Introduce yourselves

- What's your name, what do you do for work?
- How do you feel about today's event?
- What did you have for breakfast?
- How did you spend the money from your first job?

Post: Change Management Principles

Video Alexei Zheglov: Knowledge Discovery (39 mins)

Video Andy Carmichael: What is Kanban (5 mins)

Agenda

1 Introduction of the class and Kanban
2 Experience Kanban Practices
3 Applying Kanban in a Team
4 The Kanban Method
5 What's beyond & Closure

What do you already know about Kanban?

Kanban boards / cards

WIP limits

Toyota

Pull system

WIP Limits

Explicit Policies

Find your rock

Lack of management support / engagement for new methods

Staff wedded to existing processes

Ignorance

Culture of 'muddling through'

Bad attitudes towards anything related to 'Agile'

Fear of change

Management thinking

What is your purpose for being here in this class? What are your objectives?

Expand on my existing knowledge - Fiona

Fill in the gaps in my knowledge - Fiona

Get certified - Fiona

Learn more about setting the system policies - Fiona

Learn the basic principles of Kanban

Learn how to use Kanban in practice

Broaden my project management / team management techniques and skills

What is Kanban?

For now, remember:

A Method for managing knowledge work

...with **Principles and Practices** to guide both the management and improvement of the work

...resulting in **Kanban Systems** controlling the work in progress to ensure work flows smoothly

... through **Managed Evolutionary Change** to continuously improve the service delivery.

Origins of the Kanban Method

Evolutionary Change, not Revolutionary

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Getting to know you

10 min

Expert knowledge

Limited experience

Broad experience

Beginner knowledge

Ryan

Change Management Principles

1. Start where you are!
2. Agree to pursue evolutionary change.
3. Acts of leadership at all levels.

With Kanban, we start by developing and visualizing a joint understanding of the current way of working.
Then, improvements are identified and implemented.

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Tool Links

Swift Kanban

businessmap

nave

Be like water

Bruce Lee

Traditional change is an A to B process

Current Process

Transformation

Future Process

Future process is defined / designed in advance

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What do you already know about Kanban?

What is Kanban?

Evolutionary Change

Future State

18% Success*

Evolutionary Change in action! Avoid the failure mode of large scale, designed & managed transformations

Capability

Current State

Time

64% Moderately effective*

Safety

Lower maturity organizations panic under stress

Patience

Failure!

18% Failure*

* https://www.pmi.org/-/media/pmi/documents/public/pdf/learning/thought-leadership/pulse/organizational-change-management.pdf

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