

# A **Sustainable** Agile Organisation ... Our Only **Viable** Future ...

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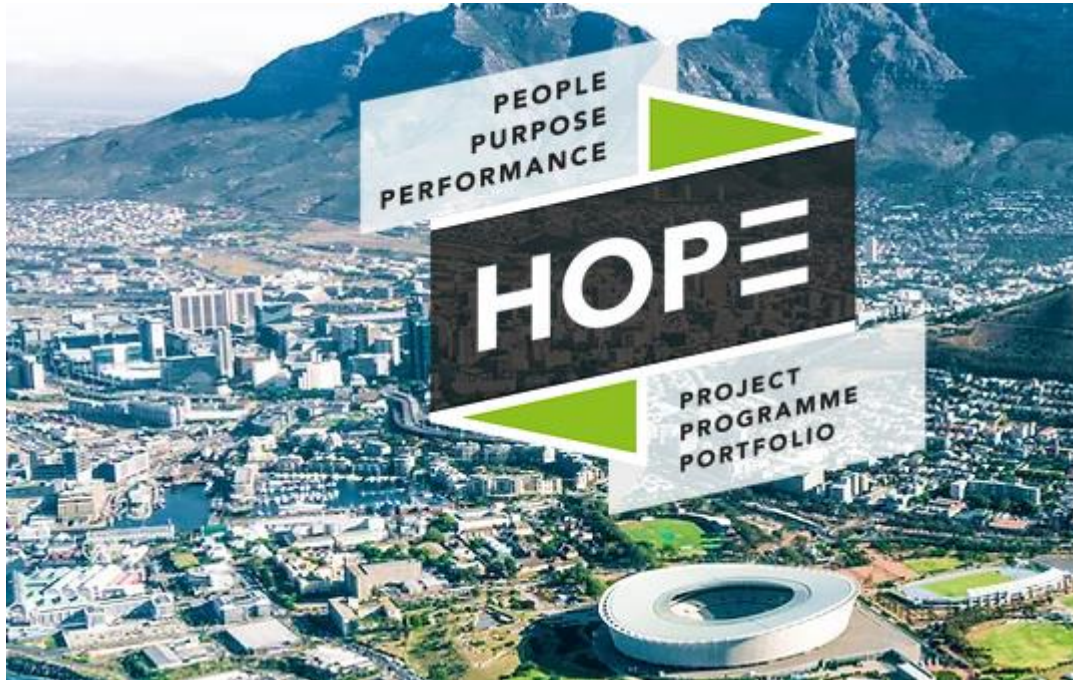


# About the Agile Business Consortium

- A professional body for business agility
- Inclusive, agnostic, Not for profit
- Advancing business agility world wide! Framework for Business Agility.
- Have just launched the completely renewed **AgilePM v3** => check it out!
  - Including a simulation about setting up an eco-friendly resort!
- Organising multiple SIGs, communities, and an international Think Tank.
- Online Learning, Toolkit
- Competition for best agile organisation world wide (leading to an insights report, check out as well!)



# What does this mean?



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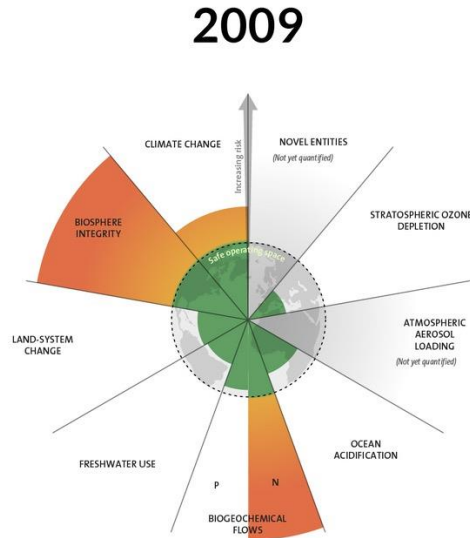
Hope for people?  
Hope for South Africa?  
Hope for our profession?  
Hope for our ecosystems?

**We** are creating the future of the world, in our projects, through our agile organisations.

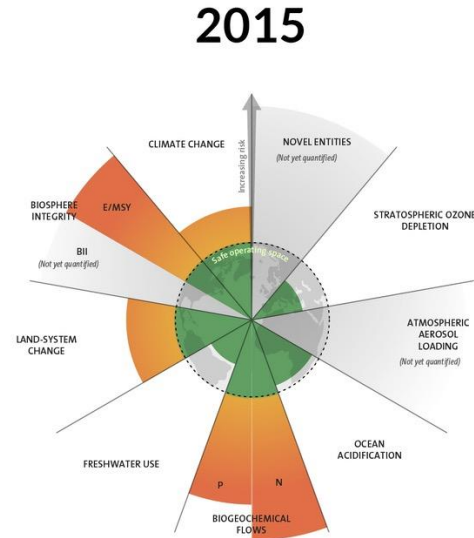
Are we delivering HOPE?

Or are we living in FEAR?

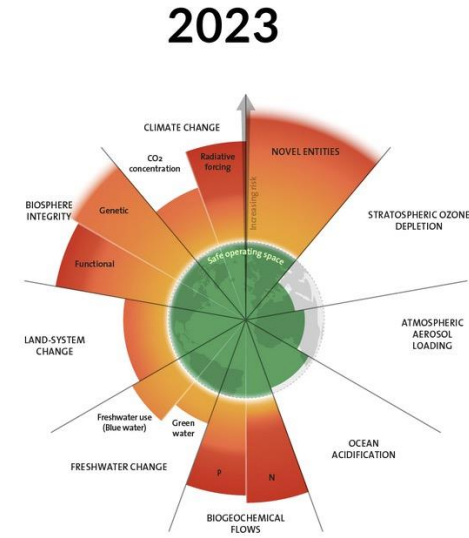
# Why do we need sustainable organisations?



7 boundaries assessed,  
3 crossed



7 boundaries assessed,  
4 crossed



9 boundaries assessed,  
6 crossed

# Climate Impact and Disruption

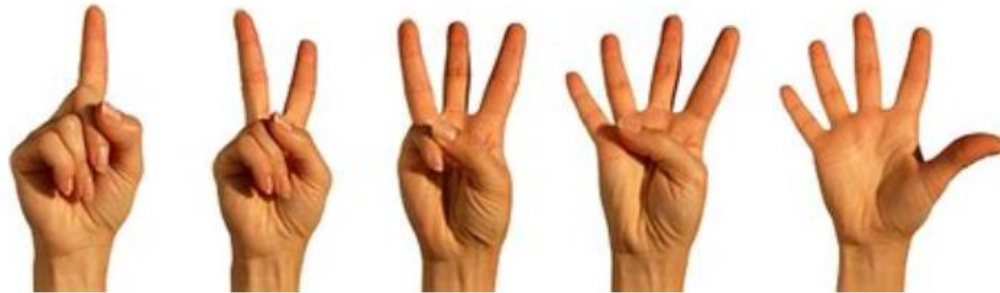
Poll  
Time!

Show of Hands:

You've had your work impacted or disrupted by "something"  
*climate-* or *sustainability-* related?

Keep your hands up.

Scale of 1 (we noticed) to 5 (failure, panic, pandemonium, heavy drinking) of  
that impact?



FEWER RESOURCES  
REQUIRED

Value Creation Approach

Environmental | Social | Economic Impact Focused

REGENERATION

Conventional

Green

Sustainable

Restorative

Regenerative

Sustain

DEGENERATION

Quality Based on Time/Cost/Scope

MORE RESOURCES  
REQUIRED



FUTURE  
YES

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**Sustainable  
Projects are  
necessary**

...

**And they  
are not  
sufficient.**

# More thoughts: Cynefin (Dave Snowden)



Project Management predominantly lives in the **complicated / clear** spaces.

Sustainability and regeneration lives predominantly in the **Complex and Chaotic** space.

True agility (not the Scrum/SAFe type of Agile) is designed to cope.



# If we want to *really* become **sustainably regenerative**,

we need to focus on

- **Leadership**
- **Culture**
- **Governance**
- **Innovative Products and their lifecycles**
- **Experimentation and Learning**
- **Competences development**

This is the playing field for organisations (and governments), more than the field of projects.

**MUST**  
You ~~can~~ make it the subject of projects  
And be the advocate of hope.

# A **Sustainable** Agile Organisation

OK, so what is that?

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# A Sustainable Agile Organisation

Combining the **WHY** of regeneration

With the **HOW** of an agile, learning, experimenting organisation

Based on mindset

-  **Sustainable Agile Culture**  
“Being sustainably agile”, in an organisation’s culture, leadership and governance
-  **Sustainable Agile Process**  
“Doing sustainable agility”, in business operations, change and support processes.
-  **Sustainable Agile Strategy**  
Ensuring strategic hypothesising, experimenting and learning
-  **Sustainable Agile Value Delivery**  
Ensuring value is delivered by the organisation to its customers, its staff and its ecosystem
-  **Sustainability Impacts**  
Business Impacts to People, Planet, Prosperity, through products and process.



Figure 1 The Agile Business Consortium Business Agility Framework with GPM Integration.

# This is the guide on your path

-  **Sustainable Agile Culture**  
"Being sustainably agile", in an organisation's culture, leadership and governance
-  **Sustainable Agile Process**  
"Doing sustainable agility", in business operations, change and support processes.
-  **Sustainable Agile Strategy**  
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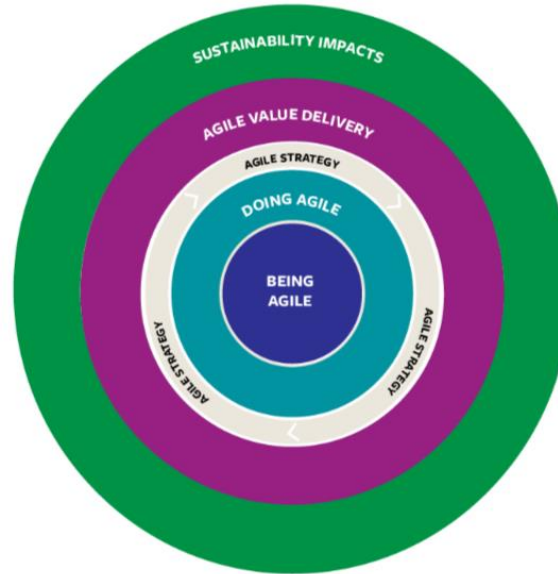
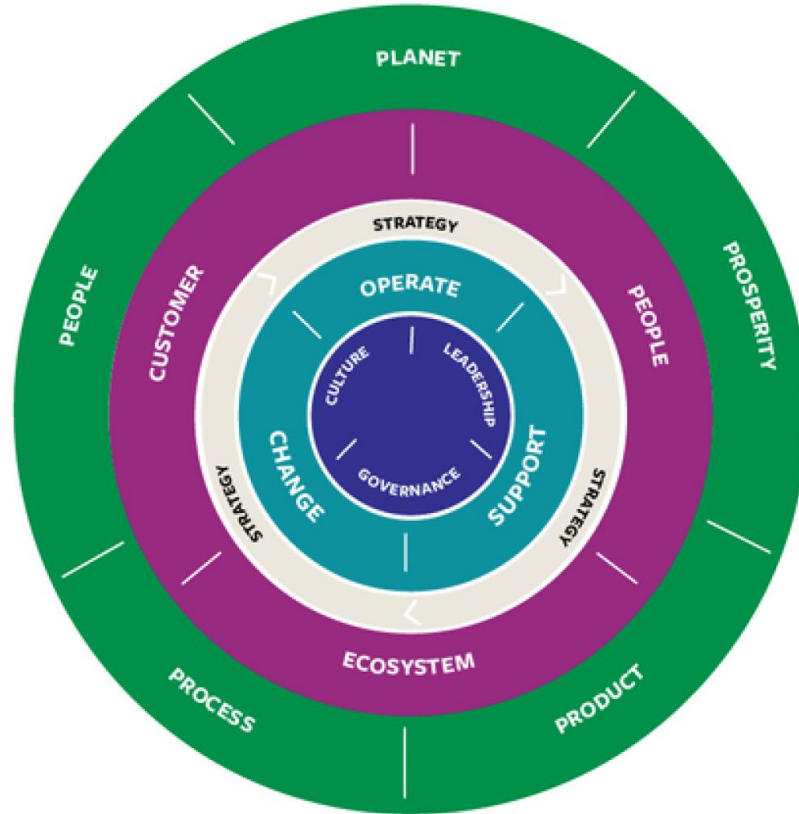


Figure 1 The Agile Business Consortium Business Agility Framework with GPM Integration.

# Outer Circle: P5 ...

# Inner Circles: The Framework for Business Agility



**Sustainable Impact**

**By using a combination of 2  
Internationally acclaimed,**

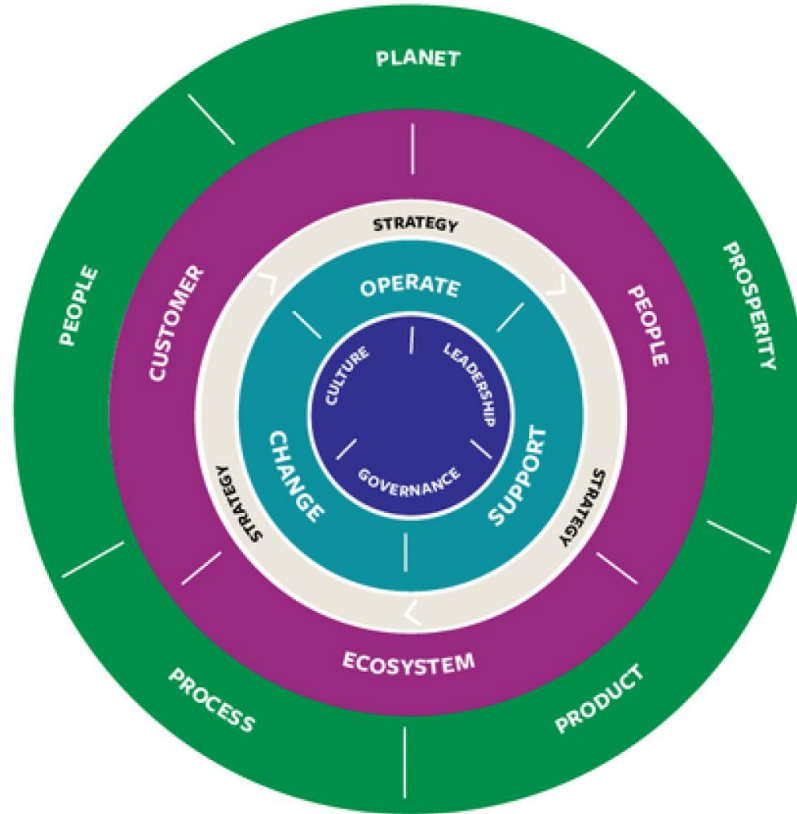
**and practically proven  
models**

# Sustainable Agile Leadership

- Actions speak louder than words
- Improved quality of thinking leads to improved sustainable outcomes
- Organisations and people learn through continuous feedback
- People require purpose and meaning to make work fulfilling
- Emotion is a foundation to enhance creativity, innovation, sustainability
- Leadership lives everywhere in the organisation
- Leaders devolve appropriate power and authority
- Collaborative communities achieve more than individuals
- Great ideas come from everywhere in the organisation

# Outer Circle: P5 ...

# Inner Circles: The Framework for Business Agility



**Sustainable Impact**

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- ✓ 5 Lenses of Perspective
- ✓ 4 Social Categories
- ✓ 4 Environmental Categories
- ✓ 3 Economic Categories
- ✓ 49 Total Elements
  
- ✓ 245 Ways to assess sustainability in a project!

This works for organisations as well!

Who has used this in a real project (or organisation) environment? What was your experience?



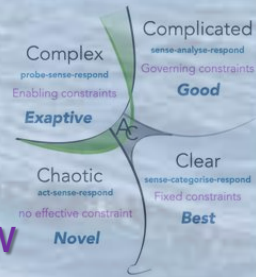
**Business**  
Partium

**The GPM P5 Standard**



# Back to Complexity Theory ...

- You cannot “implement” this in your project, in your organisation. New roles, new processes, new hierarchy, done ... Nope!
- Build competences! Reducing insecurity is NOT a solution, **being able to pivot, and learn** is!
- Sustainability, regeneration, climate change, ... is NOT an enemy you can fight. So don't! Learn how to manoeuvre.
- When dealing with complexity, steer on purpose. Sticking to process is a normal, but demonstrably bad, way forward.

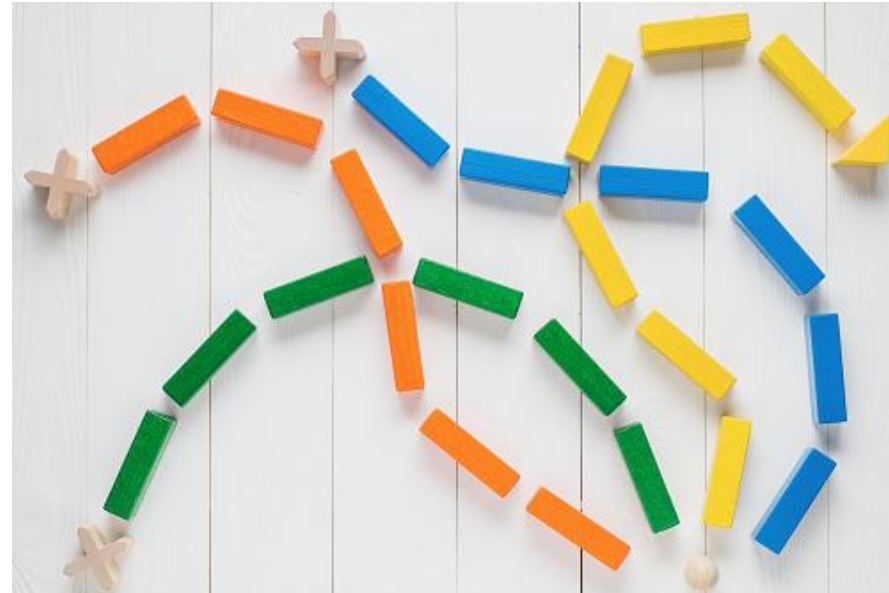


The power to keep going ...



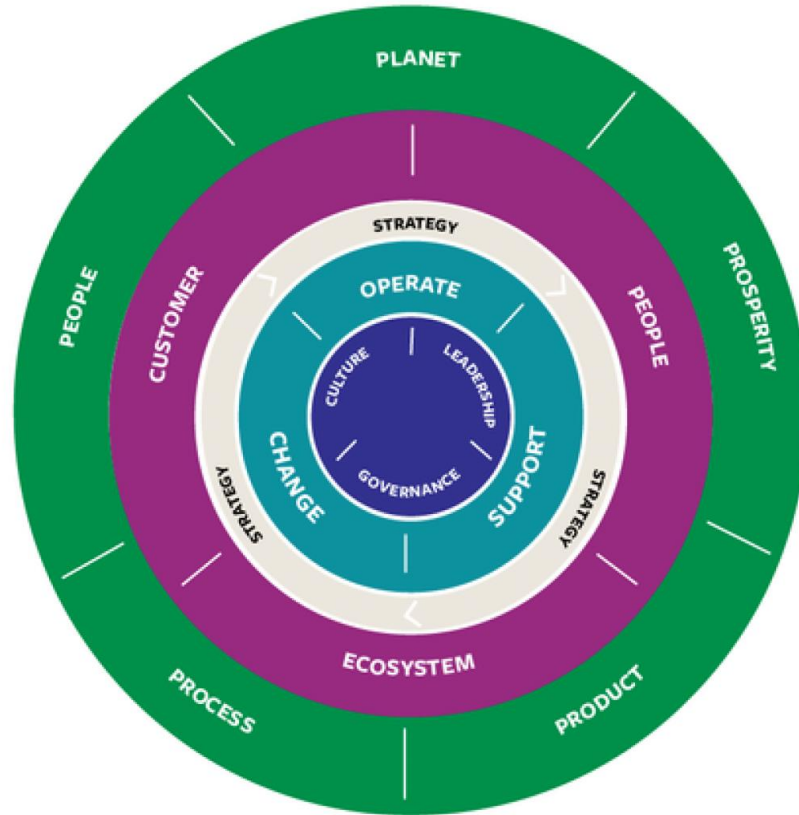
# Regeneration – It's not that people or organisations don't want to .. They just don't know HOW TO

- It is not a straightforward path,
- It's a path of experimenting, learning, pivoting
- Built on a sustainable culture, leadership wanting to grow sustainability
- Creating sustainable processes
- To deliver value to customers, people and ecosystem



- **It is a sustainable agility journey!!!**

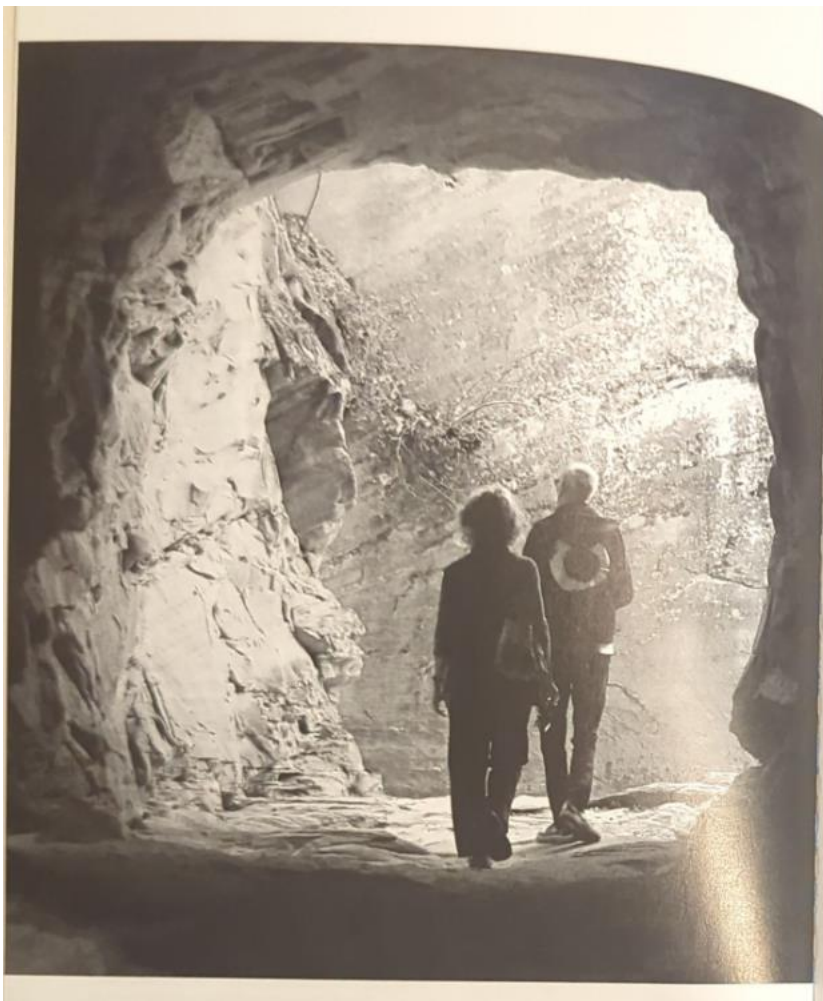
# Questions?



## Sustainable Impact

By using a combination of 2  
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and practically proven  
models



We don't have to wait for  
some grand utopian future.  
The future is an infinite  
succession of presents,  
and to live now as we think  
human beings should live,  
in defiance of all that is  
bad around us, is itself  
a marvelous victory.

— Howard Zinn, historian

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Become part of our journey!

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