A mini Survival Guide to Continuous Improvement

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Forecasting the future: A scene at a house somewhere in Wellington.... In about 2 hours.

Highly ordered  Increase in entropy

#DADay2018
Making sense of our world: Cynefin

Volatility
Uncertainty

VUCA

Complexity
Ambiguity

For more see: https://en.wikipedia.org/wiki/Cynefin_framework and David Snowden and Cognitive Edge

"How can you arm yourself so that you successfully tackle those new, unfamiliar situations that are bound to come your way? Through Learning”

From: Becoming an Agile Leader, Victoria Swisher

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Where can VUCA occur?

A3 complete version can be found here: https://goo.gl/3pH9NE
“Through the deliberate use of practice and dedicated strategies to improve our ability to learn, we can all develop expertise faster and more effectively…. Learning is a learned behaviour.”

- Ulrich Boser -
From: HBR, “Learning is a learned behavior. Here’s how to get better at it.”
“Only three things happen naturally in organisations: friction, confusion, and underperformance. Everything else requires leadership.”

*Peter Drucker*
Putting it in practice: a Learning Kanban

Mental model sub topics

- Decide whether you need to learn it (Low Priority)
- Schedule a block of time for learning it (Highest Priority)
- Learn it as the chance arises (Lowest Priority)
- Learn it right away (High Priority)

Usefulness/ Value/ Impact of the feature

Time to learn

Feaure

Learn it

- You lucky fish!
- Yay! You exceeded AND your learned!
- Yay! You exceeded by doing the right things!
- Argh, bad luck!
- No learning

Outcome

SUCCESS

NEW IDEAS

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Celebration Grids from Jurgen Appello’s Management 3.0 materials. See https://management30.com/practice/celebration-grids/

Adapted from the original HBR article by Marc Zao-Sanders. See https://hbr.org/2017/09/a-2x2-matrix-to-help-you-prioritize-the-skills-to-learn-right-now
Real world examples

A Learning Kanban for myself
Real World Examples

A Learning Kanban for a team
Ideas for Success in Learning Agility

- It starts with me
  (You don’t need permission from management to start learning)

- Promote and Participate in Active Learning

- Reduce waste and prioritise the learning and learning goals

- Visualise your learning and learning objectives

- Be comfortable with failure and ambiguity; Think about your thinking

- Experiment and have multiple tools available

- Keep the environment fail safe and experiment friendly

- Keep it in digestible sizes (micro-learning)

- Reflect on and Celebrate the learning

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In conclusion

“The Speed of learning is the new unfair advantage”

From: Leanstack.com

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn”

Alvin Toffler

Final Thought:
Successful Continuous Improvement is rooted in effective learning Agility and driven through leadership for myself, my teams and my organizations

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Thanks!