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# AGILISTS AND OUR WORLD WORK *WHAT IF WE WERE MADE FOR THIS TIME?*

Journée Agile Belgium— May 2025

# the nature of change has changed

**Perpetual** – occurring all the time

**Pervasive** – unfolding in multiple areas of life at once

**Exponential** – accelerating at an increasingly rapid rate



# Metacrisis

- : environmental, social, political, cultural, economic, and psychological crises
- : interrelated because they impact and reinforce each other
- : share roots in how people think about themselves and the world





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**We are in a huge shift all over the world.  
From the conception of organizations as machines...**





**...to the dawning realization that organizations are complex, like ecosystems, like rainforests.**





**WE HAVE A SUPERPOWER...**

The power to metabolize  
change for good



AGILE FRAMEWORKS ARE  
**QUITE COMPLETE...**  
for metabolizing change

again,	and again,	and again,	and again,	and again,
and again,	and again,	and again,	and again,	and again,
and again,	and again,	and again,	and again,	and again,
and again,	and again,	and again,	and again,	and again,
and again,	and again,	and again,	and again,	and again,
and again,	and again,	and again,	and again,	and again...



## AGILITY MAKES IT **SAFE TO CHANGE**

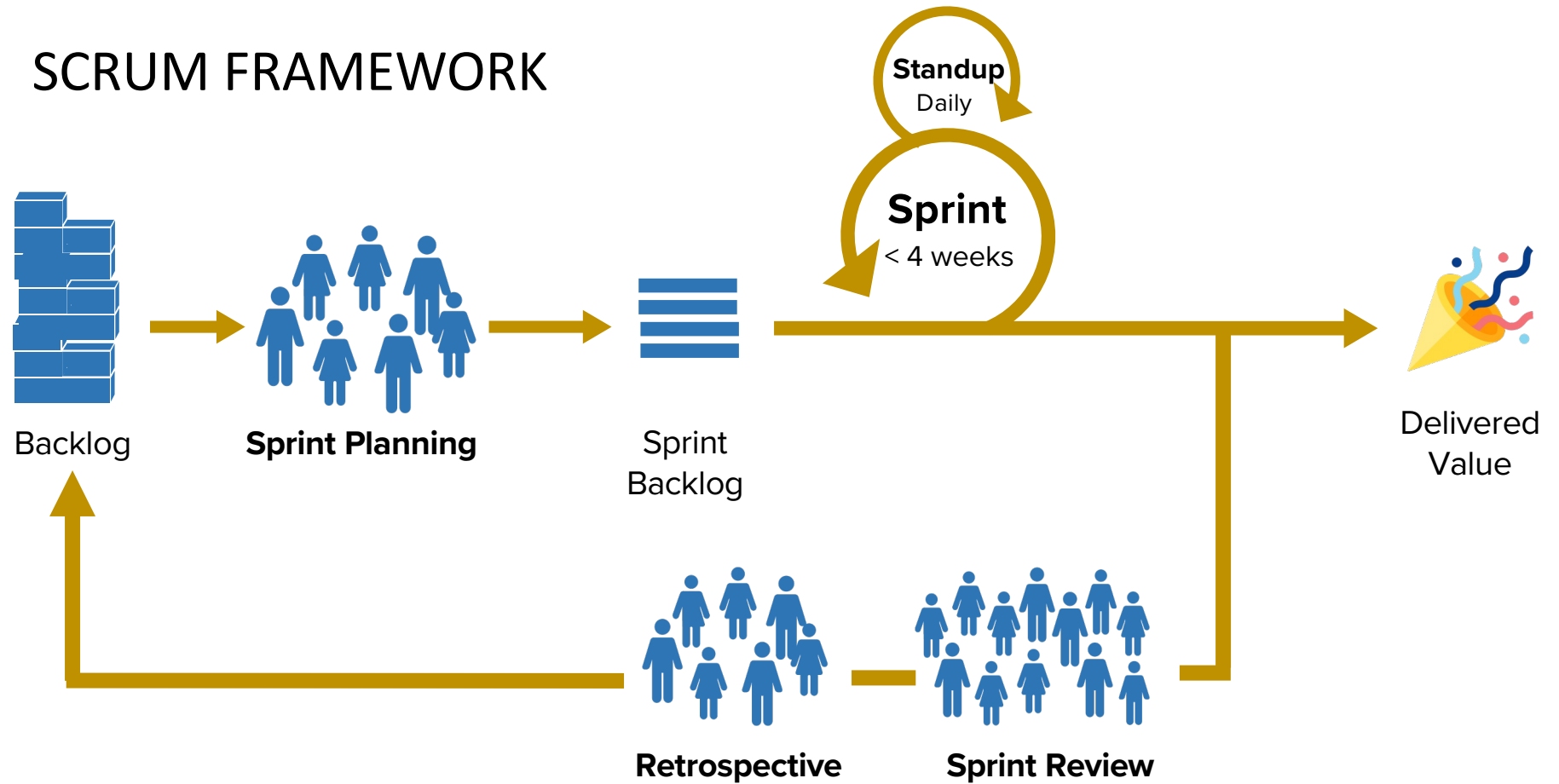
- Regularly deliver business value so you **never lose progress**
- Fast feedback loops to **adjust while it's cheap**
- Inspect & adapt to **amplify the good and correct the bad**
- Built-in cadence to pause, reconsider and **bring in change**
- Plan again to deliver a **more on-target customer impact**



Instead of thinking of agility as something to “do” or even  
as something to “be”, think of it instead as a  
**brilliant, emergent response**  
that helps us thrive in constant change and disruption.

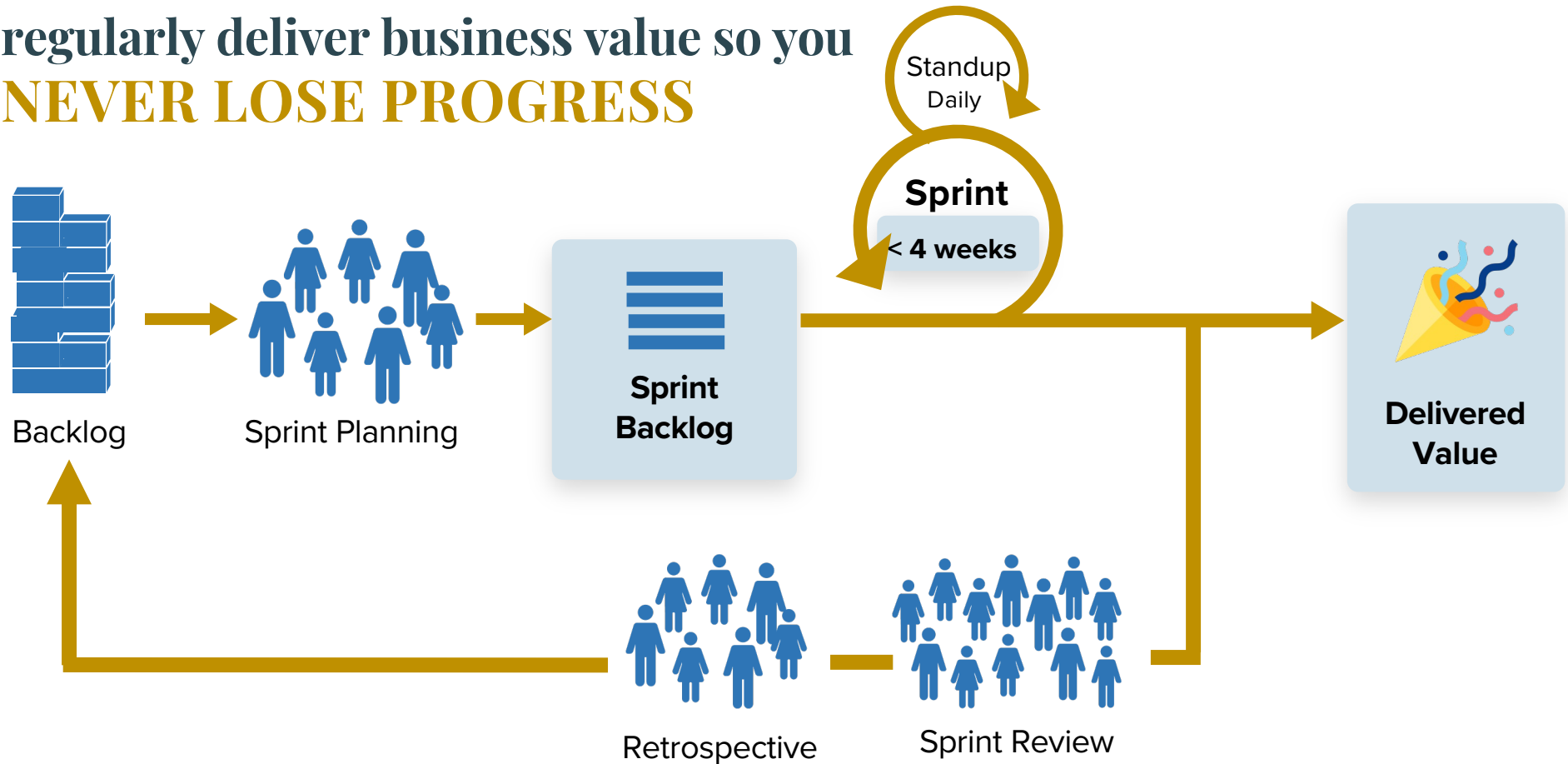


# SCRUM FRAMEWORK



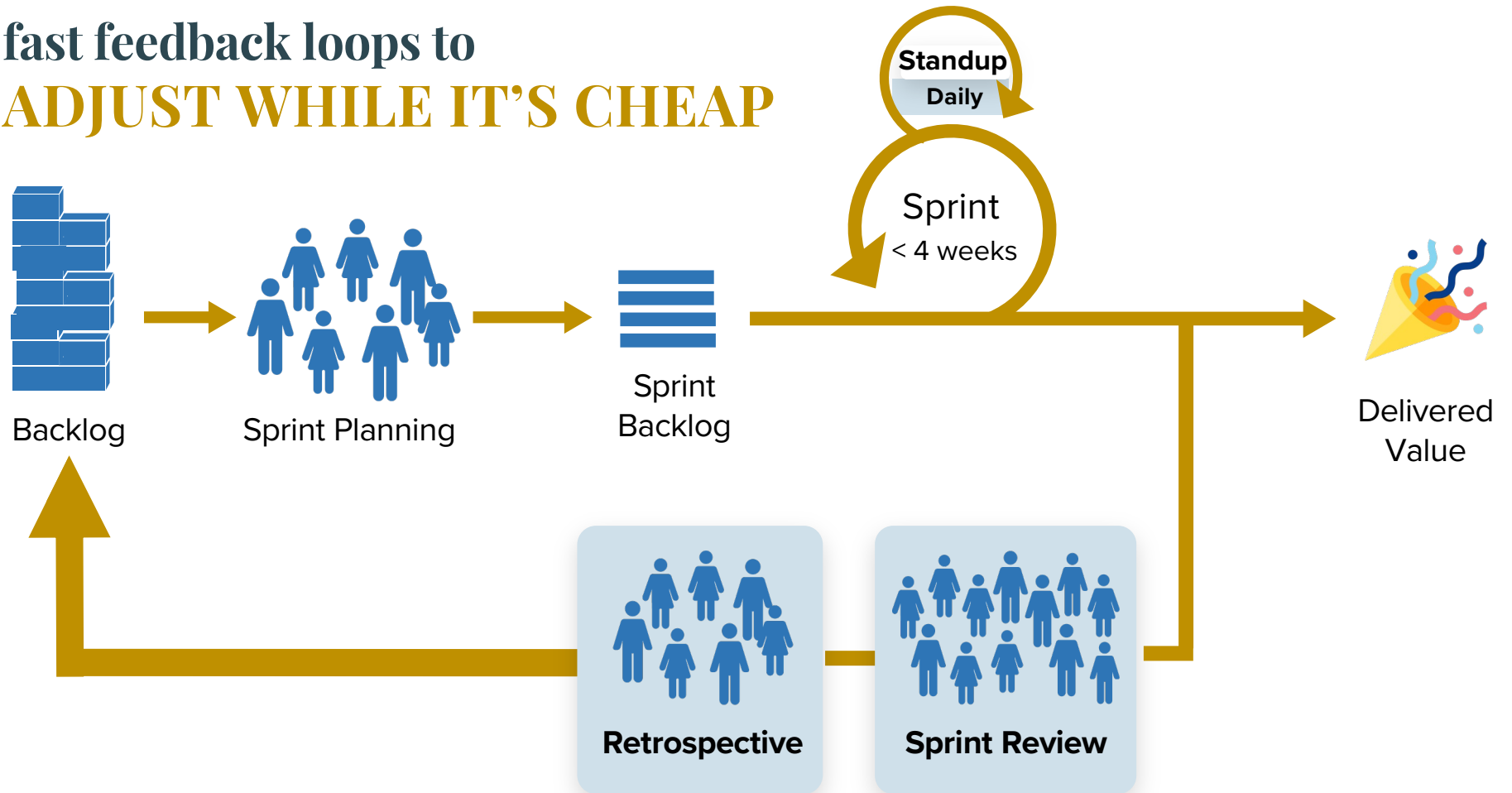


regularly deliver business value so you  
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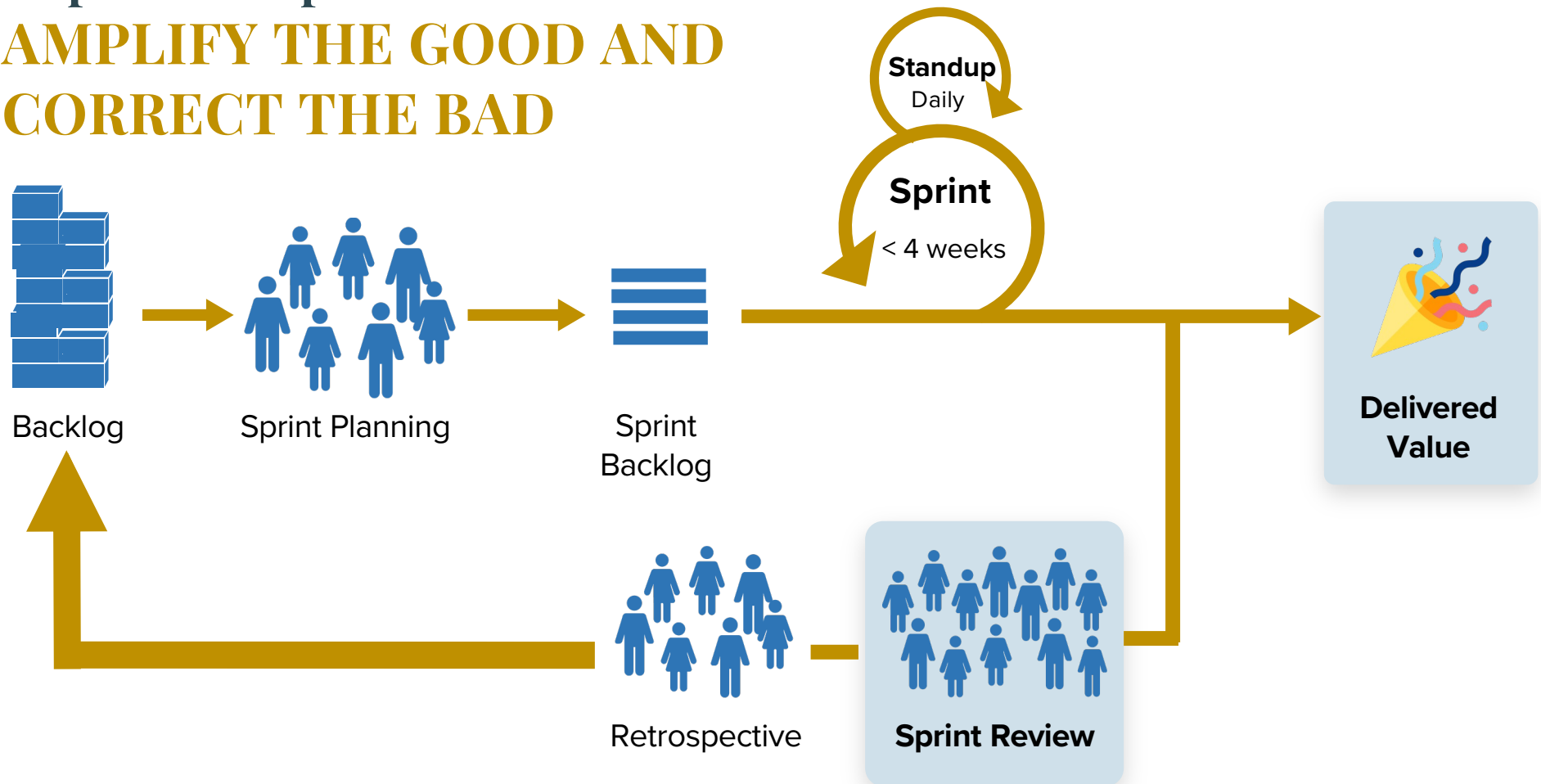




# fast feedback loops to **ADJUST WHILE IT'S CHEAP**

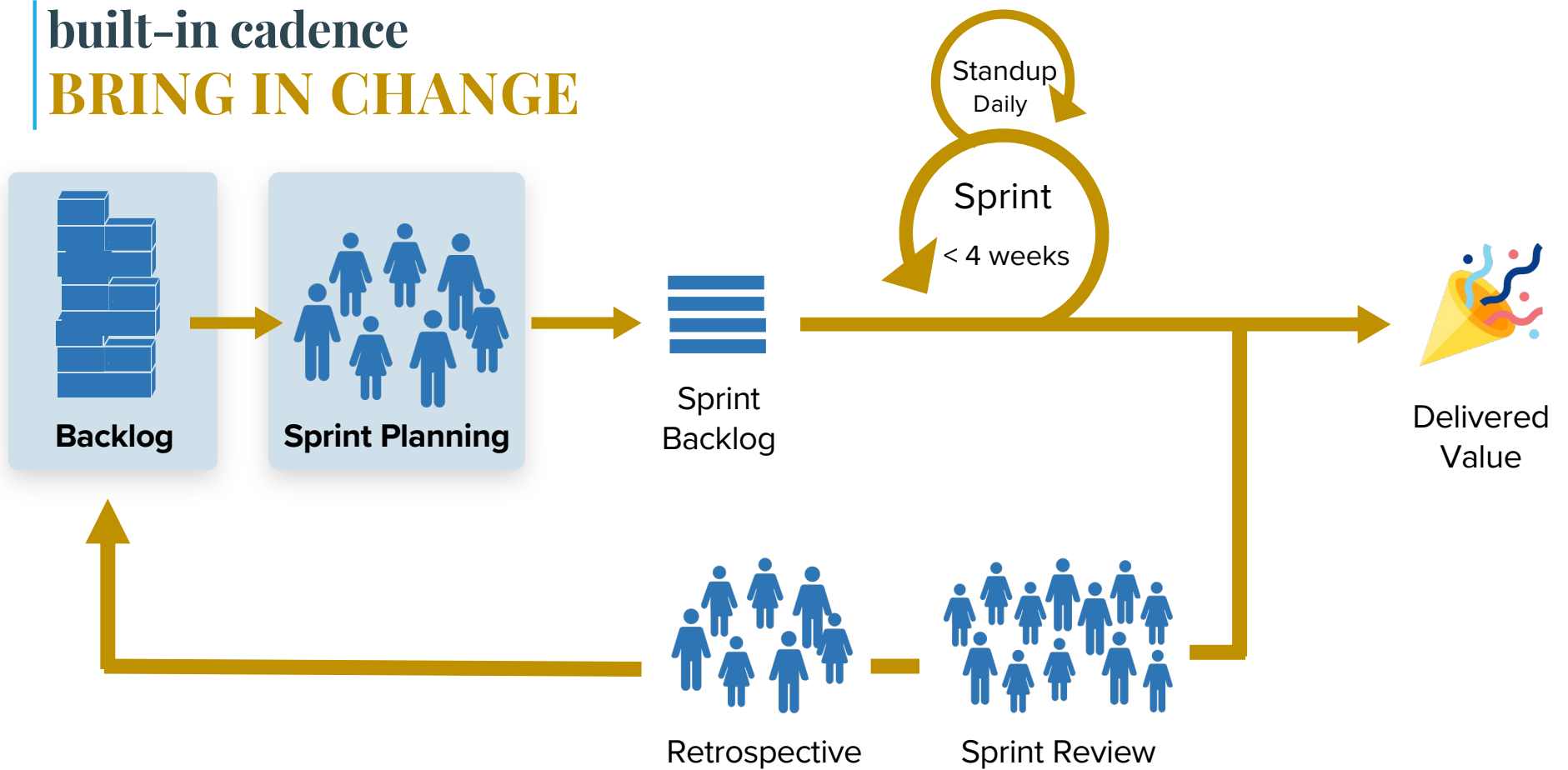


inspect & adapt to  
**AMPLIFY THE GOOD AND  
CORRECT THE BAD**

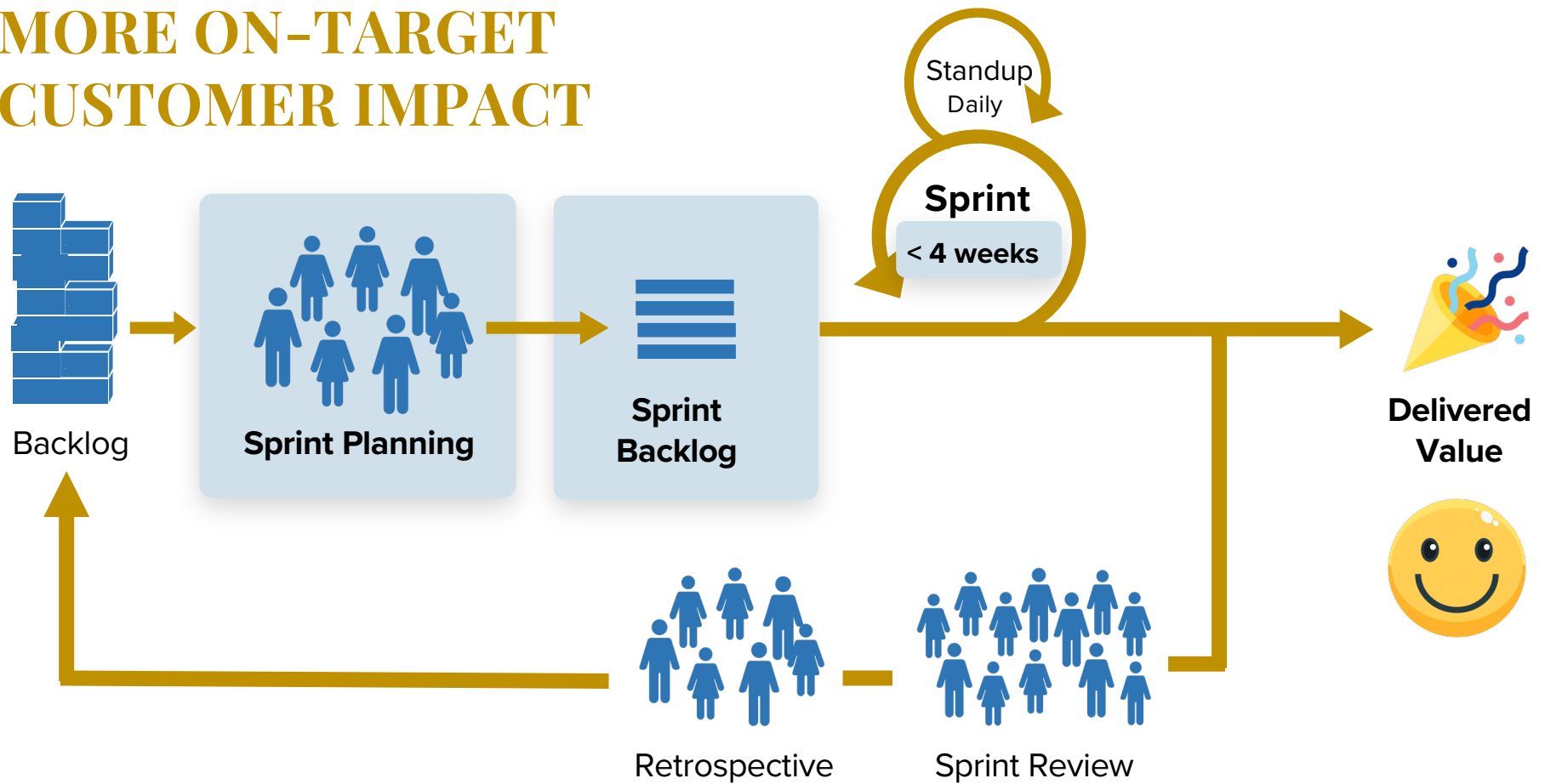




## built-in cadence **BRING IN CHANGE**



# plan again to deliver a **MORE ON-TARGET CUSTOMER IMPACT**





# Top 5 Tips

## FOR USING AGILE WELL TO METABOLIZE CHANGE



**Let the team  
focus &  
deliver...**  
minimize  
distractions.

**Focus**



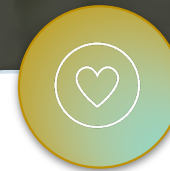
**Get to  
Done Done  
each sprint...**  
don't carry  
work over to  
the next sprint.

**Done Done**



**Bring in  
change at start  
of a new  
sprint...**  
not in the  
middle.

**Change**



**Be  
courageous  
when inspecting  
and adapting...**  
hide nothing.

**Courage**



**Get good at the  
recurring  
events...**  
don't let them  
become  
meaningless  
rituals.

**Cadence**

# AGILITY IS A RELENTLESS **IMPEDIMENT REVEALER**

“Implement Scrum and all of the reasons that an **organization has trouble delivering** quality [product] on schedule are **thrown up in your face** day after day, month after month.

- Ken Schwaber  
Co-creator of Scrum

“The only thing Agility is guaranteed to deliver **100% of the time is impediments.**

- Lyssa Adkins



Impediments are not **IN** the path;  
impediments **ARE** the path.

- Jonathan Smart, *Sooner Safer Happier*



# GET AN IMPEDIMENT IN MIND RIGHT NOW

It's anything that  
slows or stops  
your ability to deliver.



What helps us surf waves of change that are  
constant and turbulent?



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**E X P A N D** your cognitive toolkit





deepen your emotional toolkit



The image features a person's silhouette, primarily in shades of blue and white, set against a dark, starry cosmic background. The person's body is filled with intricate, glowing blue energy lines that flow and swirl, suggesting a powerful, dynamic force. The background is a deep blue space filled with numerous small, bright stars and larger, nebula-like clouds in shades of orange, red, and yellow. The overall effect is one of high energy and spiritual or energetic flow.

**Create flow** through your energetic toolkit



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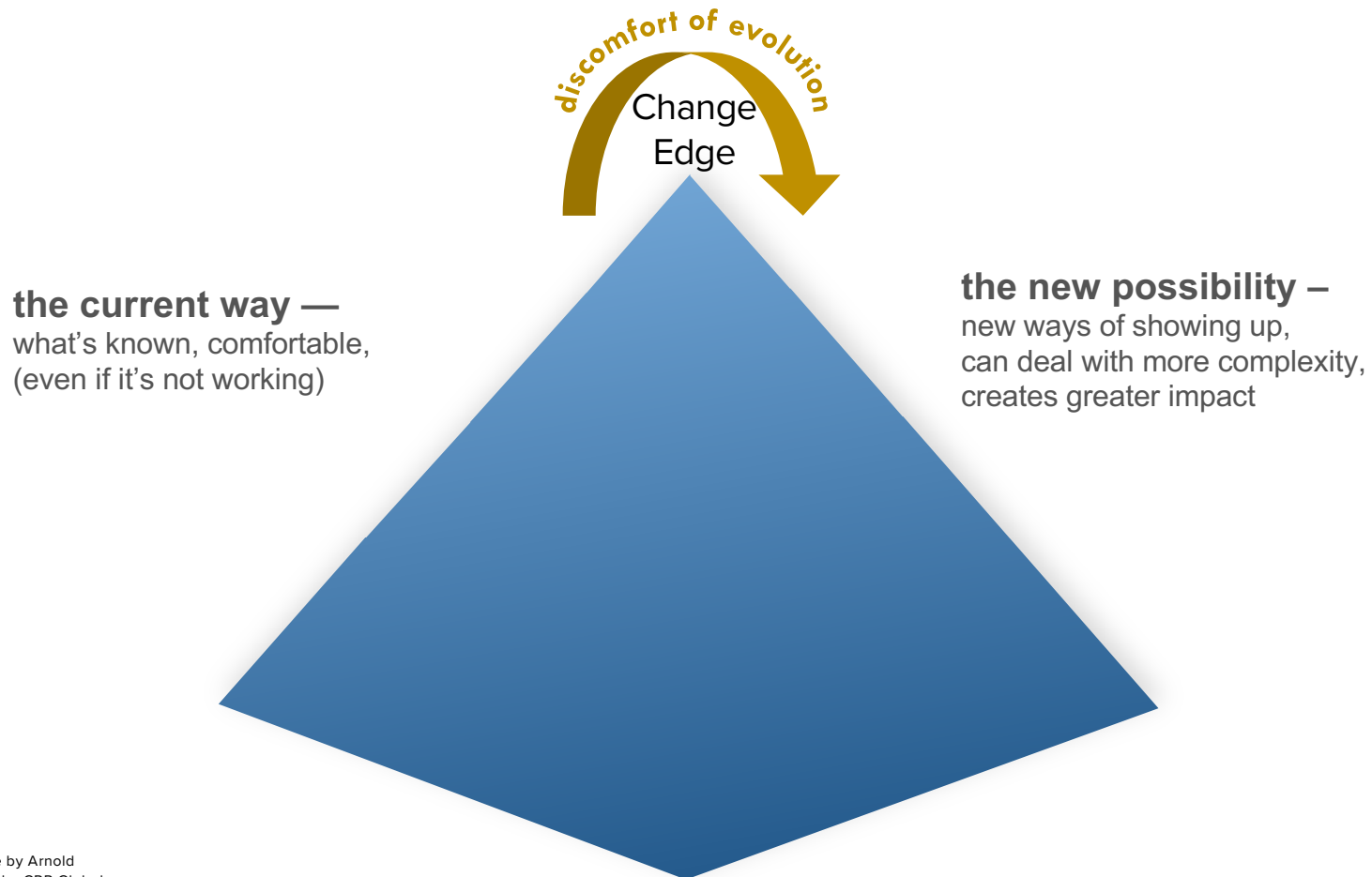
EXPAND · deepen · **flow**



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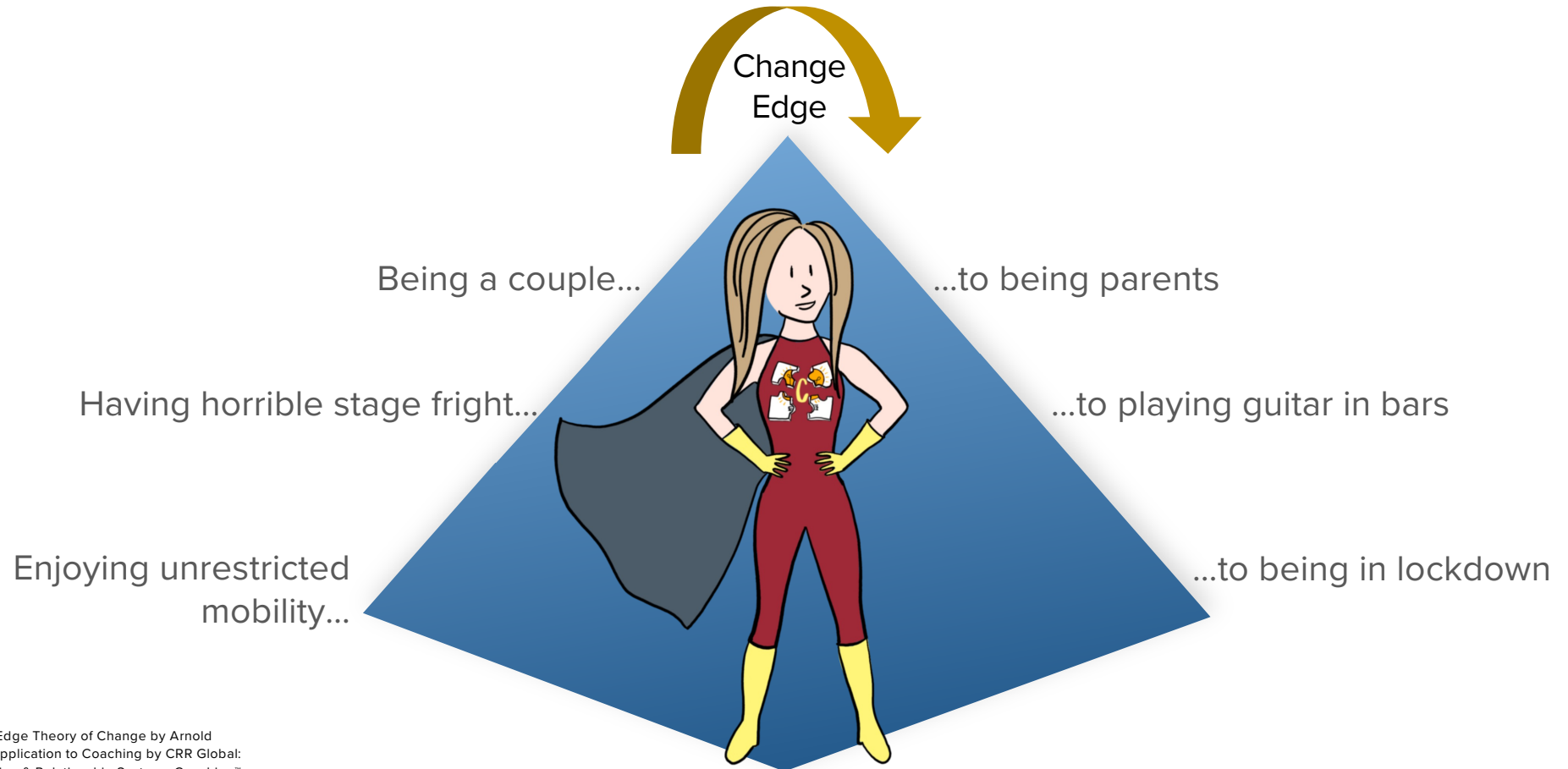


# EDGE THEORY of change



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™

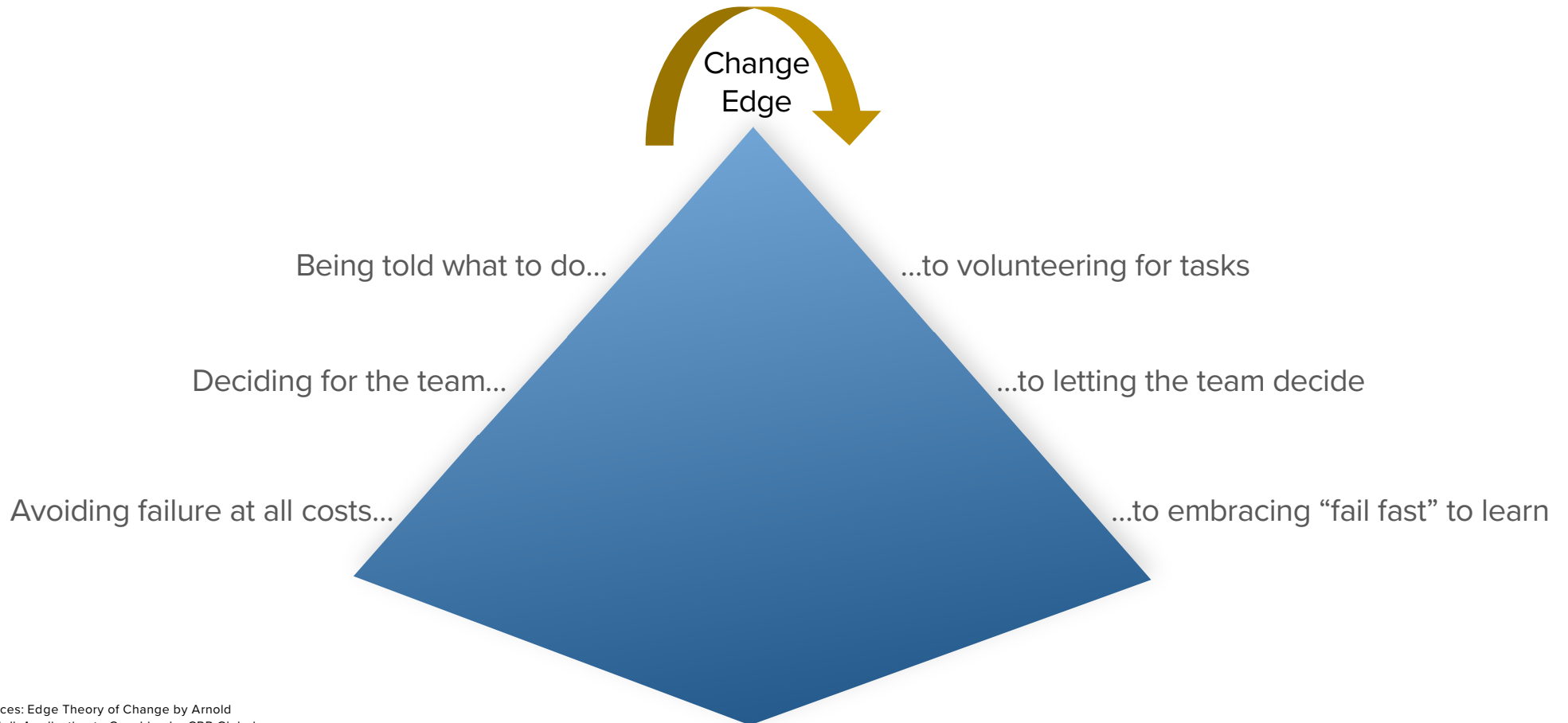
# LIFE puts us at change edges



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™

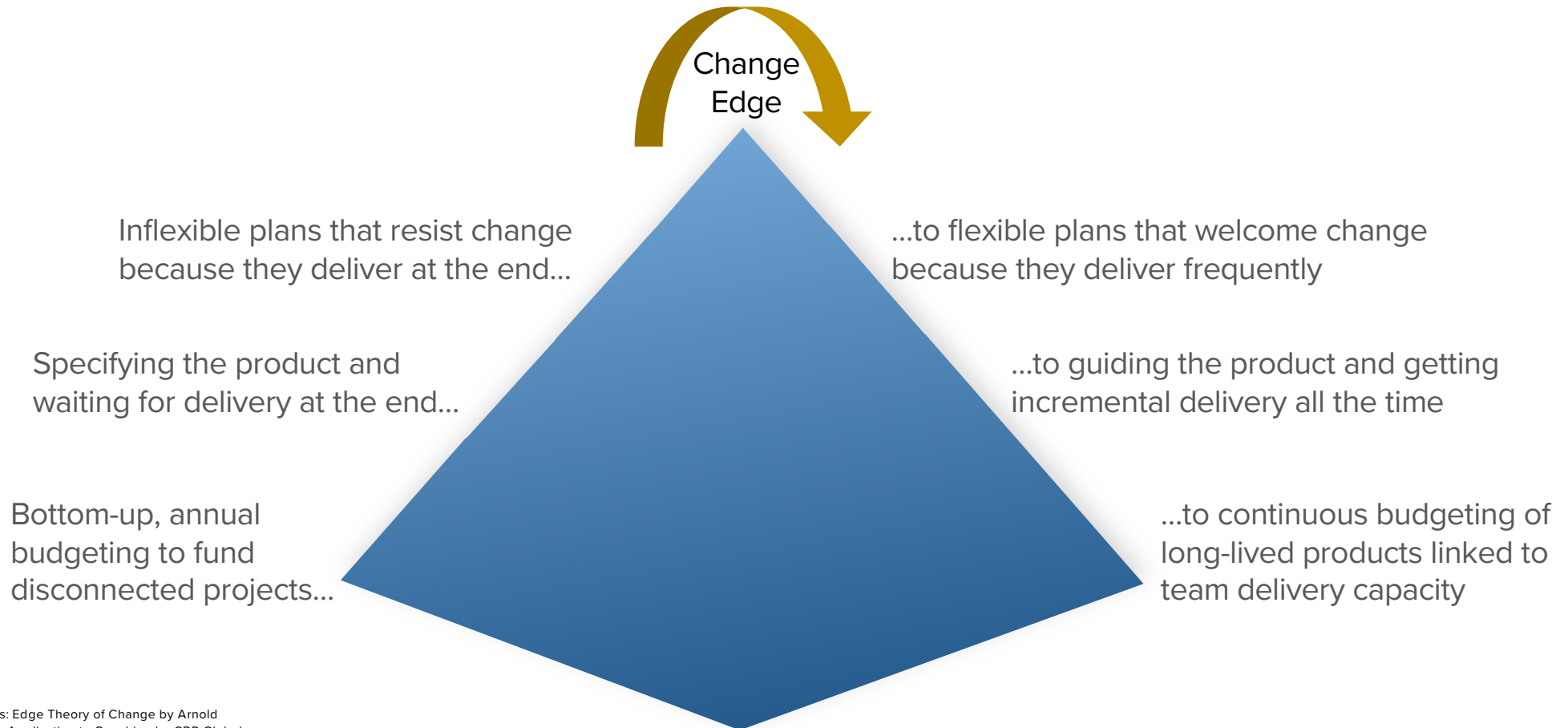


# AGILITY puts us at change edges



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™

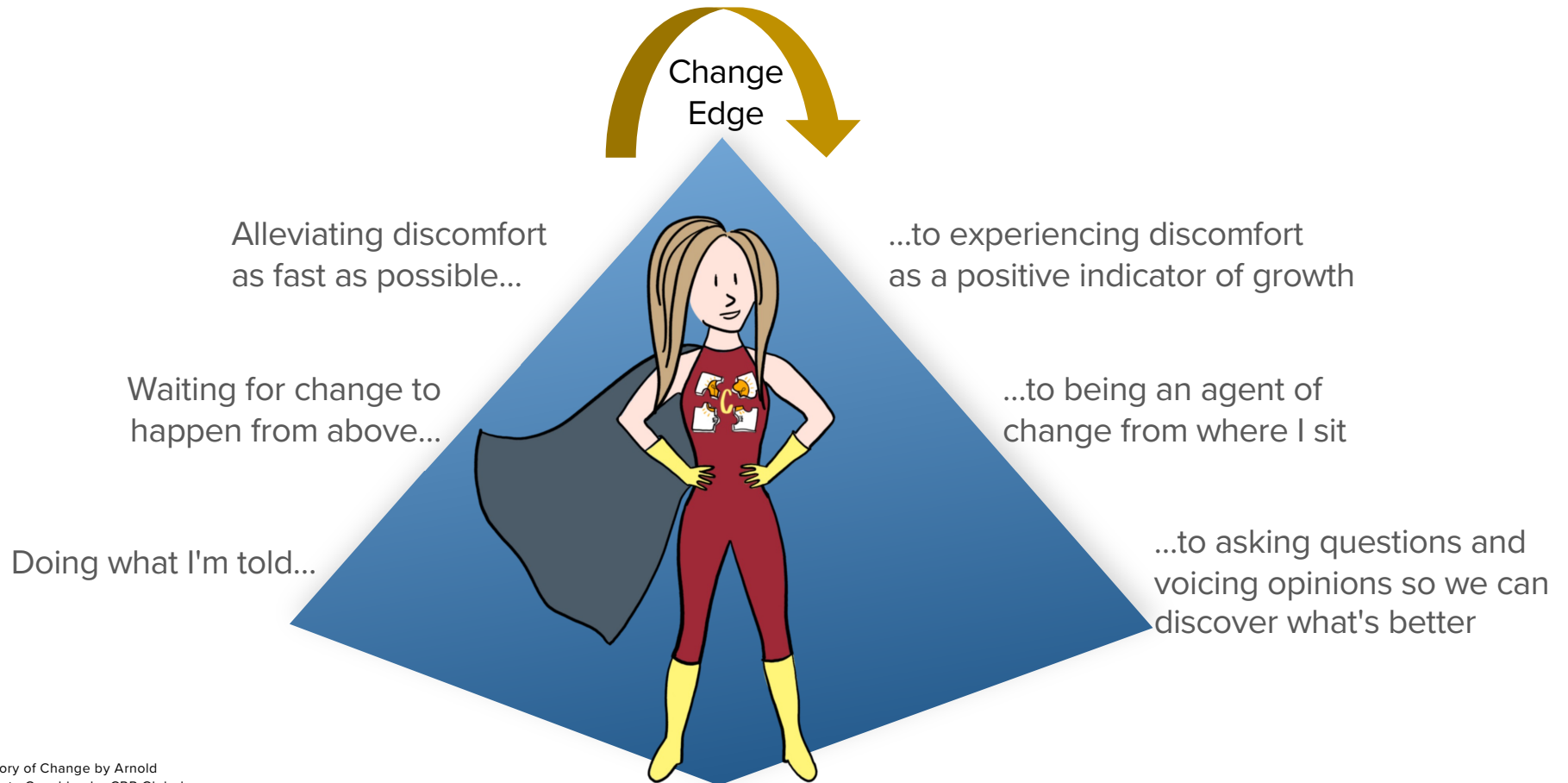
# common change edges **FOR ORGS**



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™



# common change edges **FOR YOU**



Sources: Edge Theory of Change by Arnold Mindell, Application to Coaching by CRR Global: Organization & Relationship Systems Coaching™

A main reason change edges are not crossed and  
impediments continue to exist is

# CONVERSATIONS WE ARE **NOT** HAVING

Remember that  
impediment you thought  
about a little while ago?



To address it, what  
conversation do you  
need to have?





# FIRST STEP: INNER WORK

Get clarity, alignment, integrity within yourself

1. What is my **intention**?  
Not my desired outcome — my deeper intention. Why do I care?
2. What is the **positive change** I envision?  
This lifts the conversation from conflict to possibility.
3. What am I actually **asking or asserting**?  
Clarity here is everything.



What does it mean to **truly lead** in a world that's  
in flux, in collapse, in emergence?





WORLD WORK homepage

mobilizing a force of Agilists to  
make a **massively positive impact**

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3 two-hour  
sessions in  
a week

One Week. *Together.* To make sense of the defining crisis of our time.  
One Week. *Together.* To get ready for the defining adventure of our time.

Come as you are.  
No prep needed.

Created by Frederic Laloux & Helene Guerin  
Hosted by Women in Agile facilitators

Free





Frederic is  
from Liège !

**The Week** is created by Frederic Laloux, *Reinventing Organizations* & Helene Guerin

## Design Thinking for Sustainability



People like you +  
the agile and design mindset +  
a passionate community leader =  
**positive impact for causes you care about**

Become a volunteer,  
submit a cause or  
book a discovery call:



THE-SIP.WORLD



# WE HOPE™

MAGAZINE

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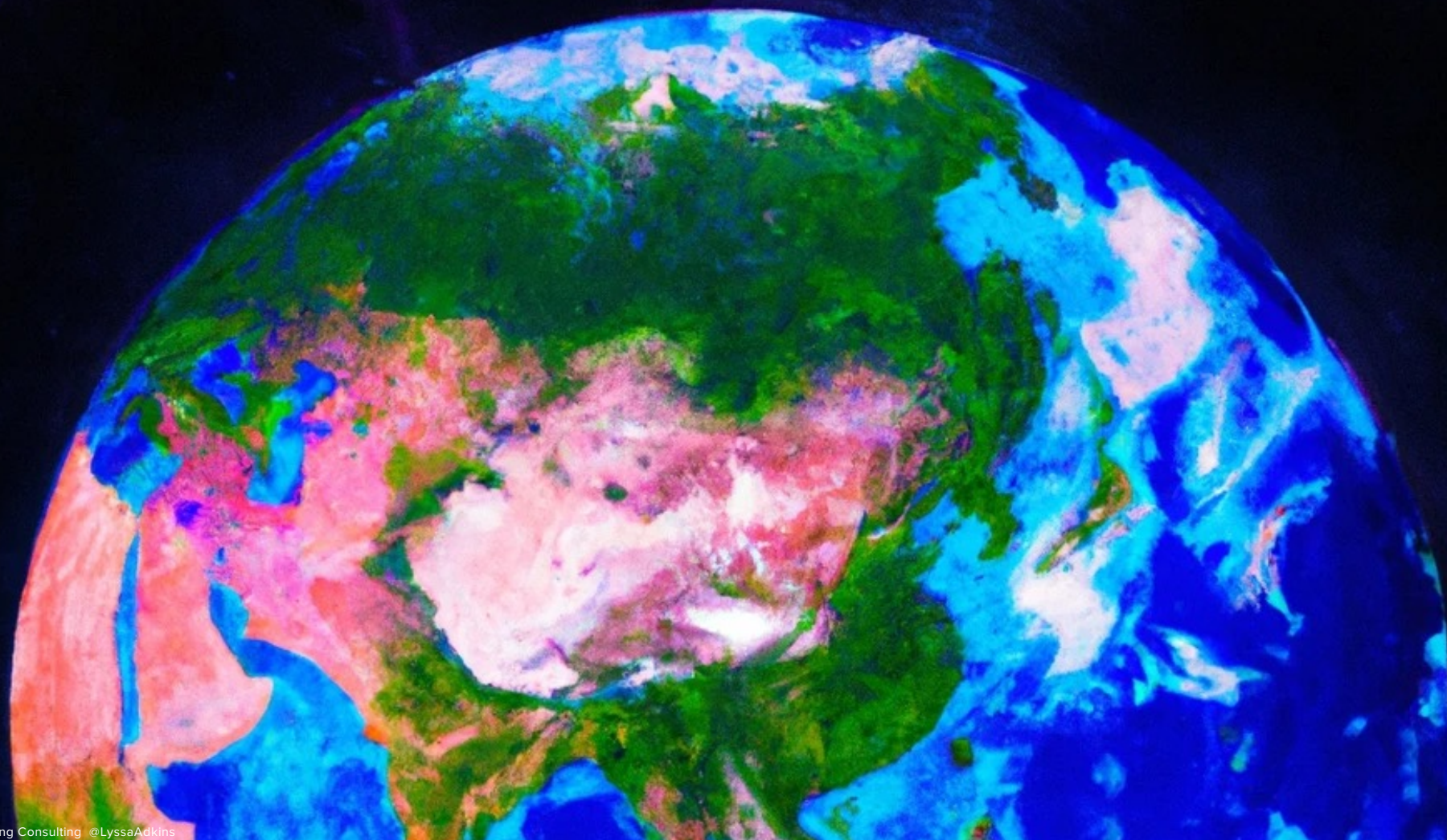
[bit.ly/wehope2](https://bit.ly/wehope2)



Joanne Stone

Got a story to tell?  
Contact Joanne.

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What if all your experience was practice?  
**What if you were made for this time?**



What are you applying agility to that is  
**worthy of you?**



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*Thank you*

