

Shift Middle Management Mindset to Drive an Agile Culture Change

Eighty-seven percent of organizations are using some form of Agile methodology; however, not many companies are seeing the desired benefits. Truly **traversing from waterfall to Agile** isn't just about switching the methodology, but also **requires a significant shift in culture across the organization.**

What?

Traits of a Culture That Supports Agile



Who?

Stakeholders Who Need to Embrace Agile Culture

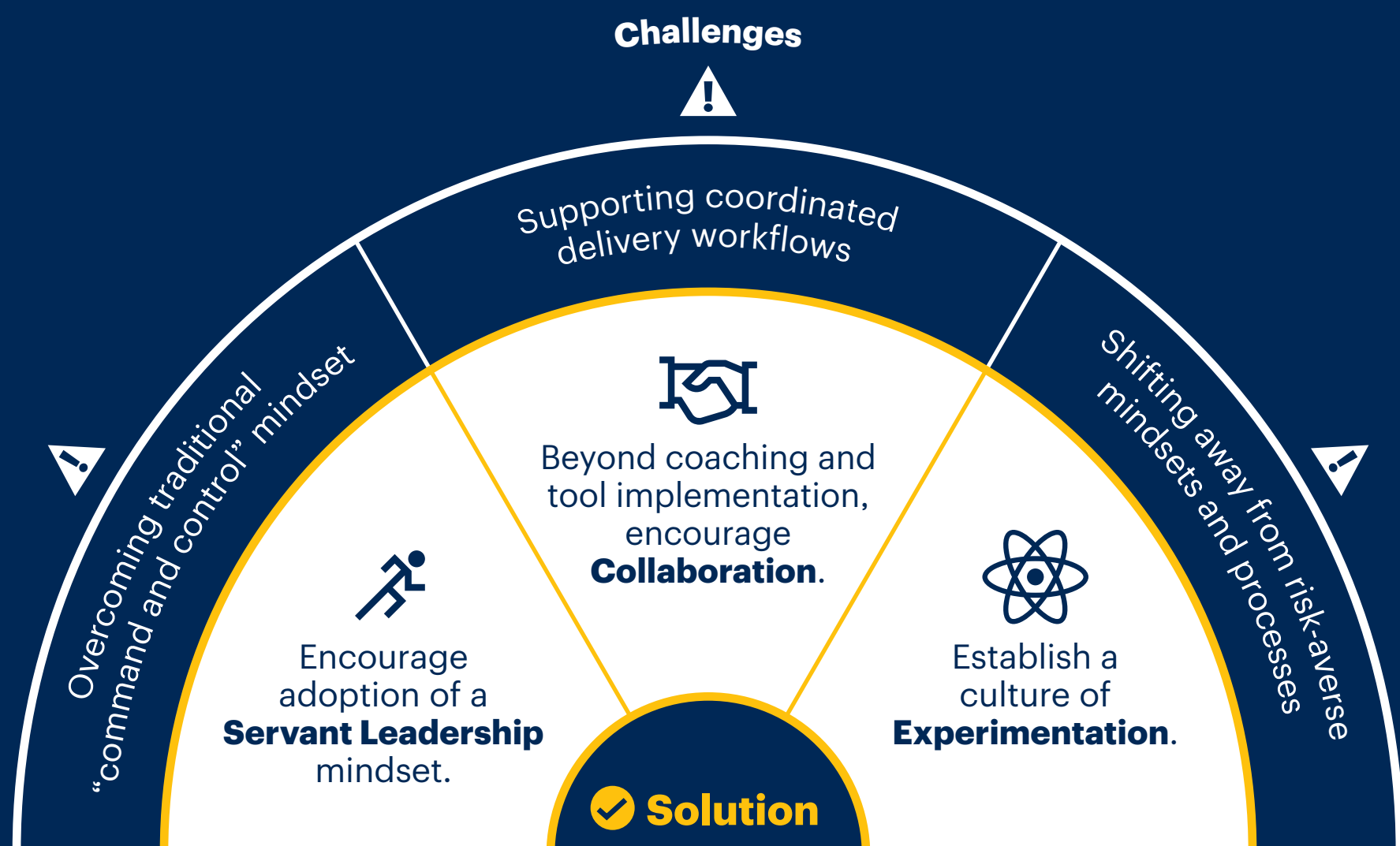


PMOs should focus their Agile culture efforts on **middle management** as they are:

- 1 A linchpin between the executive's vision for Agile and the team's ability to apply Agile
- 2 Required to make a drastic shift of moving away from traditional responsibilities of heavy compliance and governance processes

How?

Action Steps for PMOs



Action Steps

| Servant Leadership | Collaboration | Experimentation |
|---|--|---|
| <ul style="list-style-type: none"> ✓ Incrementally build two-way trust between middle managers and delivery teams. ✓ Define and set clear expectations from middle managers in their new role as "servant leaders." | <ul style="list-style-type: none"> ✓ Build visibility into solution delivery handoffs to proactively identify and resolve project risks. ✓ Align team and enterprise outcomes to empower teams to prioritize work. ✓ Focus on rewards and appreciation based on achievement of enterprise outcomes. | <ul style="list-style-type: none"> ✓ Promote an environment of psychological safety that destigmatizes failure. ✓ Set guidelines around the type of experiments encouraged by the leadership. |