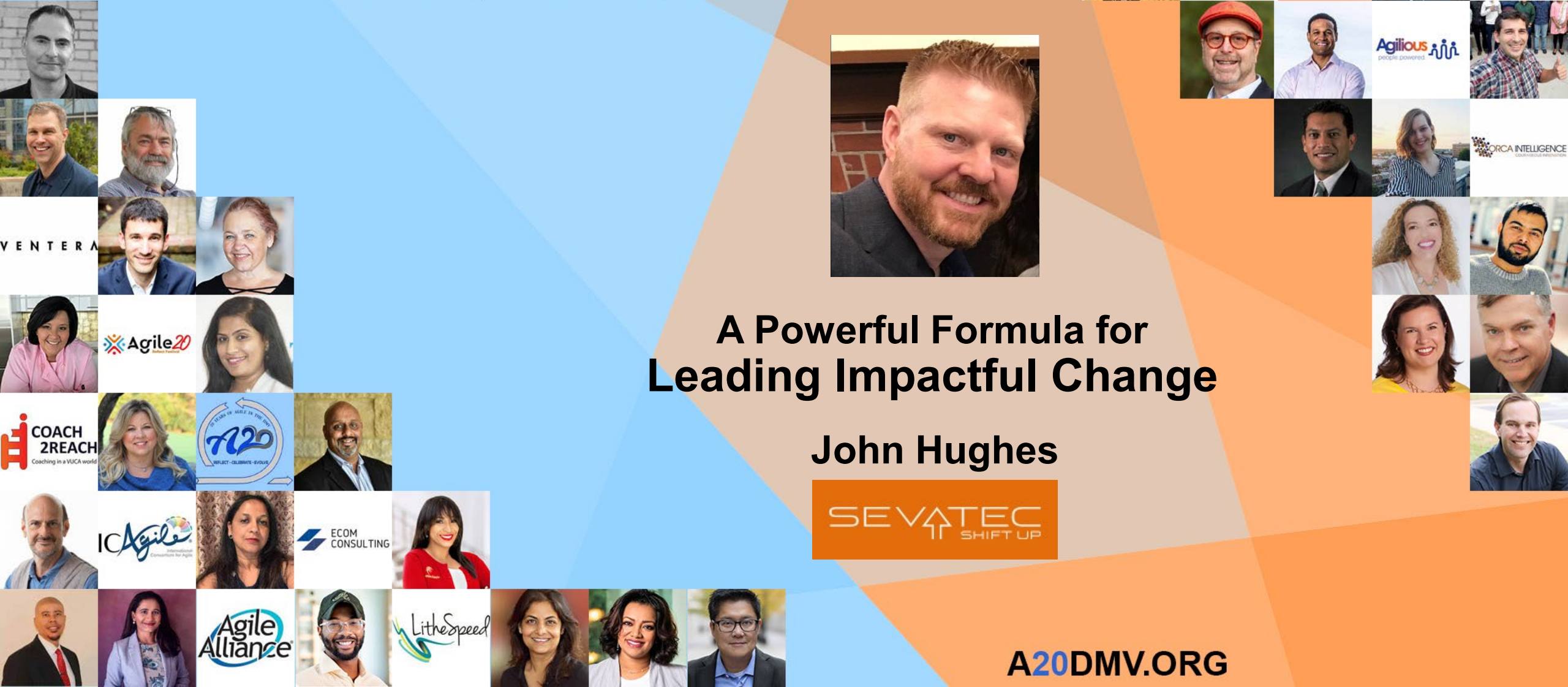
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### A Powerful Formula for Leading Impactful Change

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# A Formula for More Impactful Change

- Agile Mindset has us strive for nothing less than creating valuable impact that drives change
- Fulfillment of this requires resources that help us to better “know”

The Formula:

↑“Know” Ourselves + ↑“Know” Others + ↑EQ = Impactful Change

# Know Ourselves

To create more impactful change, we must first “know” ourselves better

- Models...
  - Spiral Dynamics Integral (SDi)
    - biopsychosocial developmental models to “see” the evolutionary development of people, organizations, and society
  - AQAL
    - the “Four Quadrants” of every holon: internal and external, subjective and objective
  - Action Logics
    - how people interpret events and how they are likely to act in different situations
- Evolvagility! – Michael Hamman
  - My single favorite book (and workshop) on leading transformative change
    - Focuses on leadership by better knowing ourselves first, and how we make sense of information and the world around us, so that we may better lead others through that same knowing
    - Combines Sense-making and Meaning-making with Constructivist Theory and biopsychosocial development models

# Know Others + EQ

- “Know” others – both individuals and systems - using the same models
  - What drives their morals and ethics?
  - What do they value? What do they hold true?
  - What motivates them, or scares them?
  - How are they likely to act, or react, to various communications or actions?
- Increase our Emotional Intelligence (EQ) to be more impactful
  - Lead with curiosity
  - Allow for psychological safety
  - Act with Empathy
  - Consistently use “Level 2” and “Level 3” Listening
  - Establish Deliberately Developmental Environments to perform and grow in a comfortable and rewarding way

# More Impactful Change

- Fortify your leadership with higher EQ and ability to better know yourself and others to drive greater change that makes a more meaningful difference
- Models like SDi, AQAL, and Action Logics give us an intelligent lens by which we may better see, and thus “know”
- Engaging empathy, through greater EQ, allows us to connect in a much more meaningful way
- Not just for work, but applies to all interactions in life

## Noted Books, Articles, and Theory Models:

- “Mindset: The New Psychology of Success,” by Carol Dweck
- “Evolvagility: Growing an Agile Leadership Culture from the Inside Out,” by Michael Hamman
- [SDi] Integral Theory and AQAL – Ken Wilber
  - His best read for these topics is “A Theory of Everything: An Integral Vision for Business, Politics, Science, and Spirituality,” by Ken Wilber
- [SDi] Spiral Dynamics – Clare Graves, via Don Beck and Christopher Cowan
  - Most noted book is “Spiral Dynamics,” by Christopher Cowan and Don Beck
- [Action Logics] “Action Inquiry: The Secret of Timely and Transforming Leadership,” by William (Bill) Torbert
  - Also, for a quicker read... The April 2005 HBR article titled Seven Transformations of Leadership (<https://hbr.org/2005/04/seven-transformations-of-leadership>) by Bill Torbert and David Rooke
- Three Levels of Listening from the book “Co-Active Coaching,” by Henry and Karen Kimsey-House