



**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

**@ChristopherAver**

# EMPIRICAL LEADERSHIP: PROVEN ALTERNATIVES TO AGILE FOR EXECUTIVES

## Path To Agility 2013



**CHANGE**

**COMPLEXITY**

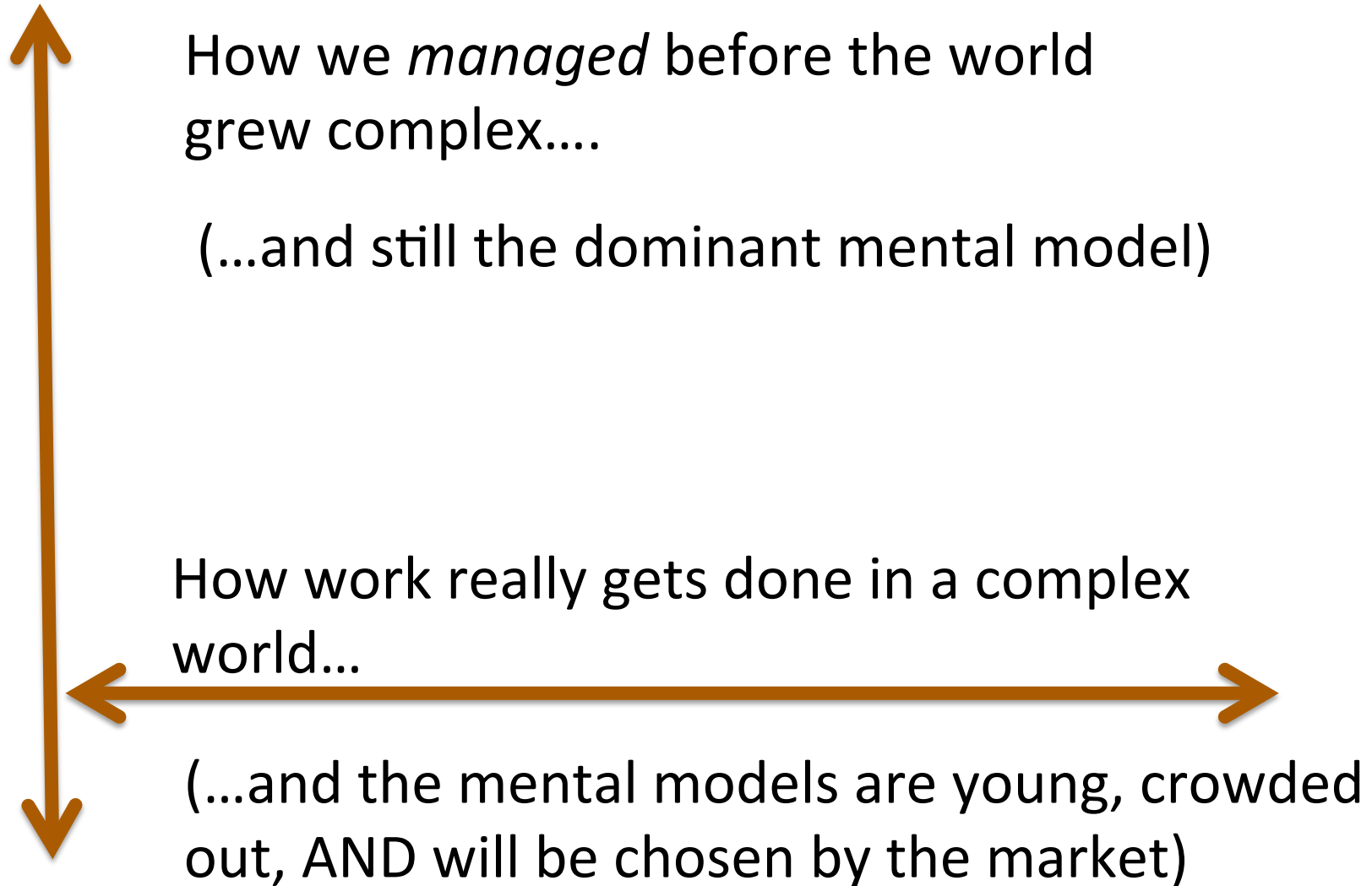
**UNCERTAINTY**

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

**GET  
REAL  
FAST**

# Organizing Principles

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT



# Islands of Software (aka “Agile Ghetto”)

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

**ONE CONTEXT FOR  
THRIVING IN CHANGE,  
COMPLEXITY, AND  
UNCERTAINTY**

**le Wall**

**The Wall**

**Replace**  
***Right and Wrong***  
**with**  
***Empiricism***



**Replace**  
***Endless Analysis***  
**with**  
***Experiments***

## QUESTION

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

What time-boxed, controlled management experiment are you running now?



# Ask Yourself

What percent of my effort is adding value?



How do I know?





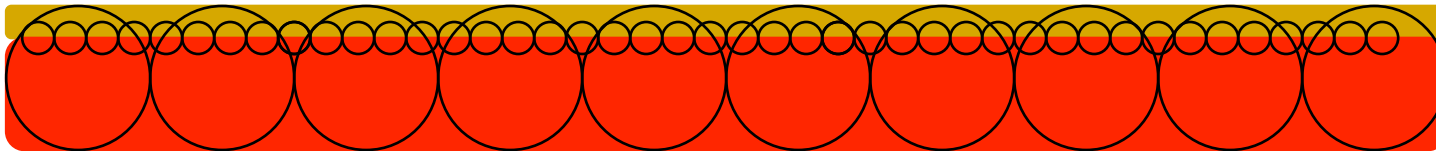
## **LINEAR**

- ✓ **Analysis**
- ✓ **Getting It Right**
- ✓ **Efficiency**

**aka, Plan Driven or Waterfall**



**Change as a Noun**



## **ITERATIVE**

- ✓ **Empiricism**
- ✓ **Learning**
- ✓ **Effectiveness**

**aka, Value Driven or Adaptive**



**Change as a Verb**

# **DYNAMICS BEFORE MECHANICS**

**SCALABLE BEHAVIORS**

**NOT SCALABLE PROCESSES**

**ACCOUNTABILITY**

≠

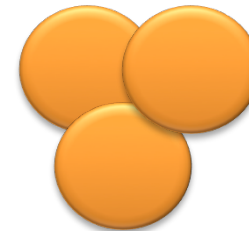
**RESPONSIBILITY**

# Accountability ≠ Responsibility

“Accountability”  
ability to account for  
Credible threat

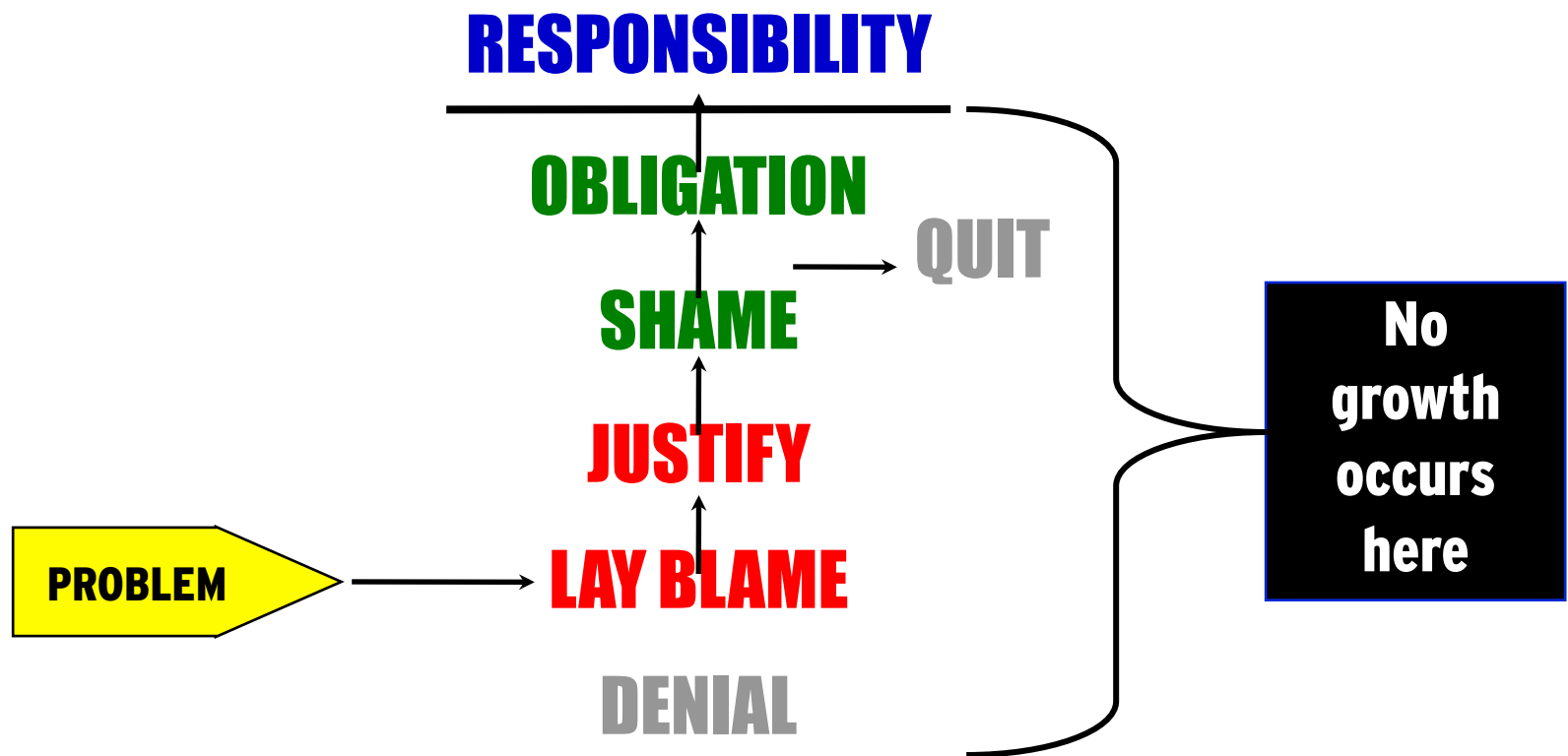


“Responsibility”  
ability to respond  
Feeling of ownership



# how you respond to a problem

CHRISTOPHER AVERY  
& THE LEADERSHIP GIFT



## Why Is This Important?

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

It is the **natural mental process**  
at the heart of

- Success
- Leadership
- Teamwork
- Problem-solving
- Learning and
- Change

—or the lack thereof



## **3 Keys to RESPONSIBILITY**

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

**INTENTION**

**AWARENESS**

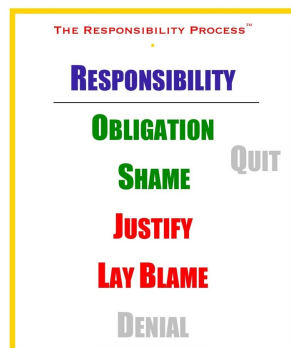
**CONFRONT**



# Incremental and Iterative

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT





**INTENTION**  
**AWARENESS**  
**CONFRONT**

**THE  
LEADERSHIP GIFT  
IS YOUR NATURAL  
EMPIRICAL  
MINDSET.**

**(IF YOU USE IT)**

**CHRISTOPHER AVERY**  
& THE LEADERSHIP GIFT

**GROW**

**COPE**

THE RESPONSIBILITY PROCESS™

**RESPONSIBILITY**

**OBLIGATION**

**SHAME**

**JUSTIFY**

**LAY BLAME**

**DENIAL**

**QUIT**



Thank you

[ChristopherAvery.com/presentation-archive](http://ChristopherAvery.com/presentation-archive)

[ChristopherAvery.com](http://ChristopherAvery.com)

› Resources

› Presentation Archive

Download  
my slides

@ChristopherAver  
#LeadershipGift