AGILE NXT
WELCOME AT AGILE NXT FUTURE FRIDAY
#agilenxt
#futurefriday
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AGILE
NXT
STRUCTURE YOUR ORGANIZATION FOR TOMORROW
Roel Trienekens & Just Meddens
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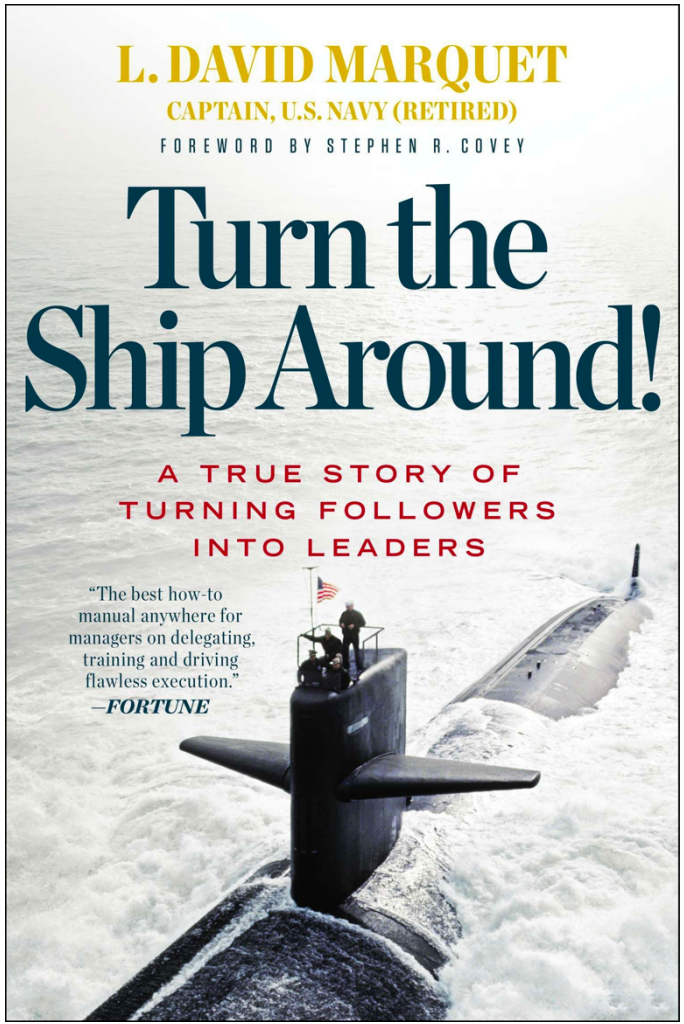

AGILE NXT

Turn the Ship Around

L. David Marquet

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AGILE NXT

What's NXT?

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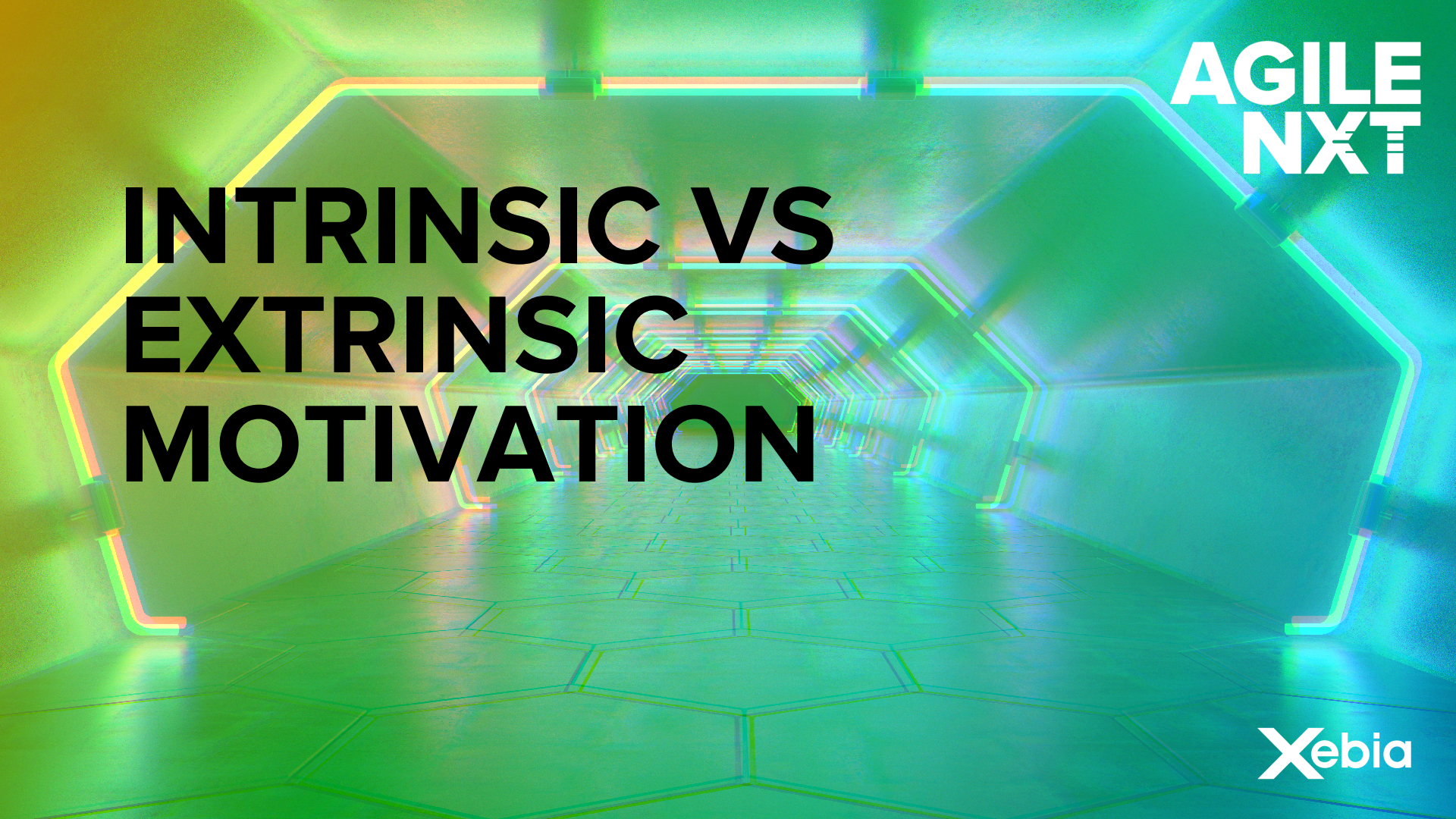
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INTRINSIC VS
EXTRINSIC
MOTIVATION
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AGILE NXT

People will avoid work if they can

INTRINSIC VS EXTRINSIC

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AGILE NXT

People don’t need to be motivated to work towards a goal, they will direct themselves if they accept the target

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Trust is good, control is better

INTRINSIC VS EXTRINSIC

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AGILE NXT

People are only creative when it comes to avoiding rules

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Theory X	Theory Y
Attitude	
People dislike work, find it boring, and will avoid it if they can	People need to work and want to take an interest in it. Under right conditions, they enjoy it
Direction	
People must be forced or bribed to make the right effort	People will direct themselves towards a target that they accept
Responsibility	
People would rather be directed than accept responsibility, (which they avoid)	People will seek and accept responsibility, under the right conditions
Motivation	
People are motivated mainly by money and fears about their job security	Under the right conditions, people are motivated by the desire to realize their own potential
Creativity	
Most people have little creativity - except when it comes to getting round rules	Creativity and ingenuity are widely distributed and grossly underused

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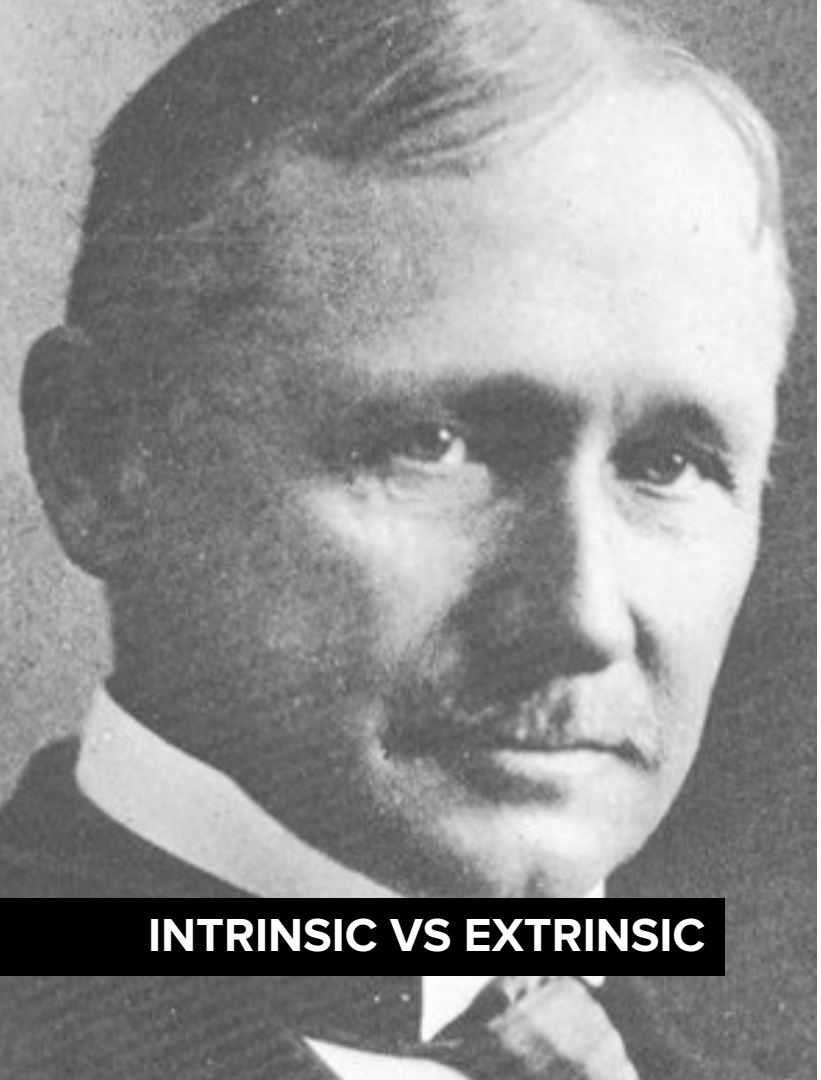
Source: https://vision.haufe.de/blog/en/why-we-cannot-learn-a-damn-thing-from-semco-or-toyota/



INTRINSIC VS EXTRINSIC

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“Hardly a competent workman can be found who does not devote a considerable amount of time to studying just how slowly he can work and still convince his employer that he is going at a good pace.”

- Frederick Winslow Taylor

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“A bad system will beat a good person every time.”

- W. Edwards Deming

INTRINSIC VS EXTRINSIC

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Why do we observe so much X in organizations?

INTRINSIC VS EXTRINSIC

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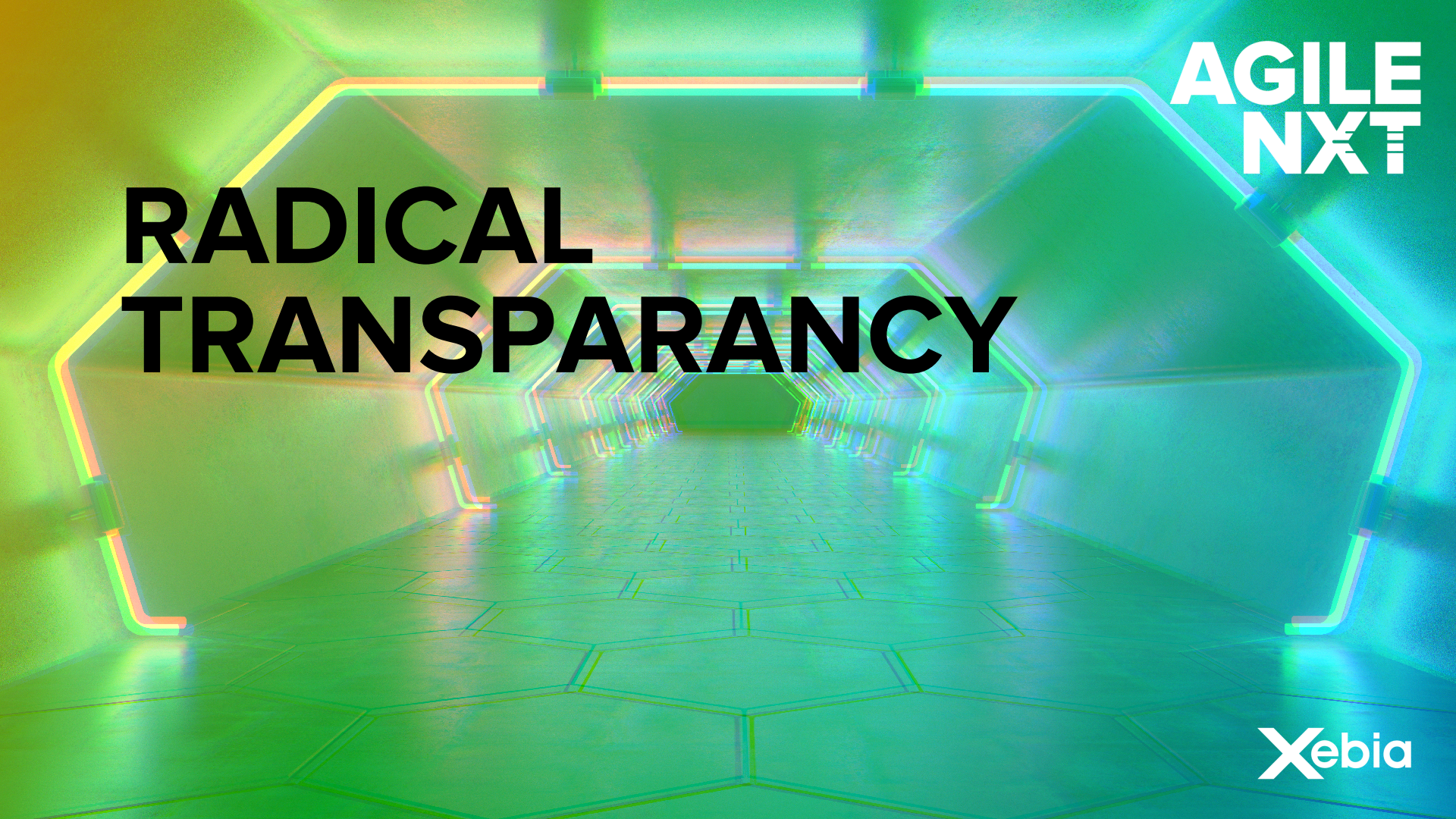
What can you do to break the pattern?

Take 5 minutes to discuss with your neighbor one concrete step you can take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RADICAL
TRANSPARANCY
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How transparent are you?
RADICAL TRANSPARENCY
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Why are we not transparent?
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AGILE NXT

What if you had access to...

- everyone's planning
- everyone's expertise
- everyone's to do list
- everyone's goals and targets
- the complete company finances
- everyone's performance reviews
- everyone's salary and benefits
- everyone's e-mail communication

RADICAL TRANSPARENCY

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If they can, why can't we?

RADICAL TRANSPARENCY

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In your organization, what is the next step in transparency?

What is the smallest experiment you could do?

Take 5 minutes to discuss with your neighbor

RADICAL TRANSPARENCY

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RULES VS COMMON
SENSE
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AGILE NXT

What is the strangest rule you ever encountered in the workplace?

RULES VS COMMON SENSE

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AGILE NXT

Company Limits Worker Bathroom Use to 6 Minutes a Day, Union Claims

By **SUSANNA KIM** Jul 16, 2014, 2:25 PM ET

Share Tweet

Bathroom Harassment, Start Bargaining" rally in front faucet maker WaterSaver in Chicago.

RULES VS COMMON SENSE

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Why do we have rules and why are there so many?

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‘It is easy to make things difficult, but is very difficult to make things easy.’
– Jos de Blok

RULES VS COMMON SENSE

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What if...

We would have no rules at all? If instead we trusted common sense?

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What if...

For every rule we introduce, we are required to remove two?

RULES VS COMMON SENSE

What is the first rule you would remove if it were up to you?

RULES VS COMMON SENSE

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A NEW WAY OF
DECISION MAKING
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How are decisions being made in your company?

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How much does a reasonable decision cost in your organization?

DECISION MAKING

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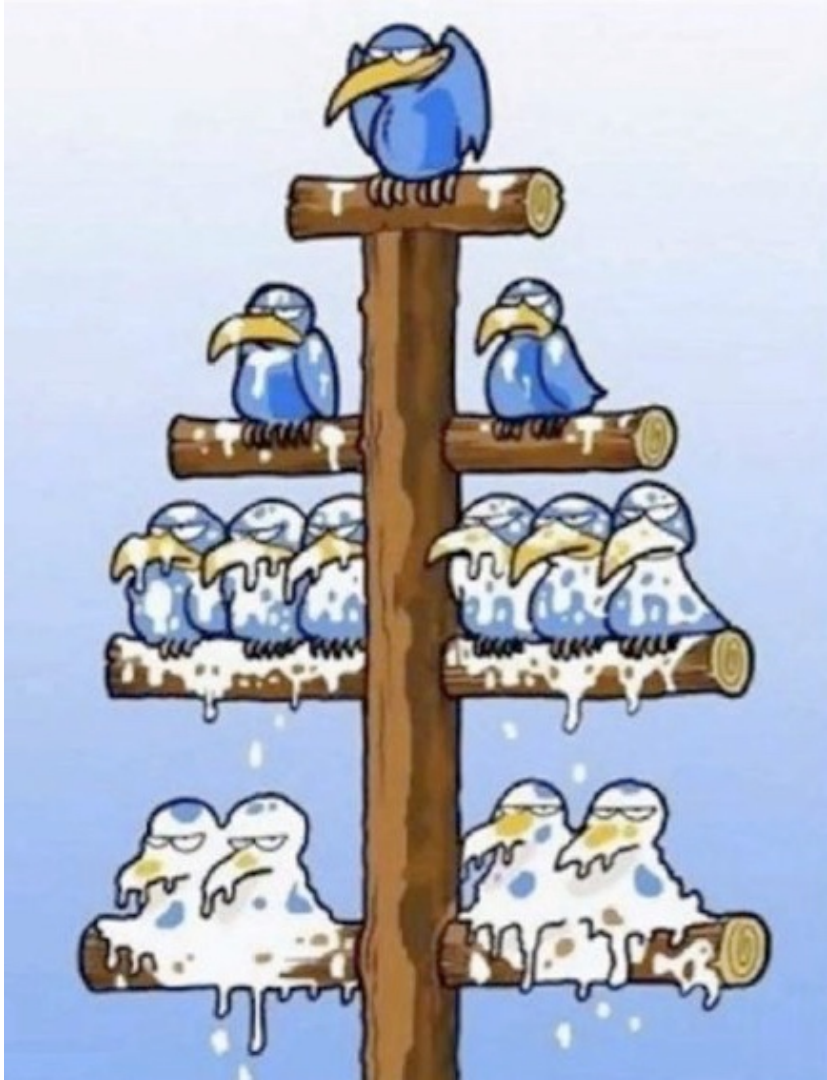
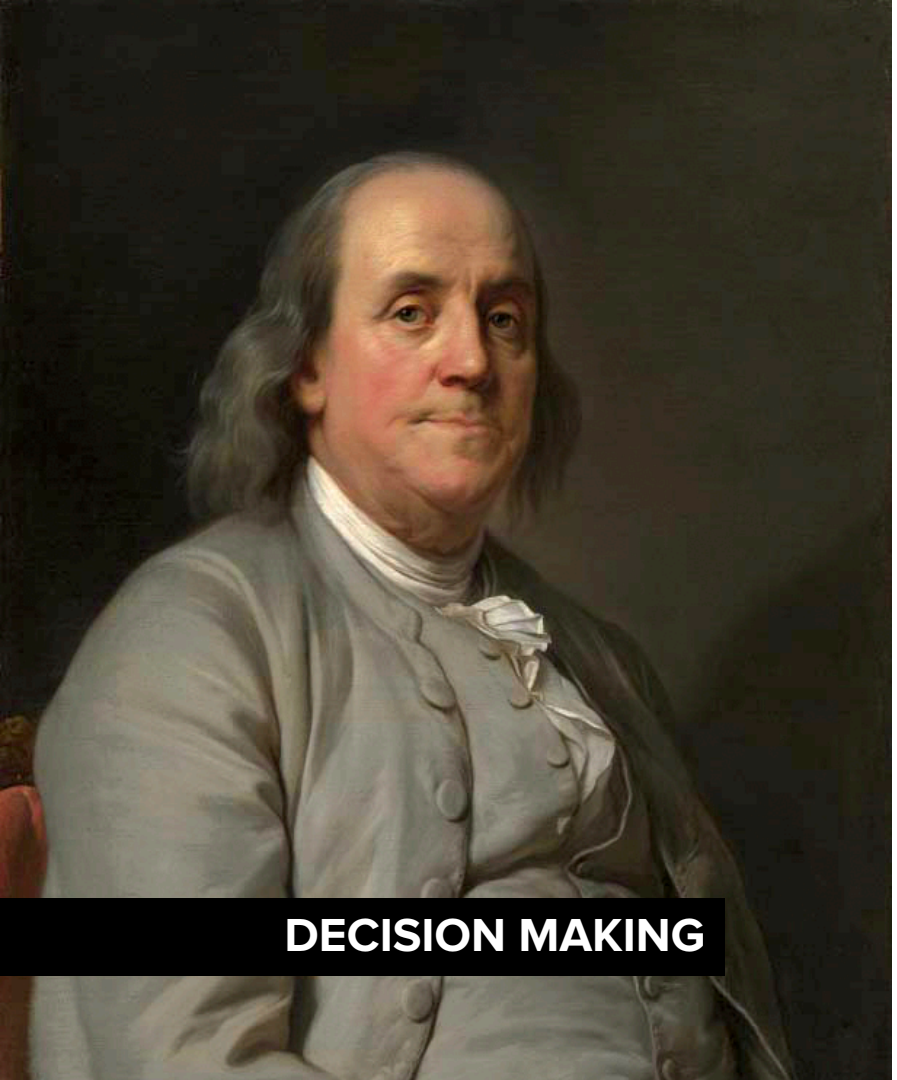
Autocratic decision making

DECISION MAKING





DECISION MAKING

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“Democracy is two wolves and a lamb voting on what to have for lunch”

– Benjamin Franklin

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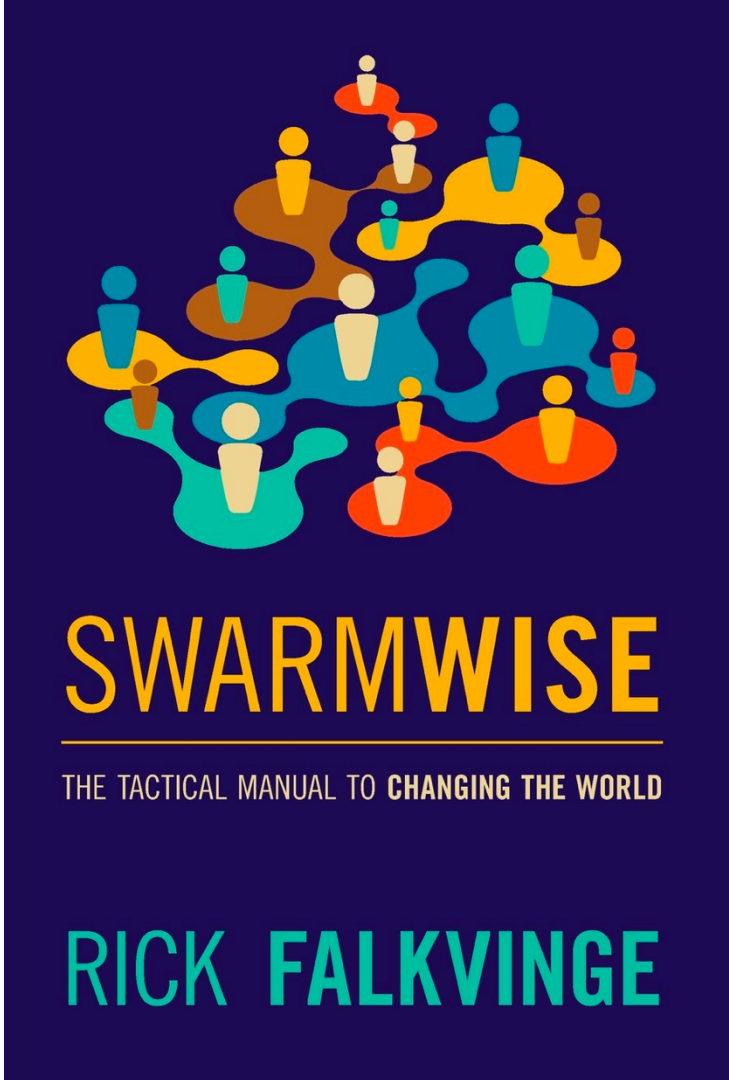
“The process of voting creates losers”

– Rick Falkvinge

DECISION MAKING



DECISION MAKING

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“Consensus means that everyone collectively agrees to say what no-one individually believes”

– Abba Eban

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Using the process of Consent

DECISION MAKING

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A Sociocracy 3.0 resource by J. Priest, L. David and J. Cumps (v2017-05-03) - based on original material by Sociocracy30.org - J. Priest and B. Bockelbrink

DECISION MAKING

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The next time a decision needs to be made in your organization, instead of asking:

“Is everyone in favor?”

Try asking:

”Is it good enough for now, safe enough to try?”

DECISION MAKING

WRAP-UP
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Want to know more?

Podcasts

Spotify

One more thing...

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THANK YOU!
WHAT IS YOUR
NEXT STEP IN
AGILITY?
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