

The Cure for VUCA is, well, VUCA!

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Guerilla Leadership

EA World Community



LINKUP WITH ME ON LINKEDIN!

- Andrew Kallman
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- <https://www.linkedin.com/in/andrewkallman/>



DOWNLOAD A COPY OF TODAY'S SLIDES

- <https://andrewkallman.com/eawc2023/>



FEEDBACK 1 - ASYMMETRY

- Mentimeter link: <https://www.menti.com/ald7okbsp7o9>

- www.menti.com
code: **1548 2569**

- QR Code:



VUCA

VOLATILITY, UNCERTAINTY, COMPLEXITY, AND AMBIGUITY

- **Asymmetries**

- **Friction, Resistance, etc.**

- Enterprise Agile / Scaling
 - Other forms of Agile Program and/or Portfolio Management

- **Leadership and Power imbalances:**

- Individual, Team, Process (Product, Service, Result), or Organizational?

- **Disrupters**

- Global Conflicts, Pandemics, Natural Disasters
 - **AI, especially Generative**



FEEDBACK 2 - AI - INDIVIDUAL READINESS

- MS Forms:
- <https://forms.office.com/r/dMfwSUAcAg>

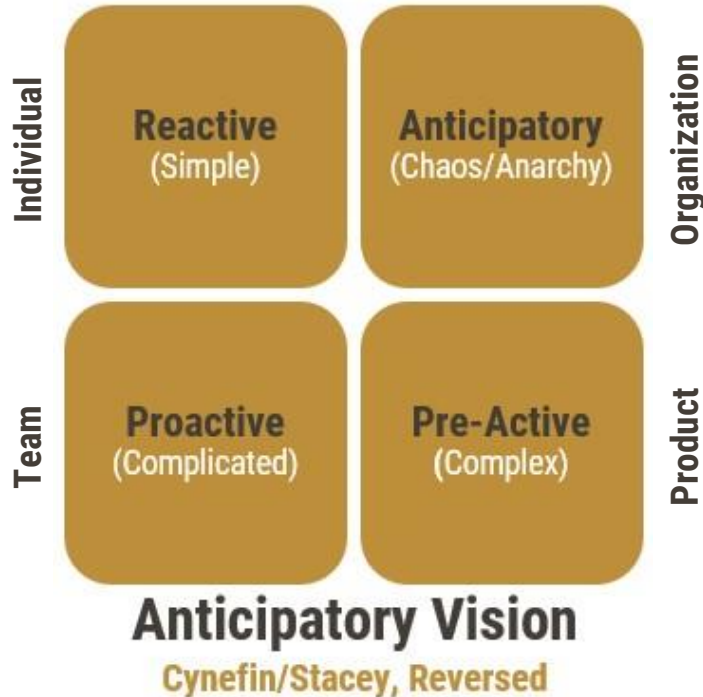


VUCA vs VUCA

Volatility → **Vision**
Uncertainty → **Unity**
Complexity → **Clarity**
Ambiguity → **Agreement**



ANTICIPATORY VISION

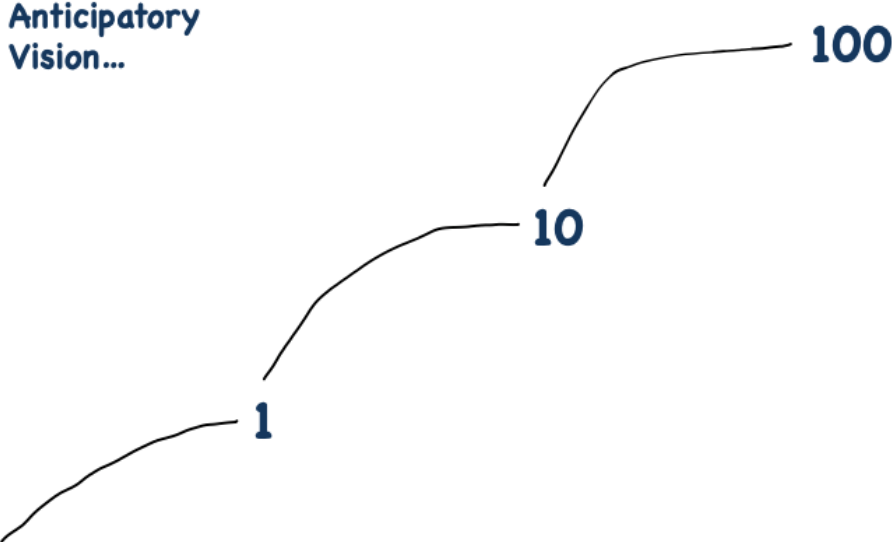


- **“Anticipatory Vision”**
 - Hard Trends (Future Facts)
 - Soft Trends (Future Possibilities)
- **“Flash Foresight”**
 - Reactive, Proactive, and Pre-active
- **Guerilla Leadership** delivers
 - **Unity, Clarity, and Agreement**
 - Anticipatory Organizations



ANTICIPATORY VISION

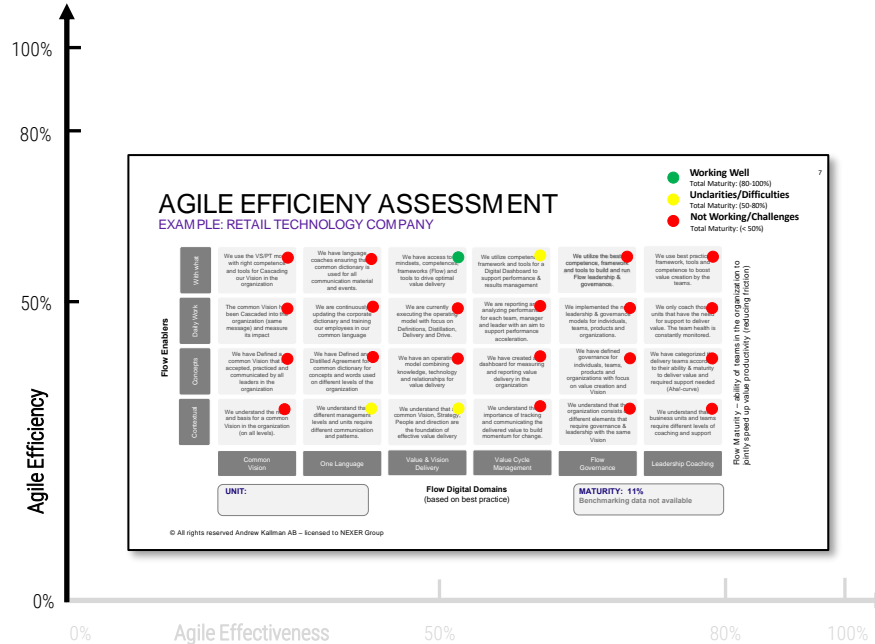
EXAMPLE: THREE LINES



ENTERPRISE AGILITY JOURNEY

EFFICIENCY - DOING THINGS RIGHT!

Vision, Unity, Clarity, and Agreement

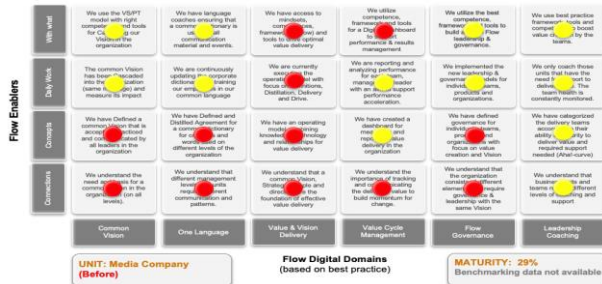


CUSTOMER EXAMPLE

Vision, Unity, Clarity, and Agreement

Completed a 4.5-year backlog in three (3) years – with 18 million USD in savings...

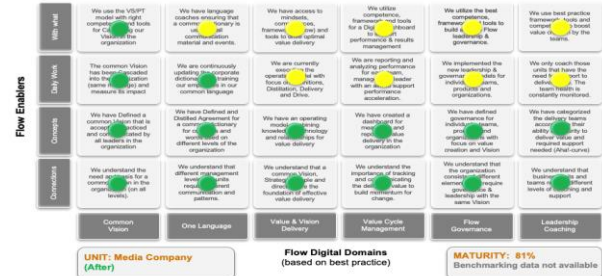
BEFORE (AGILE EFFICIENCY)



Project completion:

58 per year / 18 teams

AFTER (AGILE EFFICIENCY)

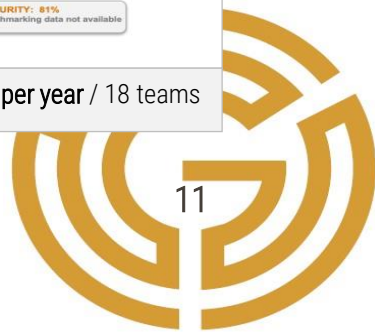


Project completion:

125 per year / 18 teams



...delivered an ROI of 250%!



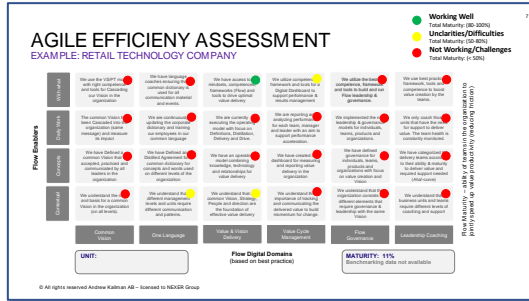
FEEDBACK 3 – EFFICIENCY

- MS Forms:
- <https://forms.office.com/r/NBH1fUDUgZ>



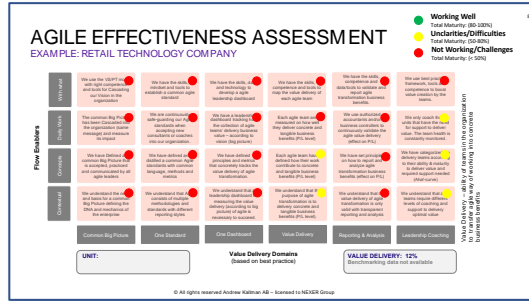
ENTERPRISE AGILITY JOURNEY PRODUCTIVITY

MEASURING THE TRENDS OVER TIME



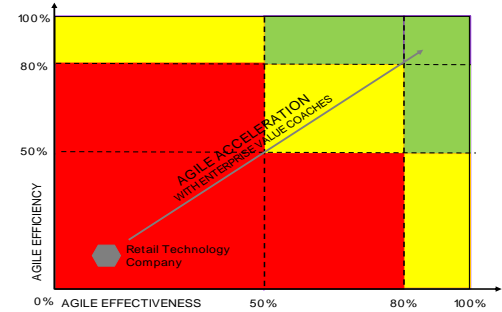
Enterprise Agility Efficiency:
Ability to produce value (speed) with minimum friction.

Customer Example: 11% (low agile efficiency)



Enterprise Agility Effectiveness:
Ability to convert productivity into concrete benefits.

Customer Example: 12% (low agile effectiveness)



Enterprise Agility Journey Performance:
Ability to produce and deliver concrete business value.

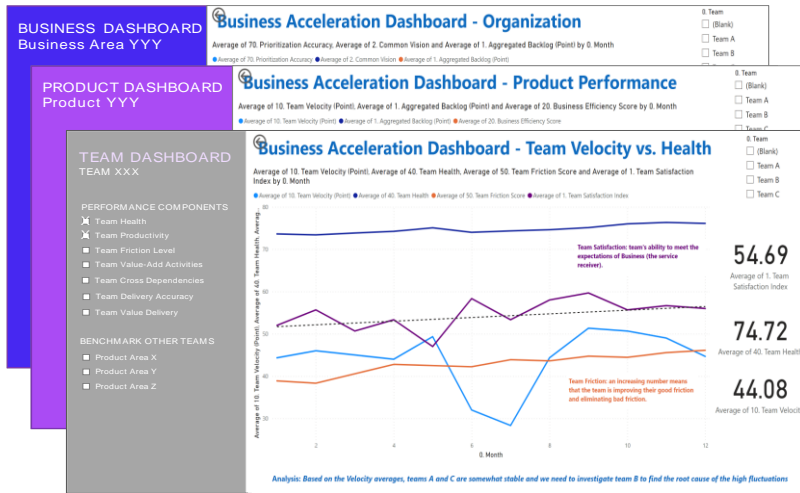
Agile Journey Performance:
Struggling

Vision, Unity, Clarity, and Agreement





Business Acceleration Dashboard – measuring business performance and enabling informed decisions



- Trends
- Aggregation
- Drill-down
- Multiple indicators
- Existing and unique data

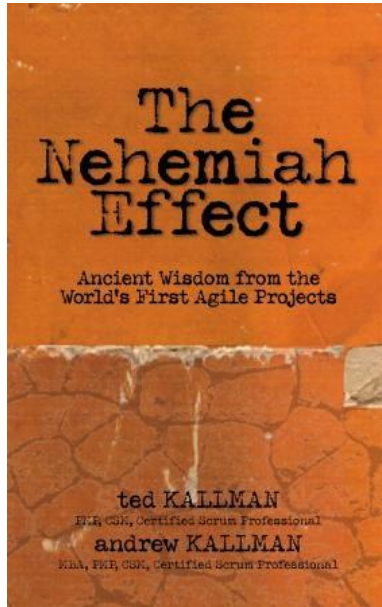
Vision, Unity, Clarity, and Agreement



VUCA vs VUCA

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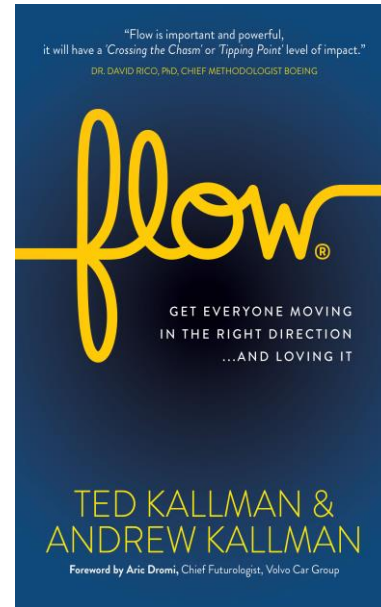




THANK YOU!

Q&A

TAKEAWAYS





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EA World Community



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