MANAGING CHANGE
@emmajanehw
www.gitforteams.com
AGENDA

• Orientation of “change management”
• Scoping out the challenge you’re facing
• Frameworks for dealing with change
• Tips / tricks for specific problems
Change management is an approach to transitioning individuals, teams, and organisations to a desired future state.
WHISK(E)Y NOT REQUIRED
CURRENT CHALLENGES?
Let's talk about 'em.
"Average companies give their people something to work on.

"In contrast, the most innovative organisations give their people something to work toward."

Simon Sinek
But, why?
OVERCOME RESISTANCE;
FUEL MOTIVATION.
“People who come to work with a clear sense of WHY are less prone to giving up after a few failures because they understand the higher cause.”

Simon Sinek
FRAMEWORKS
8-STEP PROCESS FOR LEADING CHANGE

http://www.kotterinternational.com/the-8-step-process-for-leading-change/
ENSURING SUCCESS
KUBLER-ROSS'S FIVE STAGES OF GRIEF

Denial
Anger
Bargaining
Depression
Acceptance
TIPS & TRICKS
STRUCTURE AN AGILE SCHEDULE
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Train for a marathon:

Work in sprints which are increasingly difficult with a break week.
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INCORPORATING LEARNING INTO SPRINT PLANNING

taper as you get ready for initial release
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easier tasks

easier tasks

Difficulty of Task (amount of new knowledge required)

Time
MITIGATE THE LEARNING CURVE
MITIGATE THE LEARNING CURVE

- Plan and review.
- Allow fluid scheduling.
- Share learning often.
MOTIVATE
MOTIVATE

• Ask the developers what motivates them.
• Celebrate wins.
• Have high standards which allow for creative solutions.
MASSIVE CHANGE DOESN’T HAPPEN BY MAGIC. IT HAPPENS BY MANAGEMENT.
RESOURCES

http://gitforteams.com/resources/change-management.html