

ENTERPRISE AGILITY FUNDAMENTALS

WORKBOOK



ENTERPRISE AGILITY UNIVERSAL AGREEMENTS

A Key Component of the Enterprise Agility Way of Thinking (EAWT)

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BUILDING MISSION-DRIVEN COMPANIES



WHEN EVERYONE ELSE IS DOWNSIZING

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EA WORLD COMMUNITY AND ENTERPRISE AGILITY UNIVERSITY

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Enterprise Agility Universal Agreements

Introduction

Universal agreements are a key component to strengthening relationships between people and organizations. These are the minimum agreements that people need to thrive, especially during times of accelerated change. The universal agreements below, from the Enterprise Agility Way of Thinking (EAWT), provide the foundation for motivating and empowering your people.

- The Right to BE SEEN
- The Right to BE HEARD
- The Right to BE EMPOWERED
- The Right to BE PART OF THE GROUP (engage and collaborate)

It is a long-established fact that agreements can help to build trust and belonging. By intentionally clarifying goals, you in turn improve communication and help prevent conflict. Agreements can empower people to great heights of achievement and motivation, whilst building a community of shared priorities and expectations to work more harmoniously.



The *Enterprise Agility Universal Agreements* are critical elements in building a Memorable Learning Experience. You can learn more about this in the *Enterprise Agility Fundamentals – Official EA Guide*, written by Erich R. Bühler.

Contrary to the old English proverb, “*children should be seen and not heard*,” success in today’s world requires all voices to be heard, whether on the playground or in the boardroom. Yet many organizations essentially keep their citizens (employees) “seen and not heard” by only giving leadership a seat at the table. Humans have an innate desire to be heard.

They need to feel “*in the loop*,” and understood, in a workplace where they feel they belong. Giving everyone a voice and a “seat at the table” is one way to ensure inclusion.

When you sit down at that table and invite others, by having these agreements in place, your people will acclimate quickly and become the group that aligns with the organization’s vision. It’s the “*table of the future*” – one that values everyone’s contribution and their passion to bring new ideas that serve us well into the future, in this world of accelerated change!



Everyone wants a seat at the table -- to be seen, to be heard, to be empowered, and to be part of the group.

As we continue through this workbook, we will refer to employees as “*citizens*,” those who have an eye out for the company’s best interest. Think of citizens as part of the community, your community that you are building with this adaptive culture of people who truly have a “*skin-in-the-game*” mentality.

This is the Enterprise Agility Way of Thinking (EAWT); an always ready, always responsive, and always innovative culture that will thrive amid perpetual change.

The Right to BE SEEN

Why do we need to be seen? Citizens thrive when they feel their contributions are valued. Feeling seen helps them feel connected to the group and enables shared progress through empowerment and partnership.



The Right to BE SEEN creates safety and builds trust for learning.

Discussion

Why do you need to be seen?

Share a time when your contribution to a project or an organization helped you feel connected and empowered.



Daniel
Developer

The Right to BE HEARD

Why do we need to be heard? Citizens want to feel they have a voice and they are being heard and understood, especially during change. They want to know their voices matter in shaping decisions and providing solutions.

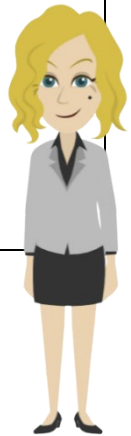


The Right to BE HEARD helps build belonging, as you give and receive feedback.

Discussion

Why do you need to be heard?

Share a time when you felt heard, and your contribution helped to shape a decision or impacted a solution to a problem at your organization.



Laura
Leader

The Right to BE EMPOWERED

Why do we need to be empowered? Citizens want to feel in control. Empowerment cultivates a growth mindset, and adaptability. By empowering our citizens, we are giving them more confidence to rise to a higher level. In the long run, we are setting them up for success to adapt in this world of accelerated change.



The Right to be EMPOWERED is to develop skills, experience, success, and failure.

Discussion

Why do you need to be empowered?

Share a time when you felt empowered, where you had control over a situation, or someone simply empowered you to greater achievements.



Paula
Psychologist

The Right to BE PART OF THE GROUP

Why do we need to be part of the group? Citizens want to feel a sense of belonging and inclusion. Encouraging engagement and collaboration provides the space for healthy relationships, and success depends on partnerships within and across groups. Collaboration promotes commitment to shared progress. By providing diversity of thoughts and minds, or neurodiversity, we can thrive better amidst complexity, and adapt as challenges arise.



The Right to be PART OF THE GROUP helps build community, to influence and drive change.

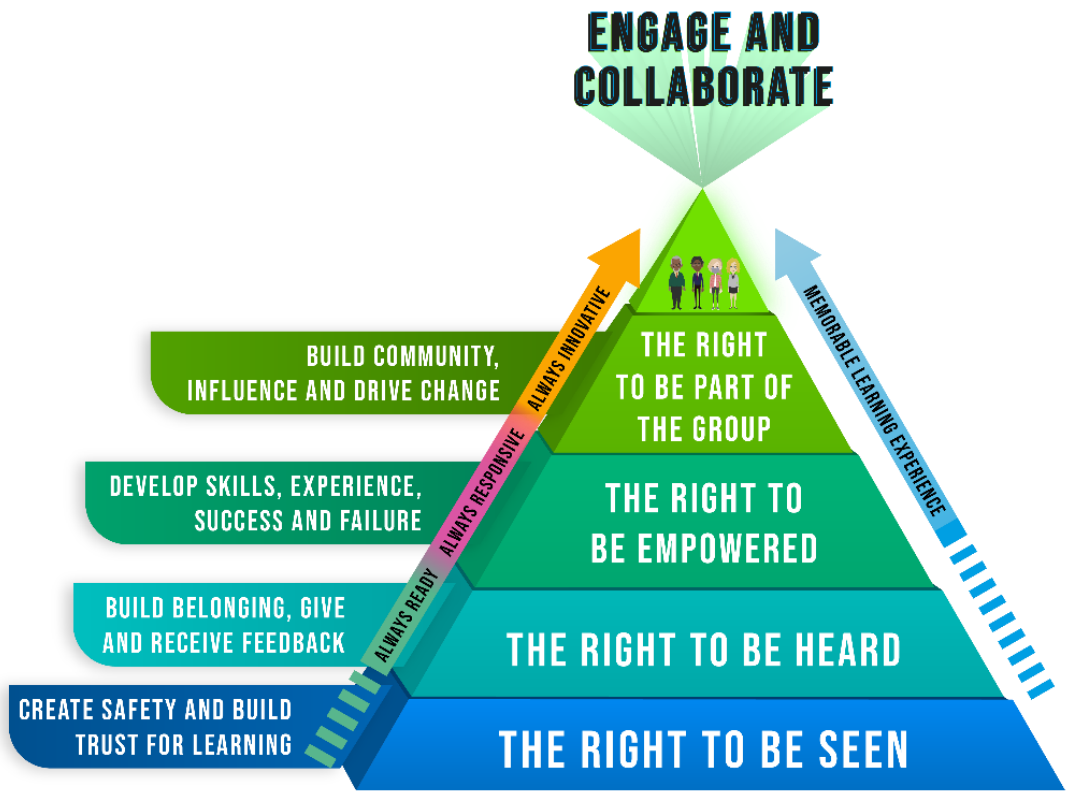
Discussion

Why do you need to be part of the group?

Share a time when you felt part of a group and the outcome of this experience.



Aryan
Accountant



Tear Out Sheet

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We Have Created This Workbook for You

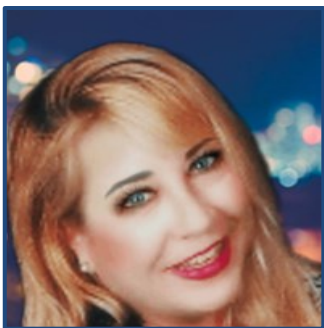
The Enterprise Agility Way of Thinking (EAWT) and what these agreements mean for everyone, no matter what role you play in the organization; these agreements are about taking the initiative to strengthen connections and unite citizens through shared progress. These agreements are about giving everyone a voice to shape solutions together, and build a future unlocking their *Collective Capabilities*, needed for adaptation and innovation. The speed at which your organization adapts to change in accelerated markets and builds an organization ready for the future is dependent on an environment where people feel valued, understood, and empowered.



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