

# Agile Work

## The Middle Way to Excellence

BETWEEN UNBOUNDED CHAOS AND EXCESSIVE BUREAUCRACY

### What is Agile Work?

Agile Work is a method used to deliver excellent work sustainably and accountably. Agile Work comes from the fields of agile software development, lean manufacturing, organizational learning, team building, community development and adult education.

### Agile Work Axioms:

We are Creators  
Reality is Perceived  
Change is Natural

THEREFORE

### Agile Work Disciplines:

- Empower the Team**
  - so they can do their best creating •
- Amplify Learning**
  - to perceive what needs to be created •
- Eliminate Waste**
  - so that change brings opportunity, not regret •

### Agile Work Practices:

- Self-Organizing Team**
  - frequent status sharing • participatory work •
- Iterative Delivery**
  - early value • sustainable pace •
- Adaptive Planning**
  - evolutionary design • learn and adjust •
- Maximize Communication**
  - sharing work space • information radiators •
- Test-Driven Work**
  - accountable • getting to done •
- Appropriate Metrics**
  - organizational values • sphere of influence •

### Agile Work Roles:

- Process Facilitator**
  - facilitates process improvement •
  - supports team development •
    - removes obstacles •
- Product Owner**
  - prioritizes the work list •
  - collaborates with stakeholders •
    - understands the work •
- The Team**
  - determines how to work •
    - performs the work •
  - declares capacity for work •

AND REMEMBER THAT

**Trust is the Foundation**

of AGILE WORK