



MORE FEARLESS CHANGE

STRATEGIES FOR
MAKING YOUR IDEAS
HAPPEN



MARY LYNN MANNS, Ph.D.

LINDA RISING, Ph.D.

Foreword by TIM LISTER

More Fearless Change Strategies For Making Your Ideas Happen

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More Fearless Change Mary Lynn Manns, Linda Rising, 2015 A guide to implementing and sustaining change in software organizations this book covers every stage in the change process that students will one day need knowledge persuasion decision implementation and confirmation The authors help students understand the forces in an organization that promote and restrict change and teach strategy for driving participation and buy in from start to finish Readers learn how to plant seeds of change make proposed changes seem less threatening sustain momentum overcome adversity and celebrate success

More Fearless Change Mary Lynn Manns Ph.D., Linda Rising Ph.D., 2015-02-20 63 New and Updated Patterns for Driving and Sustaining Change The hard part of change is enlisting the support of other people Whether a top manager interested in improving your organization's results or a lone developer promoting a better way of working this book will give you tools and ideas to help accomplish your goal George Dinwiddie independent coach and consultant iDIA Computing LLC Keep the patterns in this book and Fearless Change handy These patterns transformed me from an ineffective voice in the wilderness to a valued collaborator Lisa Crispin co author with Janet Gregory of Agile Testing and More Agile Testing In their classic work Fearless Change Mary Lynn Manns and Linda Rising interviewed successful leaders of change identified 48 patterns for implementing change in teams of all sizes and demonstrated how to use these techniques effectively Now in More Fearless Change the authors reflect on all they've learned about their original patterns in the past decade and introduce 15 powerful new techniques all extensively validated by change leaders worldwide Manns and Rising teach strategies that appeal to each individual's logic head feelings heart and desire to contribute hands the best way to motivate real change and sustain it for the long haul Learn how to Focus on the best things you can achieve with limited resources Strategize to build flexible plans and go after low hanging fruit Get help from the right people in the right ways Establish emotional connections that inspire motivation and imagination Create an elevator pitch that keeps everyone focused on what truly matters Build bridges work with skeptics soften resistance and open minds Uncover easier paths towards change and build on what already works Sustain momentum provide time for reflection and celebrate small successes More Fearless Change reflects a profound understanding of how real change happens not instantaneously in response to top down plans and demands but iteratively through small steps that teach from experience Best of all as thousands of change agents have already discovered its patterns are easy to use and they work

More Fearless Change Mary Lynn Manns, Linda Rising, 2015 **The Art of Agile Development** James Shore, Shane Warden, 2021-10-12 Most companies developing software employ something they call Agile But there's widespread misunderstanding of what Agile is and how to use it If you want to improve your software development team's agility this comprehensive guidebook's clear concrete and detailed guidance explains what to do and why and when to make trade offs In this thorough update of the classic Agile how to guide James Shore provides no nonsense advice on Agile adoption planning development delivery and management taken from over two decades of Agile experience

He brings the latest ideas from Extreme Programming Scrum Lean DevOps and more into a cohesive whole Learn how to successfully bring Agile development to your team and organization or discover why Agile might not be for you This book explains how to Improve agility create the conditions necessary for Agile to succeed and scale in your organization Focus on value work as a team understand priorities provide visibility and improve continuously Deliver software reliably share ownership decrease development costs evolve designs and deploy continuously Optimize value take ownership of product plans budgets and experiments and produce market leading software

Pursuit of Pattern Languages for Societal Change - PURPLSOC Baumgartner, Peter, Gruber-Muecke, Tina, Sickinger, Richard, 2017-09-29 The international PURPLSOC In Pursuit of Pattern Languages for Societal Change platform aims to substantiate the relevance of Christopher Alexander s pattern language approach in all major domains by showing its broad applicability and richness and bringing best practice examples from outside the scientific community into research This anthology of 19 papers proceedings of the PURPLSOC 2015 World Conference held at Danube University Krems in Austria is the first outcome of this discussion and reflection The papers bring a manifold and broad overview of the current state of the implementation of Alexander s ideas in divergent fields Additionally PURPLSOC offers a platform for the research and discussion of Alexander s most recent work The Nature of Order An Essay on the Art of Building and the Nature of the Universe 2004 The four volumes explore the living process with its 15 structure preserving transformations applied in the unfolding of wholeness

Joy of Agility Joshua Kerievsky, 2023-02-07 Agility enables you your team and your organization to streamline slow and awkward actions overcome obstacles quickly and adapt to change with ease and grace Agility isn t a formula a framework nor a set of roles and rituals to follow It s a timeless way of being that matures with practice and skill Becoming agile involves knowing the difference between being quick or hurrying moving with ease or difficulty being in or out of balance graceful or awkward adaptable or rigid resourceful or resentful With Joy of Agility Joshua Kerievsky CEO of Industrial Logic one of the oldest and most respected agile consultancies in the world shows you how to harness agility in work and life to solve problems and succeed sooner Kerievsky shares six essential agile mantras plus unforgettable real world stories of agile people and teams that will empower you to be quick adaptable and resourceful in the face of challenges and opportunities Learn how to Distinguish between being quick and hurrying Gain better balance and collaborate gracefully with others Prepare and practice being poised to adapt Take deliberate steps to drive out fear Grow a solution by starting minimal and evolving Overcome obstacles by being readily resourceful Use the lessons learned in Joy of Agility to transform agility from a mere buzzword into an approach that helps you obtain triumphant results

Agile Kata Joe Krebs, 2024-12-20 Master the Art of Continuous Agile Improvement In today s fast paced business environment agility is no longer optional it s essential Agile Kata introduces a powerful approach that combines the principles of Agile and the scientific thinking of Kata creating a powerful pattern for continuous improvement and organizational agility Based on decades of experience working with businesses of many types author Joe Krebs lays out the

strategies and techniques that create a robust formula for continuous improvement and organizational agility This practical manual is designed to help businesses implement continuous improvement and foster a culture of scientific thinking enabling teams to adapt and thrive in the face of uncertainty Strategies for aligning Kata practices with Agile principles Techniques for breaking down complex challenges into manageable experiments Leveraging evidence in systematic problem solving Methods for measuring progress and driving meaningful results Ways to overcome common obstacles in Agile transformations Effective Agile coaching and leadership techniques to ensure that teams adopt and sustain the Agile Kata mindset Alternative to existing Agile frameworks and processes Approaches for applying Agile Kata across teams and departments Insights from practical examples and case studies Whether you are an Agile practitioner coach business leader or change agent this book equips you with the tools and mindset needed to drive meaningful change and achieve your goals Register your book for convenient access to downloads updates and or corrections as they become available See inside book for details

Evolving Toolbox for Complex Project Management Alex Gorod, Leonie Hallo, Vernon Ireland, Indra Gunawan, 2019-10-30 This book enhances learning about complex project management principles and practices through the introduction and discussion of a portfolio of tools presented as an evolving toolbox Throughout the book industry practitioners examine the toolsets that are part of the toolbox to develop a broader understanding of complex project management challenges and the available tools to address them This approach establishes a dynamic structured platform for a comprehensive analysis and assessment of the modern rapidly changing multifaceted business environment to teach the next generation of project managers to successfully cope with the ever increasing complexity of the 21st century

Collaborative Innovation Networks Francesca Grippa, João Leitão, Julia Gluesing, Ken Riopelle, Peter Gloor, 2018-03-28 This unique book reveals how Collaborative Innovation Networks COINs can be used to achieve resilience to change and external shocks COINs which consist of cyberteams of motivated individuals are self organizing emergent social systems for coping with external change The book describes how COINs enable resilience in healthcare e g through teams of patients family members doctors and researchers to support patients with chronic diseases or by reducing infant mortality by forming groups of mothers social workers doctors and policymakers It also examines COINs within large corporations and how they build resilience by forming spontaneously and without intervention on the part of the management to creatively respond to new risks and external threats The expert contributions also discuss how COINs can benefit startups offering new self organizing forms of leadership in which all stakeholders collaborate to develop new products

Transactions on Pattern Languages of Programming IV James Noble, Ralph Johnson, Uwe Zdun, Eugene Wallingford, 2019-03-04 The Transactions on Pattern Languages of Programming subline aims to publish papers on patterns and pattern languages as applied to software design development and use throughout all phases of the software life cycle from requirements and design to implementation maintenance and evolution The primary focus of this LNCS Transactions subline is on patterns pattern

collections and pattern languages themselves The journal also includes reviews survey articles criticisms of patterns and pattern languages as well as other research on patterns and pattern languages This book the third volume in the Transactions on Pattern Languages of Programming series presents five papers that have been through a careful peer review process involving both pattern experts and domain experts The papers present various pattern languages and a study of applying patterns and represent some of the best work that has been carried out in design patterns and pattern languages of programming over the last few years

Responsible Leadership for Sustainability in Uncertain Times Tanuja Sharma,Rupamanjari Sinha Ray,Nayan Mitra,2022-10-05 This book contains compilation of emerging discourses on responsible leadership for sustainability in uncertain times Uncertainty is looming large at global level due to COVID climatic disruptions and persisting social discriminations especially since the pandemic which have disrupted economies at both local and global levels Technology was a boon to mitigate hardships emerging from such disruptions The book documents the leadership roles welfare issues best practices and innovations that help organizations to sustain in a VUCA world Economic social and environmental concerns and their mitigation as documented in this book will be relevant for future planning and execution for sustainable existence A blend of research by practitioners and academicians capturing organizational experiences through case studies makes it attractive for a wide range of readership Business leaders will find this book extremely helpful to understand the nuances and insights for responsible leadership and innovative strategies for stakeholder management and engagement for sustained businesses Practitioners would get insights into responsible leadership for improving existing sustainable practices and speed up the transition which is necessitated due to disruptions Prospective entrepreneurs may find that book helpful for creating responsible organizations which are sustainable due to responsible management of resources employees and environment Students and researchers can learn from the cases and documentation on responsible leadership social and environmental concerns and sustainability in this book

Liftoff Diana Larsen,Ainsley Nies,2016-06-10 Ready set liftoff Align your team to one purpose successful delivery Learn new insights and techniques for starting projects and teams the right way with expanded concepts for planning organizing and conducting liftoff meetings Real life stories illustrate how others have effectively started or restarted their teams and projects Master coaches Diana Larsen and Ainsley Nies have successfully lifted off numerous agile projects worldwide Are you ready for success Every team needs a great start If you re a business or product leader team coach or agile practice lead project or program manager you ll gain strategic and tactical benefits from liftoffs Discover new step by step instructions and techniques for boosting team performance in this second edition of Liftoff Concrete examples from our practices show you how to get everyone on the same page from the start as you form the team You ll find pointers for refocusing an effort that s gone off in the weeds and practices for working with teams as complex systems See how to scale liftoffs for multiple teams across the enterprise address the three key elements for collaborative team chartering establish the optimal conditions for learning and

improvement and apply the GEFN Good Enough for Now rule for efficient liftoffs Throughout the book are stories from real life teams lifting off as seasoned coaches describe their experiences with liftoffs and agile team chartering Focused conversations help the team align form and build enough trust for collaborating You ll build a common understanding of the teams context within business goals Every liftoff is unique but success is common Company-wide Agility with Beyond Budgeting, Open Space & Sociocracy John Buck,2020-01-18 Today companies are expected to be flexible and both rapidly responsive and resilient to change which basically asks them to be agile By combining Beyond Budgeting Open Space Sociocracy and Agile this book provides a practical guide for companies that want to be agile company wide Notes to the 2nd edition This second edition reflects such updates as the new Agile Fluency Model the renaming rebranding of Statoil to Equinor and some small additions to complexity We also enhanced the description of Organizational Open Space and explain how it differs from Liberating Structures Enjoy insights in the book shared by Jez Humble Diana Larsen James Shore Johanna Rothman and Bjarte Bogsnes Find out what Spotify ING Ericsson and Walmart say in the book Quotes from early readers This is a very important book My hopes are that it will be the missing link between agile for teams and the flexible adaptive and humane organisations we want to build It s a great book Thanks for writing it Sandy Mamoli author of Creating Great Teams Just as Spotify has worked hard to make all aspects of product development align well and work together I see Jutta and John in this book exploring methods and processes that will work very well across the whole company Anders Ivarsson Spotify I love how those practices are integrated and summarized into actionable recommendations Yves Lin Titansoft Really wonderful balance of structure and space rigor and creativity that you re suggesting Michael Herman Openspaceworld org Company wide Agility with Beyond Budgeting Open Space and Sociocracy makes an important case for companies to regard trust and autonomy the norm rather than a privilege Overall a great overview of how leaders can reimagine the way power is distributed within their companies Aimee Groth Author of The Kingdom of Happiness Inside Tony Hsieh s Zapponian Utopia This book invites you to take a new perspective that addresses the challenges of doing business in a volatile uncertain complex and ambiguous world **Play Among Books** Miro Roman,Alice_ch3n81,2021-12-06 How does coding change the way we think about architecture This question opens up an important research perspective In this book Miro Roman and his AI Alice_ch3n81 develop a playful scenario in which they propose coding as the new literacy of information They convey knowledge in the form of a project model that links the fields of architecture and information through two interwoven narrative strands in an infinite flow of real books Focusing on the intersection of information technology and architectural formulation the authors create an evolving intellectual reflection on digital architecture and computer science **The Art of Avoiding a Train Wreck (paperback)** Em Campbell-Pretty,Adrienne Wilson, SCRUMMASTER THE BOOK ————— Zuzana Sochova,2020-09-09 Addison Wesley Signature Series Cohn The Great ScrumMaster ScrumMasterWay 3 Zuzana Sochova ScrumMasterWay Selbstorganisierte Teams führen Siegfried

Kaltenecker, 2018-02-15 Die besten Architekturen Anforderungen und Entwürfe entstehen durch selbstorganisierte Teams behauptet das Agile Manifest Diese Behauptung wirft einige Fragen auf Wie sehen solche Teams aus Welche Form der Führung brauchen sie Und wie kann diese so umgesetzt werden dass sie Selbstorganisation fördert Dieses Buch bietet praxisorientierte Antworten auf all diese Fragen Siegfried Kaltenecker beschreibt wie Führung in einem sich selbstorganisierenden Umfeld funktioniert und gibt viele Hinweise wie die eigenen Führungskompetenzen ausgebaut werden können Er führt in die Grundlagen und die Grundwerte selbstorganisierter Teams ein Commitment Einfachheit Respekt und Mut Anhand von konkreten Fallbeispielen aus der Lean und agilen Welt beschreibt er sodann ausführlich die handlungsleitenden Kernkompetenzen Fokussieren Designen Moderieren und Verändern Für jede Kompetenz hat er konkrete Werkzeuge parat wie z B Kunden Radar visuelles Arbeitsmanagement bescheidenes Befragen oder Feedback Planer mit denen der Leser die Umsetzung in der Praxis nachvollziehen kann Sie erfahren in diesem Buch wie interdisziplinäre Führung und geteilte Managementverantwortung in der Praxis gelebt werden können und erhalten darüber hinaus viele Anregungen um Ihre eigenen Skills gezielt zu erweitern Die 2. Auflage wurde um neue Werkzeuge z B Wertstromanalyse Design Thinking Delegation Board oder Klärungsgespräch und weitere Fallbeispiele zur agilen Teamführung ergänzt Scrum Master

Kompagnon Fabian Schiller, Martin Heider, 2022-02-08 Der unverzichtbare Begleiter jedes Scrum Masters Fokussierung auf Scrum Kontexte und den Scrum Master Anleitung die den Scrum Master an der Hand nimmt und ihm in konkreten Situationen Lösungen anbietet Zahlreiche Praxisbeispiele sowie konkrete Workshop Designs machen das Buch zu einem unverzichtbaren Begleiter jedes Scrum Masters Scrum Master und Agile Coaches werden in diesem Buch sowohl auf ihren Job vorbereitet da sie einen Überblick darüber bekommen was ihre Aufgaben in dieser Rolle sind von der Aufnahme der Tätigkeit bis zu dem Zeitpunkt an dem der Product Owner ein Team wieder verlässt Zugleich kann das Buch als Nachschlagewerk verwendet werden wenn ein Scrum Master in einer bestimmten Situation ratlos ist da sich die Struktur des Buches an den typischen Entwicklungsphasen des Teams und dem Lebenszyklus der Zusammenarbeit zwischen Scrum Master und Team orientiert Hierbei werden jeweils relevante theoretische Modelle und Konzepte vorgestellt die in den jeweiligen Prozessphasen hilfreich sein können als auch Erfahrungsberichte eingestreut sowie ganz praktische und durchführbare Interventionen und Workshop Designs präsentiert um das eben Gelernte sofort in die Praxis übertragen zu können

Die Kunst der agilen Entwicklung James Shore, 2023-01-04 US Bestseller in 2. Auflage ein Muss für jeden der mit oder in einem Softwareentwicklungsteam arbeitet leicht zu lesen pragmatisch und umfassend von den agilen Grundsätzen bis hin zu Details bei der agilen Softwareentwicklung hoher Praxisbezug durch zahlreiche Tipps und Fallbeispiele geeignet für neu startende Projekte und auch bestehende Teams Um agile Entwicklung zu meistern müssen Sie im Team lernen unendliche Möglichkeiten von Moment zu Moment zu bewerten und intuitiv die beste Vorgehensweise auszuwählen Dieses Buch beschreibt umfassend und praxisorientiert die Grundlagen Methoden und Praktiken agiler Softwareentwicklung James Shore gibt

wertvolle Ratschl ge f r den Projektstart inkrementellen Entwurf Continuous Integration iterative Planung und testgetriebene Entwicklung sowie die Bereitstellung und Refactoring von Software die aus ber zwei Jahrzehnten Erfahrung mit Agilit t stammen Er bringt den State of the Art aus Extreme Programming Scrum Lean DevOps und mehr in ein zusammenh ngendes Ganzes und vermittelt dar ber hinaus dass Agilit t zu meistern auch bedeutet in Abh ngigkeit von Projektgegebenheiten und der Organisation in der Software entwickelt wird Praktiken anzupassen Diese 2 Auflage ist vollst ndig bearbeitet und von Grund auf neu geschrieben worden und ber cksichtigt dabei die Weiterentwicklung auf dem Gebiet der agilen Entwicklung der letzten 14 Jahre Neu aufgenommen wurden Themen wie agile Skalierung DevOps die Arbeit mit Remote Teams sowie das Agile Fluency Model zur Einf hrung und Anpassung von Agilit t an die Bed rfnisse des Unternehmens *Government Executive* ,2004

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