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#POSITIVEAGILITY

Empowering Teams with Positive Agility

Imagine a workplace where teams thrive, collaboration flows effortlessly, and individuals are empowered to do their best work.

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Welcome to the world of *Positive Agility!*



WHO AM I?

RICARDO MINAS

Agile Coach

"The Positive Agilist"

What is Positive Agility?

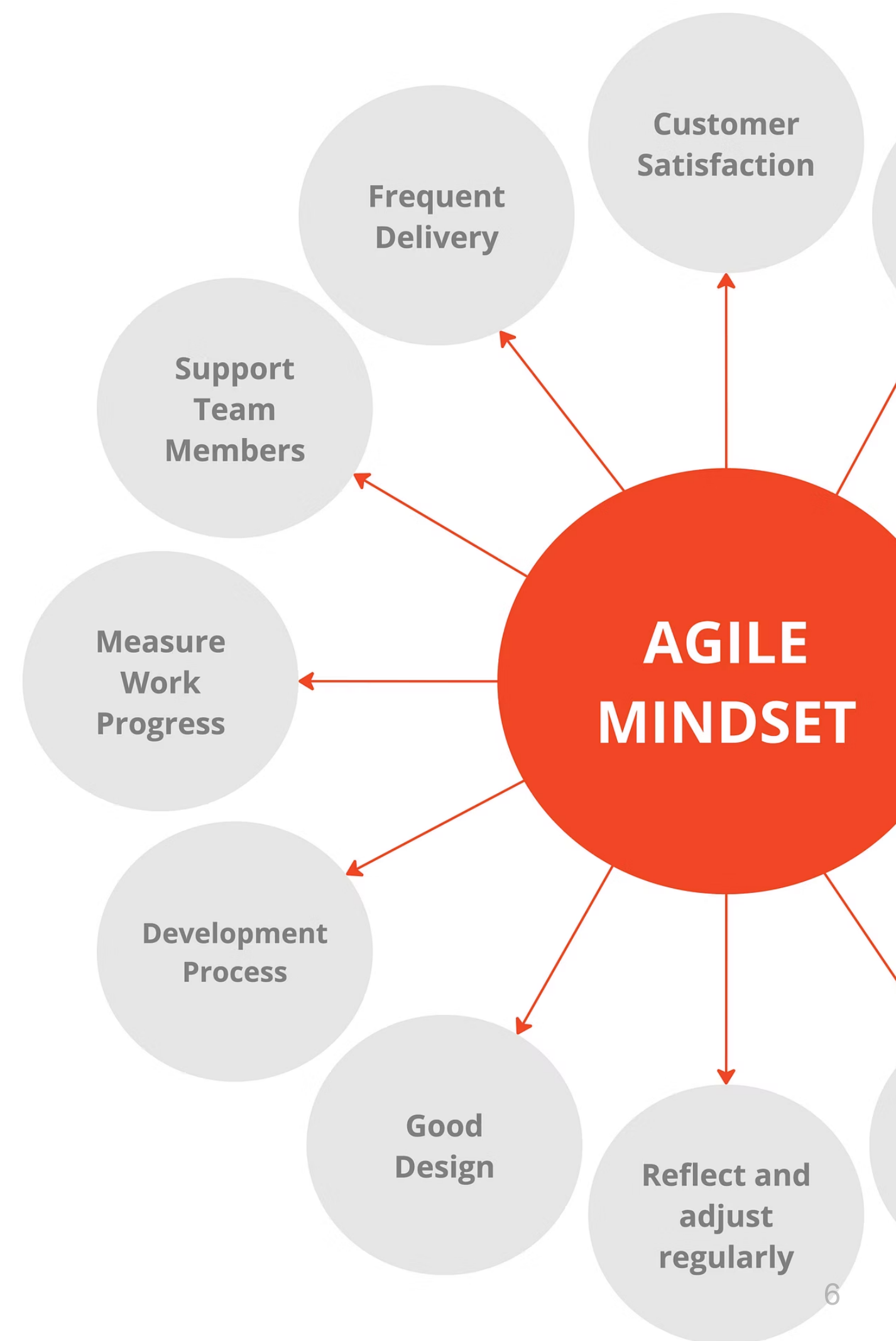
Positive Agility is an approach that combines the core principles of Agile methodologies with a focus on **fostering collaboration, trust, and continuous improvement.**

It enables teams to embrace **transparency**, nurture a **culture of learning**, and achieve higher levels of **productivity** and **satisfaction.**

**POSITIVE
AGILITY**

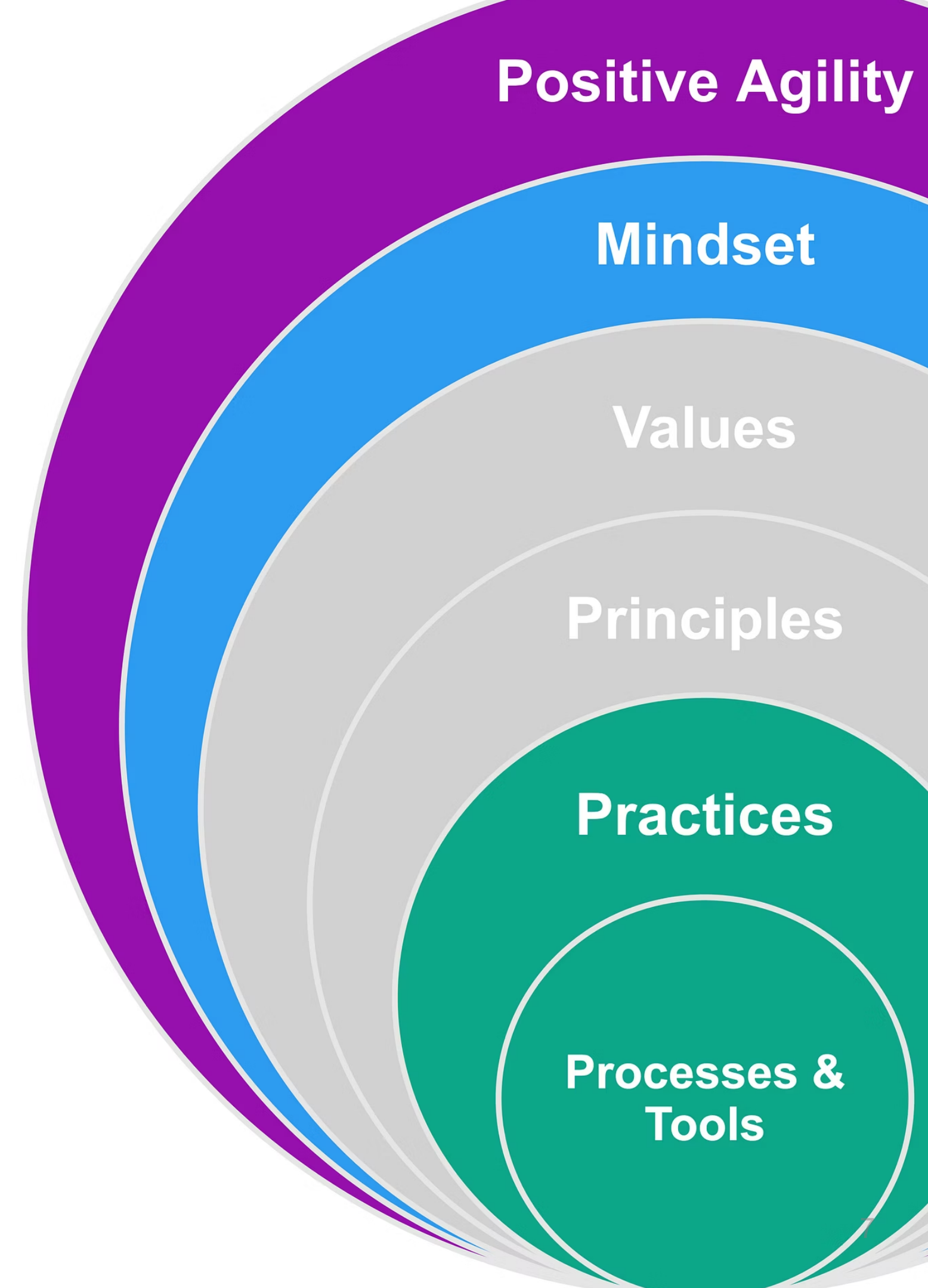
The Foundations of Positive Agility

At the heart of Agile methodologies lies the Agile Manifesto, which emphasizes individuals and interactions, working software, customer collaboration, and responding to change.



The Foundations of Positive Agility

Positive Agility builds upon these values, incorporating additional elements like **empathy**, **empowerment**, and **emotional intelligence**.



Key Elements of Positive Agility

Positive Agility encompasses several vital elements, including fostering a **culture of learning**, promoting **psychological safety**, and embracing **diversity and inclusion**.





Fosters a culture of **understanding** and **collaboration**, enhancing team **communication** and **cohesion**.

EMPATHY

Builds **strong relationships** and promotes a **safe environment** for **open** and **honest** dialogue, leading to increased productivity and **innovation**.

TRUST

Promotes **visibility** and **accountability**, enabling **effective decision-making** and **alignment** across the team.

TRANSPARENCY

Encourages a **growth mindset** and a focus on **learning**, enabling teams to **adapt and evolve** to meet changing demands.

**CONTINUOUS
IMPROVEMENT**

Embraces change and encourages **experimentation**, allowing teams to **respond quickly** and **effectively** to emerging challenges and opportunities.

FLEXIBILITY

Cultivates a sense of **ownership** and **autonomy**, empowering individuals to contribute their best work and make **meaningful contributions** to the team's goals.

EMPOWERMENT

Creates a **psychologically safe** environment where everyone feels **valued**, **respected**, and **included**, fostering **diverse perspectives** and driving **creativity** and **innovation**.

***SAFETY AND
INCLUSIVITY***

Enhances team dynamics by promoting **empathy, self-awareness,** and **effective communication,** resulting in **stronger** relationships and **higher** team performance.

***EMOTIONAL
INTELLIGENCE***

Promotes a **culture of curiosity** and **growth**, encouraging individuals to **expand** their knowledge and skills, driving **personal** and **team development**.

**CONTINUOUS
LEARNING**

Equips teams with the ability to **bounce back** from setbacks and **persevere** in the face of challenges, fostering a **positive** and **solution-oriented mindset**.

RESILIENCE

How to implement Positive Agility?

To implement Positive Agility, start by fostering **open communication** channels, encouraging **regular feedback**, and promoting a **blame-free culture**.



Importance of Agile Leadership

Leaders should **lead by example, empowering** teams and creating an environment where mistakes are viewed as **learning opportunities**.

- **Regularly assess and adapt processes**
- **Encourage experimentation**
- **Celebrate achievements along the way**



Characteristics of a Positive Agile Organization

An organization that has adopted Positive Agility and truly lives by it should be actively practicing the following:

**Emphasizing
People-Centricity**

**Promoting
Collaboration and
Trust**

**Encouraging
Continuous
Learning and
Improvement**

**Practicing Agile
Methodologies**

**Cultivating
Psychological
Safety**

**Nurturing a Positive
Work Environment**

**Supporting
Autonomy and
Empowerment**

**Valuing
Adaptability and
Flexibility**

**Measuring and
Celebrating Success**

Who's embracing it?



Netflix is known for its strong emphasis on a **blame-free culture**. They have a "Freedom and Responsibility" culture where employees are encouraged to take ownership, learn from mistakes, and focus on **continuous improvement**.



Google promotes a culture of **psychological safety**, where employees feel safe to take risks, speak up, and learn from failures. They have initiatives like "Project Aristotle" that focus on building effective teams based on **trust** and **collaboration**.

Who's already embracing it?



Atlassian has a culture that promotes **psychological safety, collaboration, and transparency**. They encourage **open communication, sharing** of failures, and **learning from mistakes** through practices like "Shipt Days" and "Innovation Weeks."



Airbnb fosters a **culture of trust and empowerment**. They promote cross-functional **collaboration, continuous feedback, and learning**. The company encourages employees to **take risks** and explore new ideas.

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THANK YOU!



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