

MANIFESTO

of Agile Leadership



We are developing better ways to lead in agile contexts by doing it ourselves and helping others. Through this activity, we have come to appreciate these values:

Appreciation and responsibility
more than *control and regulation*

Systemic view and exploration
more than *rationalization and evaluation*

Transformation and integrity
more than *planning and image*

Liveliness and humor
more than *problem orientation and seriousness*

That is, although we find the values on the right side important, we estimate the values on the left higher.



GUIDING PRINCIPLES

Your *priority as a leader* is to
**create confident,
trusting relationship,**
especially in difficult moments.



Nobody is perfect - not even you.
Give your colleagues a framework in which
they *feel protected and supported*.

Promote a healthy rhythm
in which *performance is sustained*
for an indefinite period of time.



Behave **modestly** towards yourself
and generously towards the others.

Innovations and solutions emerge
in self-organized teams.

Do not disturb!



Decide bravely within *seven breaths*.
Let things rest over which you have no influence.



GUIDING PRINCIPLES

Never force a commitment. Give everyone the space to **realize their own purpose** and to **do their job with passion.**



Development is always possible. **Listen to the unique story** of each person and *you will be surrounded by geniuses.*

Give your employees a **decent environment** and **the appreciation they need** to *get the job done.*



Be a source of inspiration to others by highlighting their *dormant powers and talents.*

Truth is a question of viewpoint. Stay firm with yours and *curiously explore* those of others. **Everything is connected** with everything.



Liveliness and humor - the art of giving life a *playful meaning* despite its finiteness - is essential.

