

# COMMAND, COLLABORATION & CALM

AGILE LEADERSHIP LESSONS FROM THE FRONTLINE

INTEGRATING MILITARY STRATEGIES INTO AGILE LEADERSHIP

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*"SUCCESS IN BATTLE IS NOT  
DETERMINED BY STRENGTH ALONE BUT  
BY CLARITY OF VISION, UNITY OF  
PURPOSE, AND THE AGILITY TO ADAPT"*

# THE ESSENCE OF AGILE LEADERSHIP

## Key Principles

- Adaptability and flexibility in decision-making.
- Empowering teams to take initiative.
- Continuous learning and improvement.

# MILITARY LEADERSHIP PRINCIPLES

## Core Concepts:

- Clear definition of roles and responsibilities.
- Mission-first mindset with a focus on people.
- Decisive decision-making under pressure.

# Leadership



# COMMAND: DECENTRALIZED DECISION-MAKING

- Mission Command:
  - Combines centralized intent with decentralized execution.
  - Encourages freedom and speed of action within defined constraints.
- Application in Agile Leadership:
  - Empowering teams to make decisions aligned with organisational intent.
  - Fostering initiative and rapid response to changing conditions.

# COLLABORATION: BUILDING COHESIVE TEAMS

- Trust and Mutual Understanding:
  - Leaders must live with their troops and share in their experiences to build trust.
  - Mutual trust is the foundation for discipline in times of need and danger.
- Application in Agile Leadership:
  - Developing strong team cohesion through shared experiences and open communication.
  - Encouraging collaboration to achieve common goals.

# CALM: LEADING UNDER PRESSURE

- Performance Under Pressure:
  - Military training emphasizes optimal performance under extreme conditions.
  - Leaders are trained to make quick, decisive, and informed decisions.
- Application in Agile Leadership:
  - Cultivating resilience and composure within teams.
  - Preparing teams to handle high-pressure situations effectively.

# IMPLEMENTING AGILE LEADERSHIP LESSONS

## Strategies:

- Define clear roles and responsibilities within teams.
- Foster a mission-first mindset while prioritizing team well-being.
- Encourage decisive decision-making and initiative.
- Invest in continuous training and development.

**Thank You**