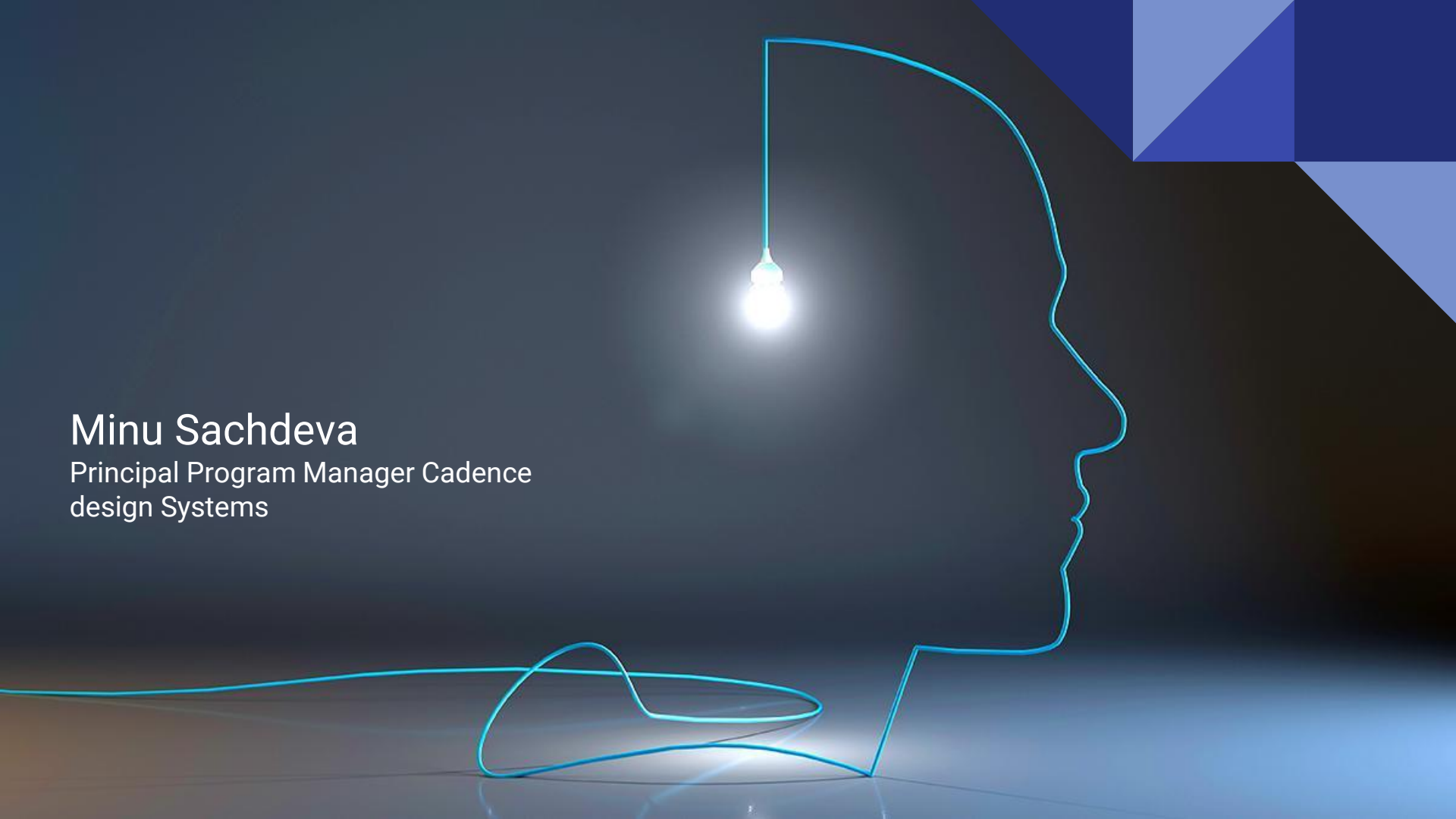


Minu Sachdeva

Principal Program Manager Cadence
design Systems





What is most neglected aspect during Agile transformation??



MINDSET



PEOPLE



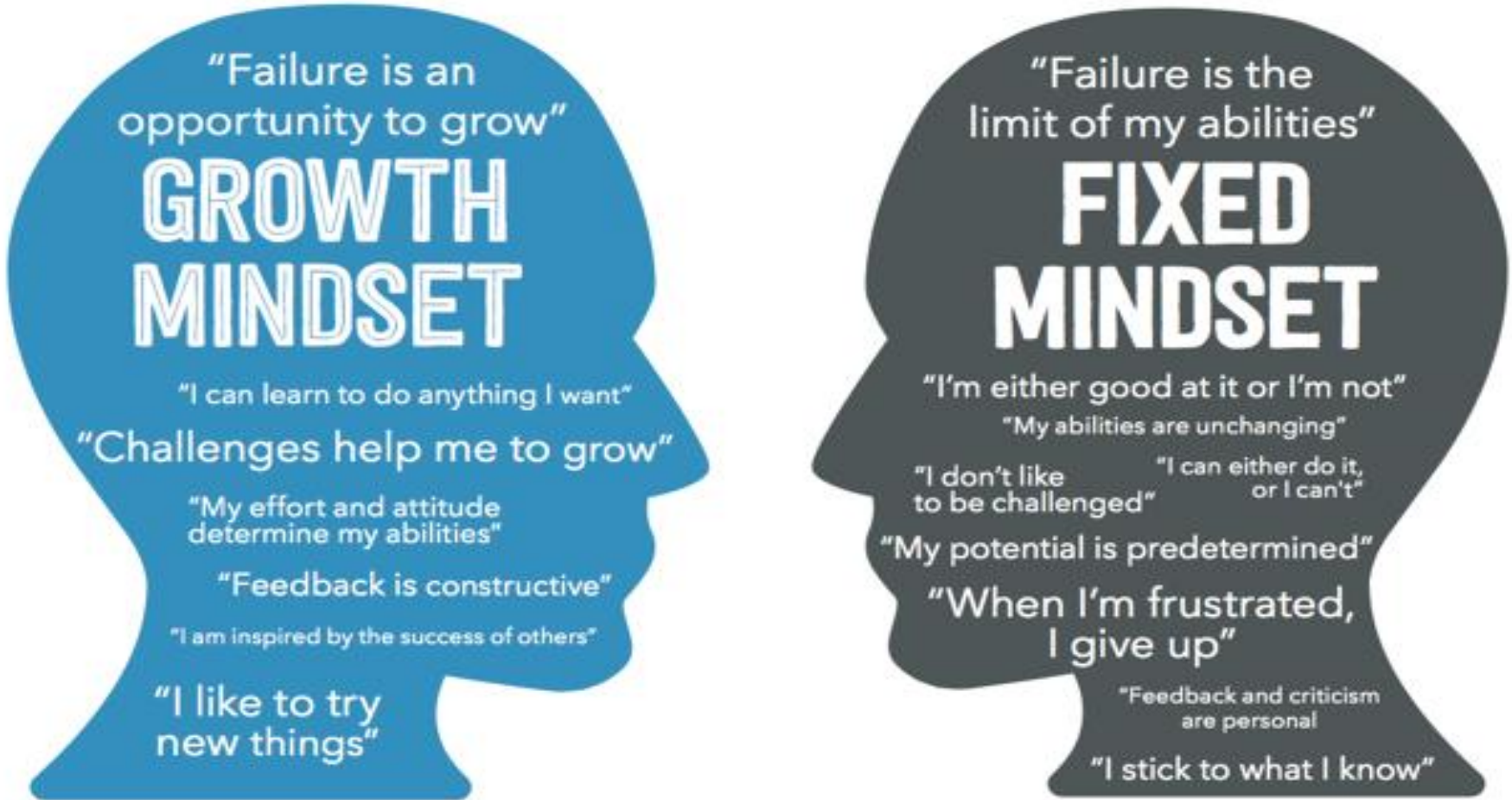
PROCESS



TOOLS



Why People resist Processes
which can help them?



The infographic consists of two human head silhouettes facing each other. The left silhouette is blue and represents a 'Growth Mindset'. It contains several positive quotes about learning and growth. The right silhouette is dark grey and represents a 'Fixed Mindset'. It contains several limiting and negative quotes about abilities and challenges. The central text 'GROWTH MINDSET' and 'FIXED MINDSET' is prominently displayed in each respective head.

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"

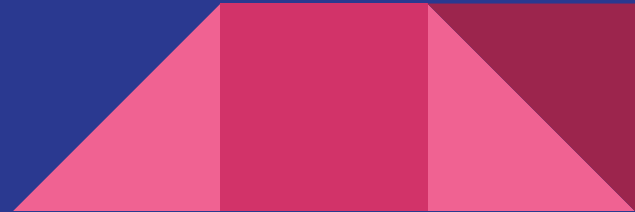
Have you tried introducing new
food to kids ??







What would be your strategy to make them eat new food and enjoy it?



Involve them!!



Replace:

Food-----> Processes

Kids-----> People working in your teams



Outcome:

- Challenge solved
- Simple yet effective
- Ownership
- And most important it will be FUN!!



Conclusion- what works?

- Mindset of Leadership team
- Culture and Values
- People's context and experience levels in team
- Is there even need for process/change??



Processes are important

...But not more than people



Thanks!!

