

Agile Leadership Canvas

Team: _____

Date: _____

Culture

Symbols, rituals, folklore, language, leadership behaviors

Structure

Processes, policies, people allocation, budgets, appraisals, reporting

Empowering

We value individuals and interactions over processes and tools



Delivering

We value working product over comprehensive documentation



Partnering

We value customer collaboration over contract negotiation



Adapting

We value responding to change over following a plan



HOW TO USE THE CANVAS

Brainstorm which things to encourage or adjustments to experiment with, which might yield more empowerment, delivery, partnering, and adapting

...



...









You can use this template on your own to generate some initial ideas, and then bring to the team.

Alternatively, create a large workspace by projecting this template onto a white wall and write ideas onto sticky notes that fit into the grid.

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	Culture Symbols, rituals, folklore, language, leadership behaviors	Structure Processes, policies, people allocation, budgets, appraisals, reporting
Empowering We value individuals and interactions over processes and tools	 <i>“The unicorn trophy goes to this month’s person with the craziest idea that actually worked”</i>	 <i>Staff have several ideas for the new facility. Let’s increase our investment to make some of them happen”</i>
Delivering We value working product over comprehensive documentation	 <i>“Let’s get a prototype into limited release this quarter. We’ll declare victory, and plan a second phase”</i>	 <i>“Our most strategic projects have 100% allocated staff. We don’t want anything else distracting them.</i>
Partnering We value customer collaboration over contract negotiation	 <i>“Remember that time we walked away from a \$1M deal, because our teaming partner was getting shut out...”</i>	 <i>“Let’s add a clause in the agreement that preserves your executive discretion to make changes Within certain parameters”</i>
Adapting We value responding to change over following a plan	 <i>“YES! We can totally rework that deliverable. It’s annoying, but now we know a better way.”</i>	 <i>“Every month let’s hold a public stakeholder feedback review. Any new ideas or changes will be formally prioritized against existing goals.”</i>

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