

# Agile Leadership: The Power of Influence

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## An Agile leader . . .

- Operates effectively amid uncertainty, complexity, and rapid change
- Is knowledgeable about Agile values, approaches, and practices
- Surfaces more creative solutions through increased self-awareness, a growth mindset, and engaging others
- Aligns and empowers teams toward delivering more customer value
- Personally, integrates feedback and experiments, and adapts their ways
- Takes a collaborative continuous-improvement approach to organizational effectiveness
- Catalyzes change in others and facilitates organizational change

<https://scrumalliance.org/scrum/media/ScrumAllianceMedia/Files%20and%20PDFs/Certifications/Agile%20Leadership/AgileLeadershipLOs.pdf>



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## Types of Power

Conveyed through the fear of losing one's job, being demoted, receiving a poor performance review eg VP of Sales who threatens sales folks to meet their goals or get replaced.

**Legitimate**

Comes from being trusted and respected. Eg the Human Resource Associate who is known for ensuring employees are treated fairly and coming to the rescue of those who are not.

**Expert**

Comes from having a position of power in an organization, such as being the boss or a key member of a leadership team. This power comes when employees in the organization recognize the authority of the individual.

**Reward**

Conveyed through rewarding individuals for compliance with one's wishes. eg giving bonuses, raises, a promotion, eg, the supervisor who provides employees comp time when they meet an objective he/she sets for a project.

**Coercive**

Comes from one's experiences, skills, or knowledge.

**Referent**



Notes:

Ticket Out:

Based on what we have covered, what are you going to work on?