

# LEAD AT EVERY LEVEL

## TRADITIONAL VS. AGILE LEADERSHIP

### TRADITIONAL LEADERSHIP

#### TRADITIONAL EXECUTIVES

**FOCUS:**

Utilizing resources efficiently.

**BEHAVIORS:**

Frequently request status reports, move people from team to team when dissatisfied.

VS



*"It's critical we meet our deadlines this quarter."*

#### TRADITIONAL MANAGERS

**FOCUS:**

Using their expertise to push assignment to completion.

**BEHAVIORS:**

Micromanage, push work through the pipeline, command and control environment.

VS



*"I've done this so many times before, let me show you my way."*

#### TRADITIONAL TEAM MEMBERS

**FOCUS:**

Gaining approval and affirmation from leadership, completing assignments.

**BEHAVIORS:**

Take orders, work to cross items off the list, worry about individual responsibilities as opposed to overall goals.

VS



*"I don't love my job, but it pays the bills."  
"That's not my responsibility."*

### AGILE LEADERSHIP

#### AGILE EXECUTIVES

**FOCUS:**

Delivering quality services and products to their customers.

**BEHAVIORS:**

Creating a unique learning culture and developing sustainable teams.



*"People are the key to delivering great products and services."*

#### AGILE MANAGERS

**FOCUS:**

Building trust and safety within their teams for productivity and collaboration.

**BEHAVIORS:**

Helping problem-solve, listening as opposed to informing, allowing others to learn by failing.



*"Let's figure this out together."  
"Be creative."*

#### AGILE TEAM MEMBERS

**FOCUS:**

Contributing to their company goals as a whole.

**BEHAVIORS:**

Experimenting, going beyond their role to improve outcomes, ongoing learning.



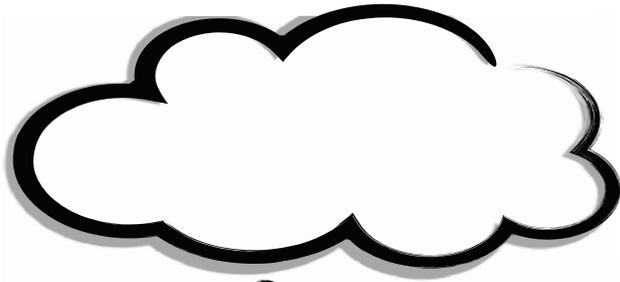
*"I'm an integral part of my organization's success."*

*"My entire team is interested in hearing my pitches and ideas."*

FILL OUT YOUR AGILE LEADERSHIP JOURNAL!

Discover your path to leadership success →

**1. What current behavior or focus do you want to change?**  
*(Fill in bubble.)*



**2. How will I change my behaviors to become more Agile?**  
*(List three options, choose one!)*



How will you reinforce this new goal?

How will you measure your behavior?

How will you acknowledge and celebrate Agile transformation?

**3. Look for patterns:**  
*(Reflect upon your experience based on these questions.)*