

Agile Cultural Shift and Mindset

- a sure way for the success of an organization

Vinay Kommera
Sr IT Project Manager
Cognizant Technology Solutions
Washington, DC

Abstract

Agile business requires an agile culture with a strong sense of responsibility, collaborative attitude, embrace change, transparency about performance, focus on customer value, trust by management. Agile in a broader term refers to the right mindset and attitude, a key to a successful Agile working environment in an organization. Growth in mindset is necessary to keep the Agile culture alive. Individuals in an organization must be determined to create a positive working environment by constantly motivating each other, it is this attitude that can cultivate high performing teams, deliver faster and effective results. In an Agile working environment, there is transparency, collaboration, openness, respect, urge to learn, focus on delivering, be more productive, always strive to improve and most importantly nourish the mindset to adapt to changes in the organization. When an organization is determined on creating an Agile culture and shift in mindset as the way of working, then there is no escape for those involved with the organization but to support the concept of Agile cultural environment.

Having said that, creating an Agile cultural shift and mindset is a challenge, it needs extremely high vision to nurture a mindset containing values and principles that support Agile working environment. But with determination and the right attitude, it is possible for an organization to create an Agile environment with changes in behavior, growth in mindset, develop the right set of qualities that supports Agile environment. The key to creating an Agile culture in an organization is a shift in mindset, and changes in the behavior of all the individuals connected with the organization. If every member involved in the organization is ready to adapt to changes then it will contribute to creating an Agile working environment.

Keywords and Phrases -- Agile environment, transformation, Agile cultural shift & mindset, Scrum, Agile Manifesto.

INTRODUCTION

Agile is the new powerful buzzword in the corporate circles, it is the means to reach success. Nurturing an Agile culture and mindset should be the way to work as it is very important for a

successful organization. It is all about trying to cultivate and nourish an Agile culture and the right mindset.

Talking on culture, it already exists in an organization, in clear context; it is about the mode of behavior of the people in the organization. It should be noted that the mindset of the people, in fact, depends upon the culture that exists in an organization. In order to create an agility there should be emphasis on improving the business processes by creating an Agile culture shift and mindset in which there's more - focus, adapt to changes quickly, grab opportunities, and accept challenges the sure way to improve, learn and importantly think out of box with an aim to enhance performance for delivering the desired result which adds to the growth of the organization.

It is very important to fix in mind that creating an Agile cultural shift and mindset needs high vision, it's not easy to achieve this kind of frame of mindset containing certain values, adapt quickly to changes without getting affected by distractions and also the ability to sustain to the cultural shift and mindset. But as they say, everything is possible if your intension is right, so creating an Agile working environment can be possible with effort and strong willpower.

"An organization can be made Agile with changes in behavior, adapt to cultural shift and mindset".

Evolution of Agile



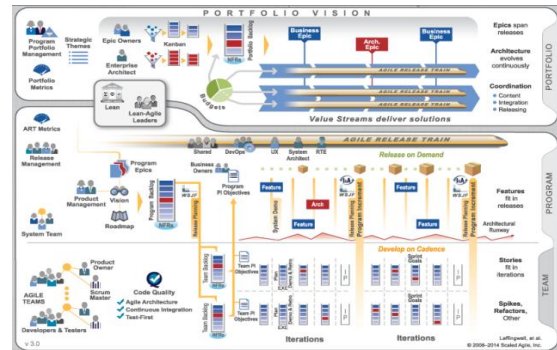
2012: Scrum
Focus on Agile Teams



2013-2014: Product
Scaled Agile Scale to Product



2014-2017: SAFe
Scale to Enterprise



Today: DevOps
Optimize the Delivery Pipeline

I. Insight Into A Set Of Ideas That Can Help Develop An Agile Environment

The Agile environment can be possible with a certain set of ideas that need to be taken seriously and practiced by the whole team and the other staff

Let us check some of the qualities and attitude that can help Agile culture and mindset flourish

☞ **Respect** - Yes, the Agile mindset endorses giving respect to your colleagues. The element of respect plays a crucial role in

connected to the organization. This will lead to greater benefits of the organization and also boost the confidence of each employee associated with the organization.

creating an Agile working environment. Each individual wants to be respected be it - customer, or teammate, once he or she starts getting the respect it'll automatically create space for developing an Agile cultural change and growth in mindset.

☞ **Aim for cultural change and mindset** - It's not easy to bring about shift in the culture of the organization just like that. It needs immense effort to create an Agile environment. It starts by bringing about change in the behaviour of the team for the cultural growth of the organization. Here the Scrum master has a major role to play making Agile culture a reality. In fact, each individual involved with the organization need to be open to adapt to Agile cultural shift and mindset, then things will start looking positive and add to the growth of the organization in all directions.

☞ **Transparency** - Transparency is the most valuable aspect of Agile culture shift and mindset. It is about finding ways to be transparent in approaching various issues, challenges and various other problems that arise in the organization. It is very important to work towards approaching things with transparency to achieve an Agile working environment.

"An Agile working environment needs the right set of qualities and attitudes".

II. What is the need for creating an Agile cultural shift and mindset?

For your organization to survive and make a difference in this competitive world, you need to be Agile in your approach to run your business. To be more precise to counter your competitors, to sustain your clients, to create more business opportunities, to enhance team performance you need to create Agile cultural shift and mindset - which means each team member must bring changes in behavior that provides an opportunity to respect your colleagues, improve and face challenges, gives you the drive to learn, not bother about failure which will happen from time to time, learning should be a continuous process, all these will only result in increased productivity and this is possible with **Agile cultural shift and mindset** in the organization.

Agile mindset also means to nurture a positive attitude, willing to learn and accept failure with a belief that you'll be able to learn and improve every time you fail in your task. It is about your willingness to face challenges and evolve, remember when faced with serious threats, having an Agile mindset can help you look into the negative situation with maturity, it will help your mind think to only find solutions and not let you bog down by the negative threat.

It is very important to develop strong belief, attitude and determination to support Agile cultural shift and mindset, doing so will push the team to perform way beyond expectations which will only benefit the organization.

"A team with an Agile mindset can become high-performing"

III. Growth in mindset is the key to the Agile cultural shift

Research has shown that growth in mindset can be key to a successful cultural shift. It can help create a positive working environment filled with values, principles, respect, tolerance, motivation and an urge to learn and improve. This kind of growth mindset can be extremely useful to build an Agile culture in the organization.

According to scientists, an organization that believes in encouraging the employees to develop a positive mindset towards their work, colleagues, customers and other people associated with the organization can help promote Agile cultural shift and mindset.

Easier said than done, every organization has some people who have a fixed mindset and do not easily accept changes and this very attitude can create hurdles in achieving Agile cultural shift and mindset in the organization. In such a case, extra effort is needed to make such a group of people realize that growth in mindset is the key to the improved Agile working environment.

When employees make an effort to grow mindset for a better working environment they realize that it has also benefited them on a personal level.

When an organization helps the employees grow their mindset, it has also helped them to adapt to the cultural shift which is a good sign for the success of the business too.

"Growth in mindset makes the employees much more capable, adaptive, effective and productive".

IV. Strategies for an Agile cultural shift and mindset

To bring about Agile cultural transformation, the mindset needs to be changed. You must be wondering how's it possible to change the culture because there are many people in the organization, each with a different kind of mindset. It is a difficult task to make people in the team think and work alike. Each person has his or her own working style. So, it seems hard to change the mindset of the whole team for the growth of the organization.

However, if you want to bring cultural change in the organization you need to focus on bringing changes in the behaviour of those involved with the organization. But the question arises what kind of behavioural changes can create an Agile cultural shift and mindset. When you prod your mind to think deeply you'll find it is actually the strategy, the structure and the processes which are basics of organization make-up. All these three

elements are dependent on each other. When you start to bring changes in one element, it will have its impact on the other elements too.

- ☞ There are numerous strategies that can boost cultural shift and growth in the mindset of the team members in the organization. It should be kept in mind that the culture of an organization will not change only by preaching about values and principles to be followed by the team. A cultural shift can happen only when there's a change in the behavior and habits of the people connected to the organization. When people start to grow their mindset it'll automatically make them adapt to the values, procedures, and norms laid down by the company. It is the change in behaviour of the team members that will help to achieve Agile cultural shift and mindset.
- ☞ To create an Agile culture in the organization it is very important that every employee must be determined to adapt to the cultural shift and mindset to achieve the goal and this can be possible with effort and focus.
- ☞ The employer plays a key role in encouraging the team to grow their mindset which will help in creating an Agile working setup. The team needs the right direction, proper communication, and transparent working environment all of which are key strategies for a cultural shift in an organization.
- ☞ Another important strategy which will help create Agile cultural shift and mindset is that the employer must make sure the entire team is motivated to perform better and improve each day, this will happen when they are trusted to get work done.
- ☞ For a team to grow their mindset it is suggested that they should be surrounded by people who are passionate about their work, principles, and values. All this will ensure that the team is likely to get growth in their work which will add to the success of the organization.
- ☞ Also, the employees need to have that urge and desire for an Agile cultural shift; they should equip themselves with enough motivation to carry on the work with only one aim that is to achieve success, a key to organizational growth. Even employer has a major role in keeping the team motivated to adapt to a cultural shift and encourage them to invest in mindset growth because it is not only right but also the need for organizational growth.
- ☞ Research has shown that there can be many obstacles while trying to create an Agile culture in an organization if people with a fixed mindset do not cooperate or support the other team members who want to expand their

mindset and contribute in creating an Agile culture.

- ☞ Encouraging and motivating the group with a fixed mindset can be difficult but it is not impossible. Every opportunity must be taken to change their mindset by making them realize the importance of working in an Agile cultural setup.
- ☞ Organizations looking to bring about cultural shift should become aware of the fact that it can be achieved by changing and encouraging the habits of each individual associated with the organization. If the team is ready to change the habits that will contribute to creating an Agile working environment then the entire organization will lead to the path of enormous growth and success.

"Right strategies are an absolute need for attaining an Agile environment".

V. How to sustain an Agile culture shift and mindset?

Strong leadership is the key to sustain the achieved cultural shift and mindset. Leaders must come forward to protect and support the values and changes in habits by encouraging and motivating the team involved with the organization.

There are leaders who strive to create an Agile culture and growth mindset and if they succeed in achieving their goal, that's great. But to sustain this cultural shift and mindset the leaders must constantly work towards keeping the team motivated and not give up even in extreme situations.

Leaders must make the team realize that there are many obstacles and failures that come along the path of growth and success, in spite of this the team should be ready to face the challenges with an open mindset and not give up.

Once the team starts treating threats as an opportunity to perform better and improve, then there's nothing that can come in the way of making an organization a place where each person is motivated to work extra hard to reach the goal and also it gives them the courage to sustain their habit of facing challenges with determination and enthusiasm.

To sustain Agile cultural shift and mindset, it is important to instil the element of strong will power, for this to happen leaders must see to it the team develops habits that support the Agile cultural shift. When will power is unshakable there's definite scope to achieve Agile environment.

There should be a definite focus on building habits that are required for the growth mindset which will help in creating an Agile environment.

VI. Being adaptive matters for an Agile cultural shift

When there's change in the organization, people with a fixed mindset find it difficult to adapt to new culture as it arises the need for growth in their mindset, they find themselves in a fix and may experience anxiety with the thought that others who are ready to adapt to change in the habits for cultural shift and growth in mindset may achieve more success. In such situations, Agile leaders must come forward and try to motivate the fixed mindset people and encourage them to change their mindset and adapt to the Agile cultural shifts as there is the scope of prosperity and success in doing so. If a fixed mindset people adapt to the changes then it becomes much easier to create an Agile organization, which will create an effective road to a successful organization.

"Growth mindset people are extremely focused and do not bother about comparisons, they work to learn and improve".

CONCLUSION

The success of the organization depends upon the ability of the people in the organization to adapt to a mindset that will help in creating an Agile culture in the organization. It is the people who should realize that Agile transformation solely depends on their mindset and commitment to building an Agile culture in an organization. It is the true efforts of the employer and the employees that can help create an Agile cultural shift and mindset in the organization.

It is important to fix in mind that being Agile is an attitude or perspective rather than ability. Achieving an Agile culture is a lasting practice; it depends on the willingness to learn and embrace challenges instead of giving up. Being Agile opens your mind to see that failures are the source of information, which paves the way to success.

It's quite difficult to understand Agile, but not impossible. It's necessary to realize that the key to developing an Agile culture and mindset is to understand the nature behind it and learning it with an aim to continuously improve your mindset.

In the final analysis, *The Agile Manifesto* says that you need to respect each individual, let him/her learn with his own experiences, handle failure in his own way and develop a mindset needed to adapt to the changes. It is this freedom of the individual that can add to creating an Agile cultural shift and mindset in an organization. Agile manifesto never supports the act of forcing the individual to fit in a particular method of behaving. It does not endorse creating an Agile culture by influencing attitude.

Although it's an uphill task to introduce an Agile culture and adaptive mindset in an

organization, still there's a strong chance to create an Agile culture by shaping the existing culture which supports Agile values and principles, which will enhance the chance of creating Agile environment successfully.

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