

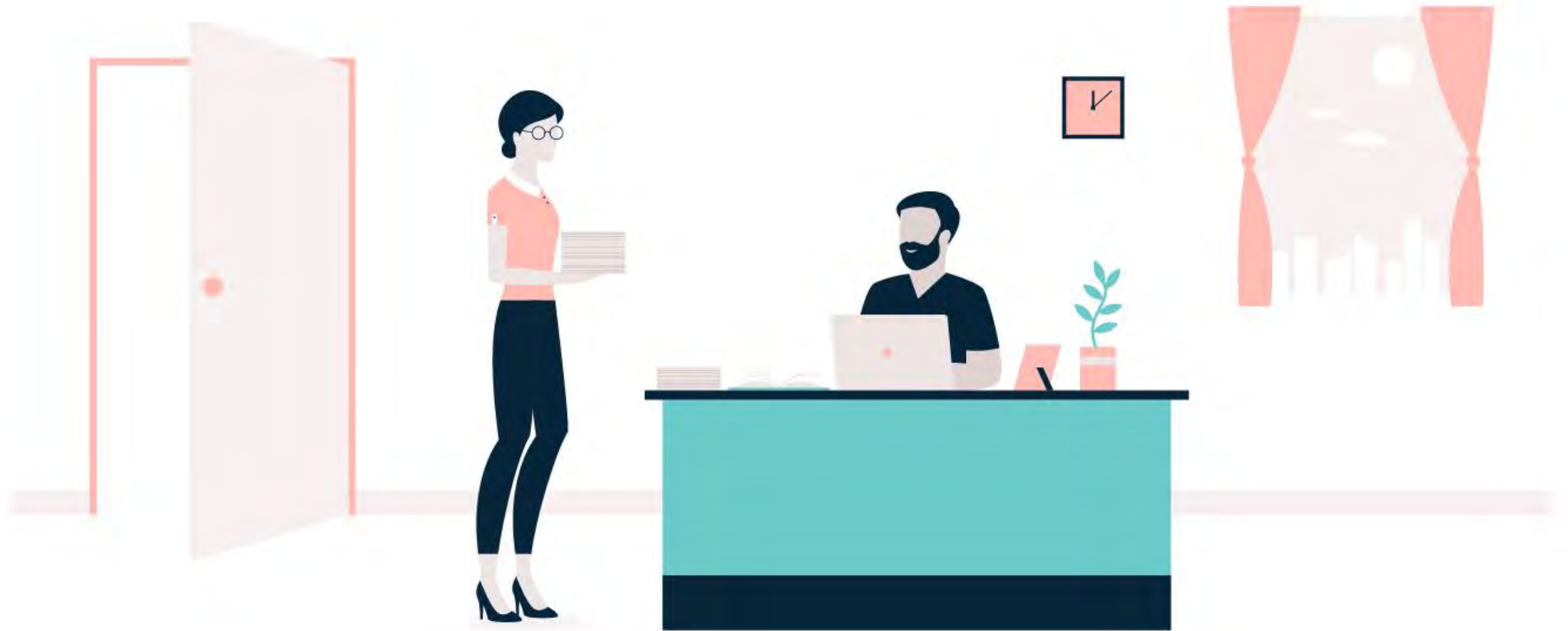
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# Business Agility For Beginners: Practices For Improved Employee Engagement

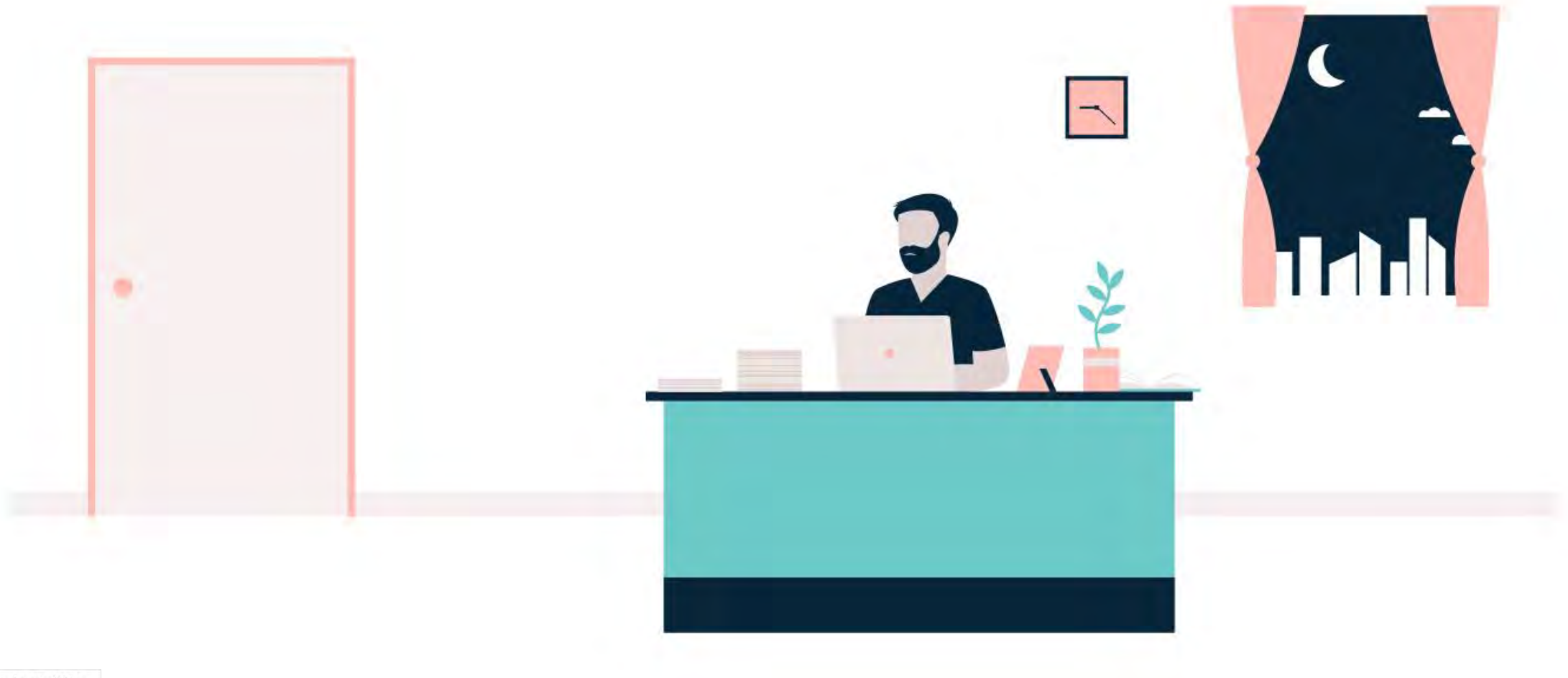
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Sonya Siderova  
sonya@getnave.com

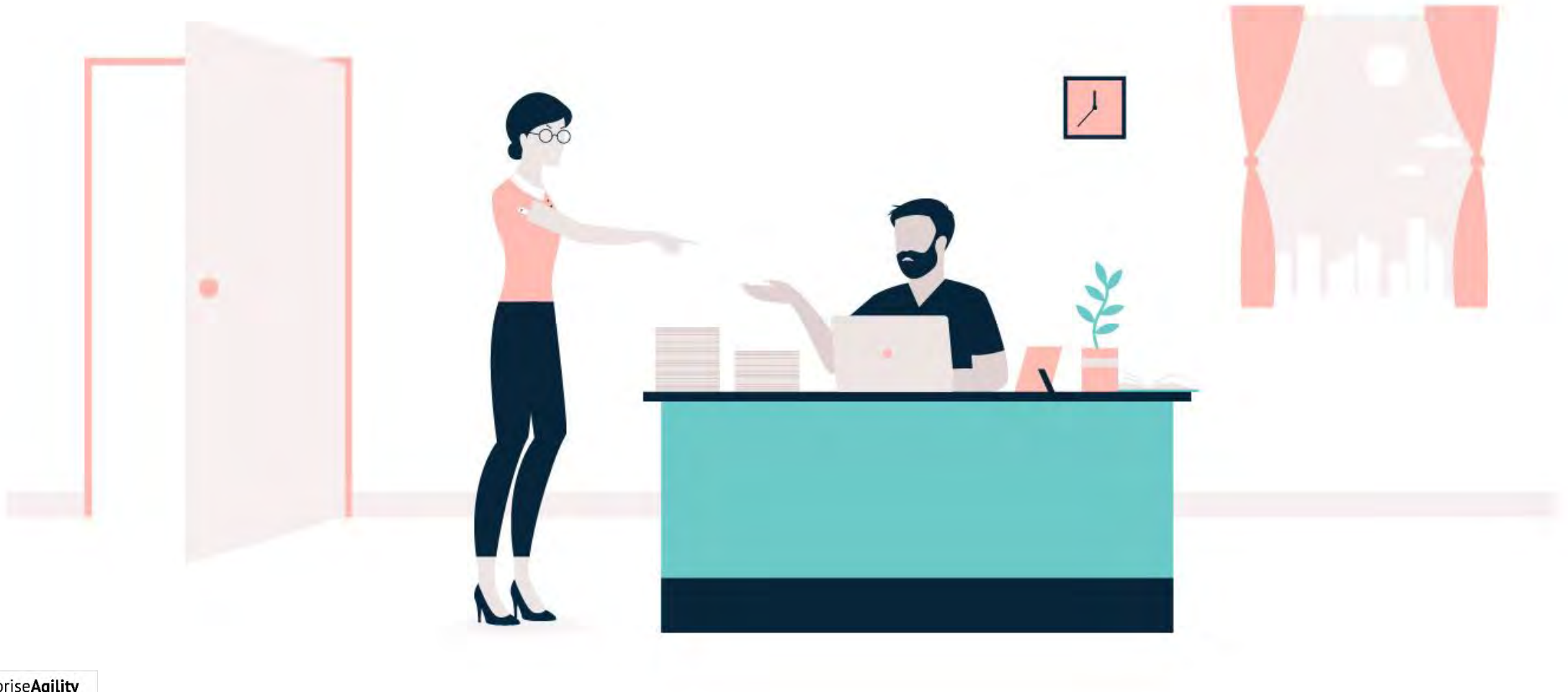
## Pushing More Work Doesn't Prevent Delays



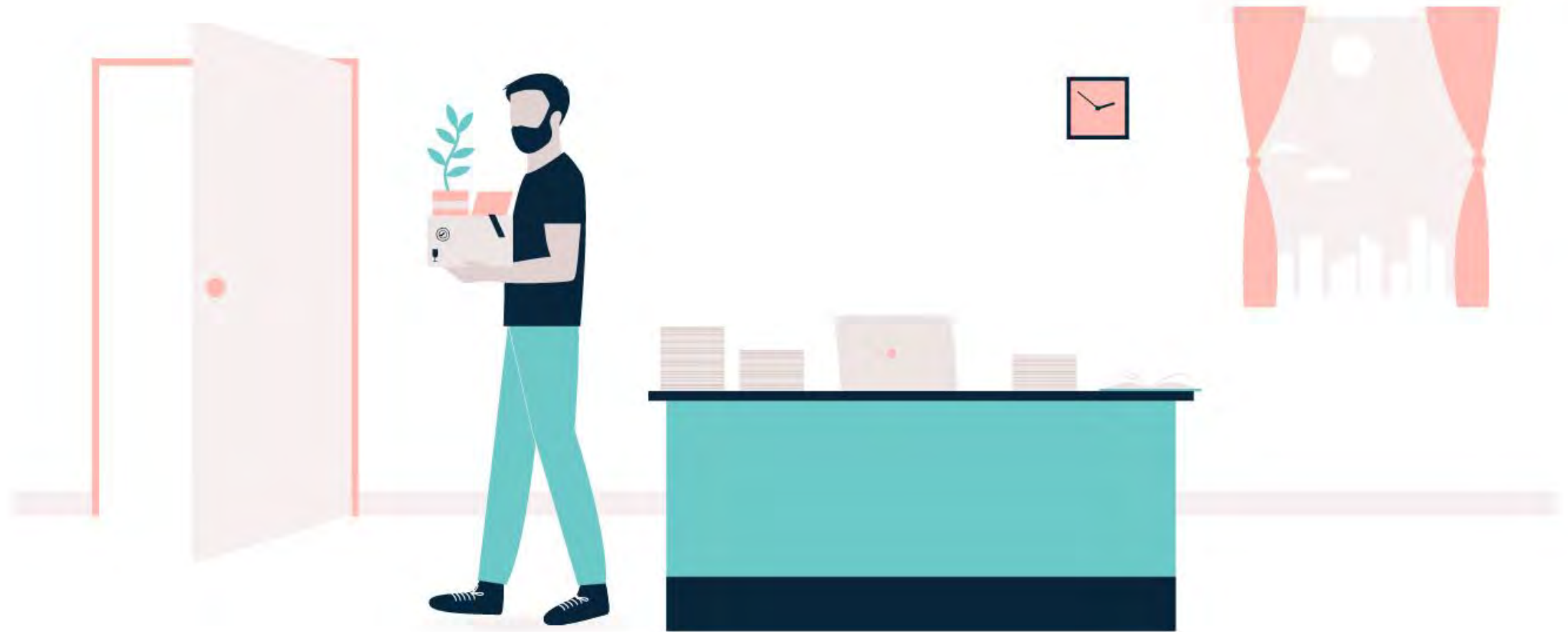
## Burnout is Knocking on the Door



## Blaming Each Other is Never the Answer



## Even the Most Loyal Employees Could Run Out of Patience



## Voluntary Turnover Costs U.S. Businesses \$1 Trillion



The annual overall turnover rate in the U.S. in 2017 was 26.3%, based on Bureau of Labor Statistics.



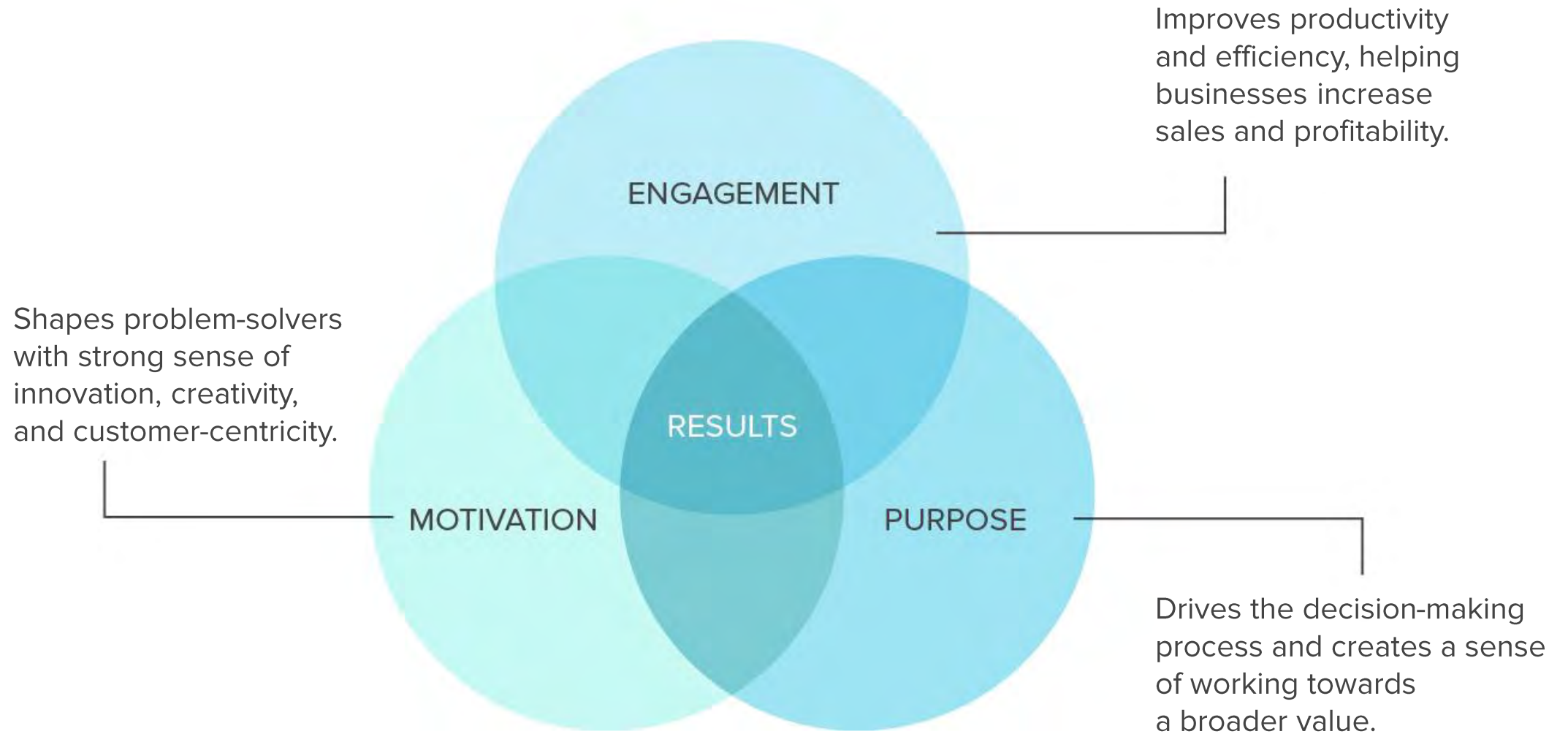
The cost of replacing an individual employee can range from one-half to two times the employee's annual salary - and that's conservative estimate.



So, a 100-person organization that provides an average salary of \$50,000 could have turnover and replacement costs of approximately \$660,000 to \$2,6 million per year.

GALLUP

## People Are the Most Valuable Element in Any Organization



## How the Kanban Method Facilitates Sustainable Employee Engagement

# THE KANBAN METHOD

- Relieving Team Overburden
- Creating Opportunities for Learning & Growth
- Working in a Transparent, Collaborative Manner
- Empowering Team Autonomy and Freedom
- Fostering Effective Communication



## Implement a Kanban Pull System



Switching to a pull system is one of the simplest ways of promoting engagement.

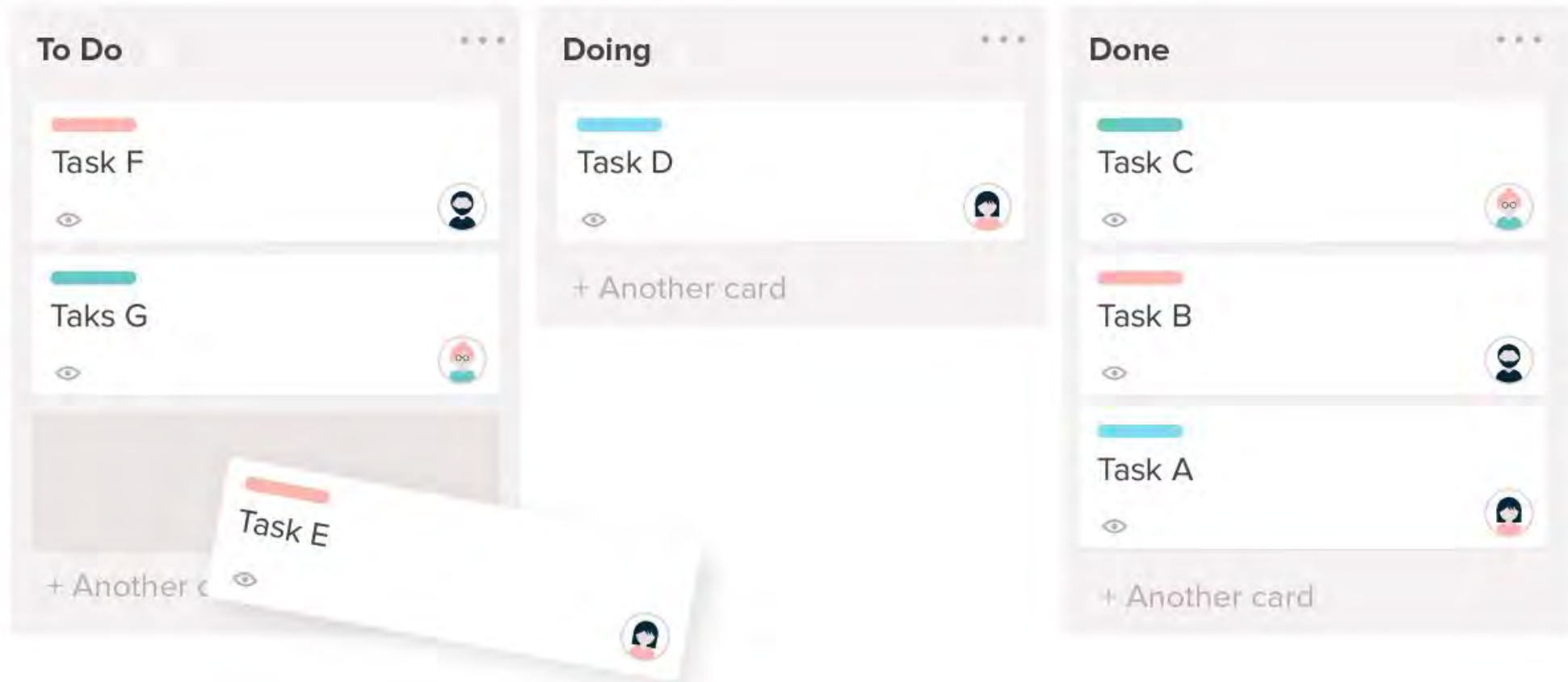


Pull systems relieve overburden by enabling your performers to start new work at their own pace.



Kanban pull systems significantly improve efficiency and decrease delivery times.

## Map and Visualize Your Flow of Work



# Don't Penalize Your Hard-Working Team with Multi-Tasking



Too much WIP leads to overburden, poor service quality and negative effect on your employee's engagement.



Implementing WIP limits helps your team complete work faster by staying focused.

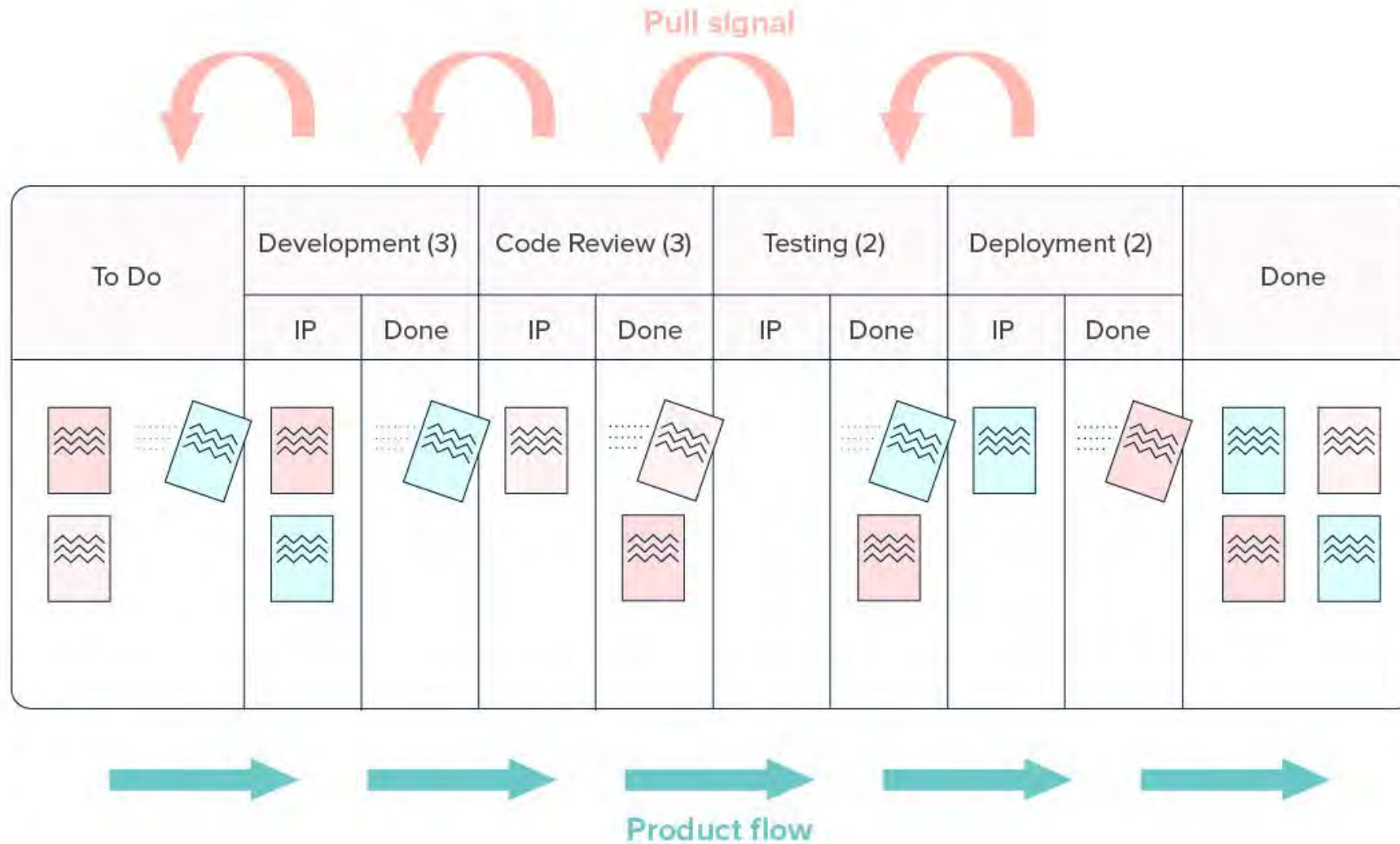


You need to control the amount of work that goes in and out of the system to prevent that effect.



The point is to get more things done rather than doing more things.

## Stop Starting, Start Finishing



## Create Opportunities for Learning and Growth



We don't manage people, we manage the workflow and the whole team is united to deliver value as soon as possible.

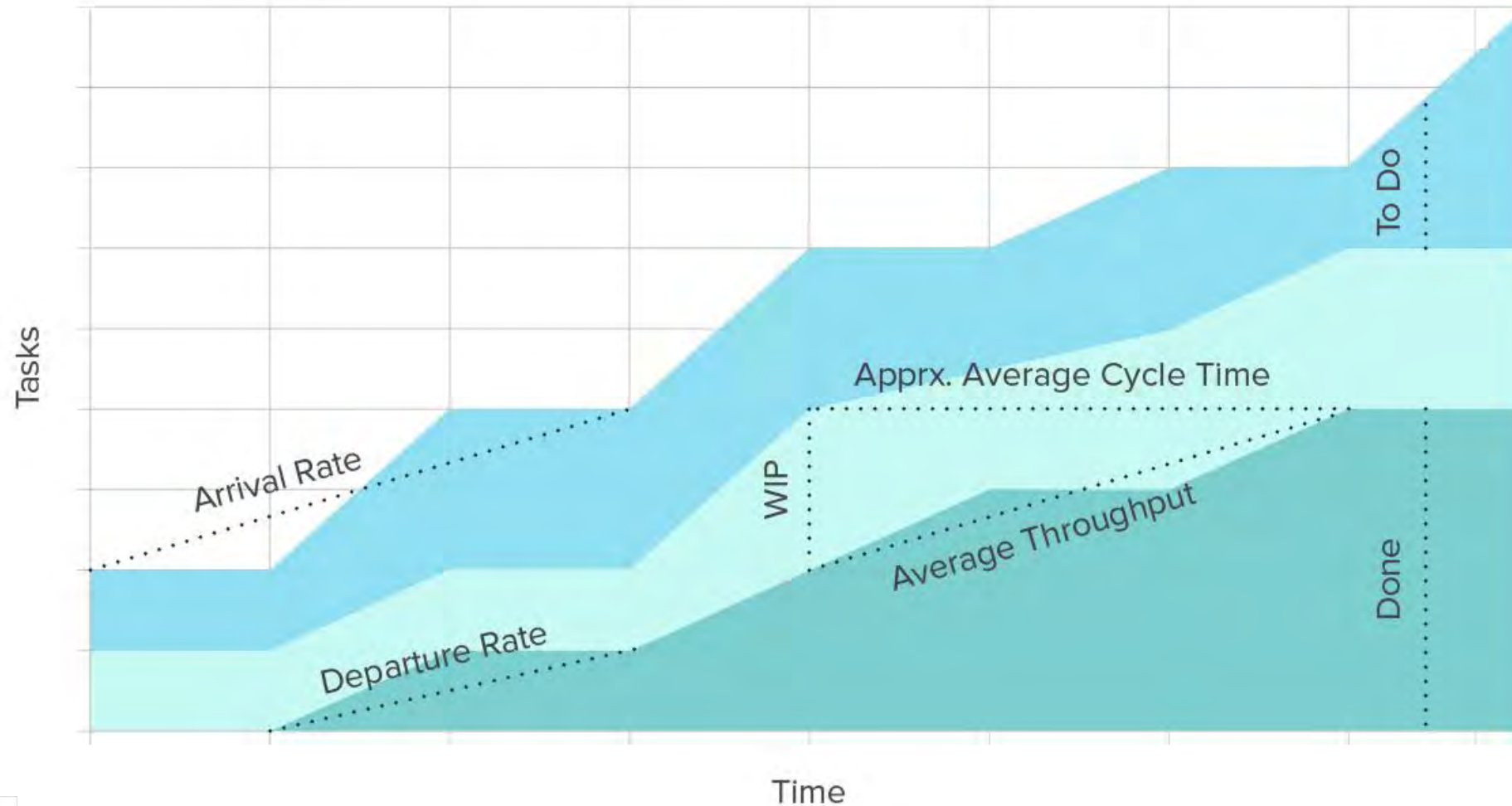


Creating an environment of improvement is critical to business agility to deliver value as soon as possible.

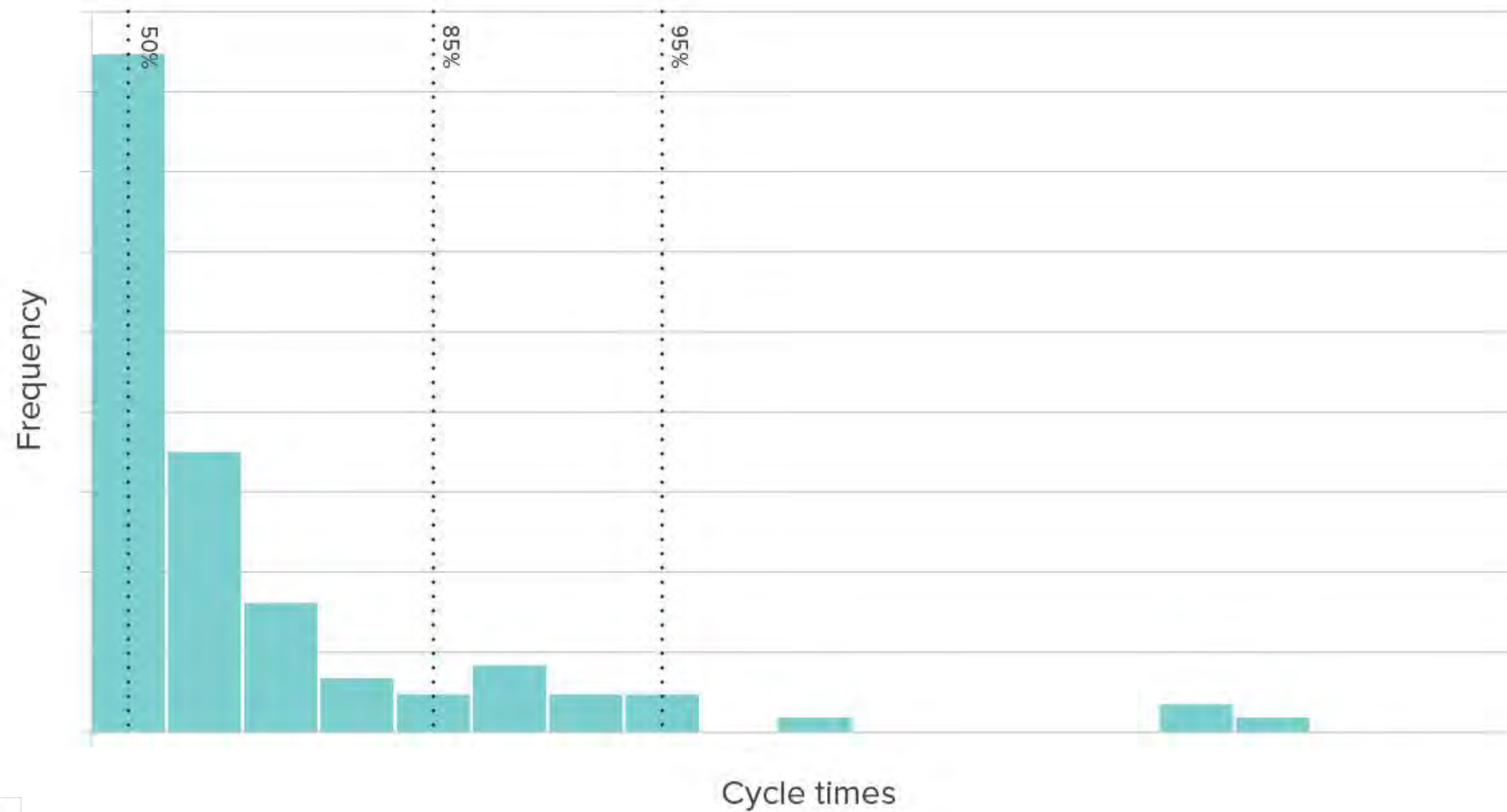


Companies that empower self-improvement initiatives for their teams are much more successful.

## Minimize Bottlenecks to Maximise Process Efficiency








## Empower Self-Managed Teams to Make Data-Driven Commitments



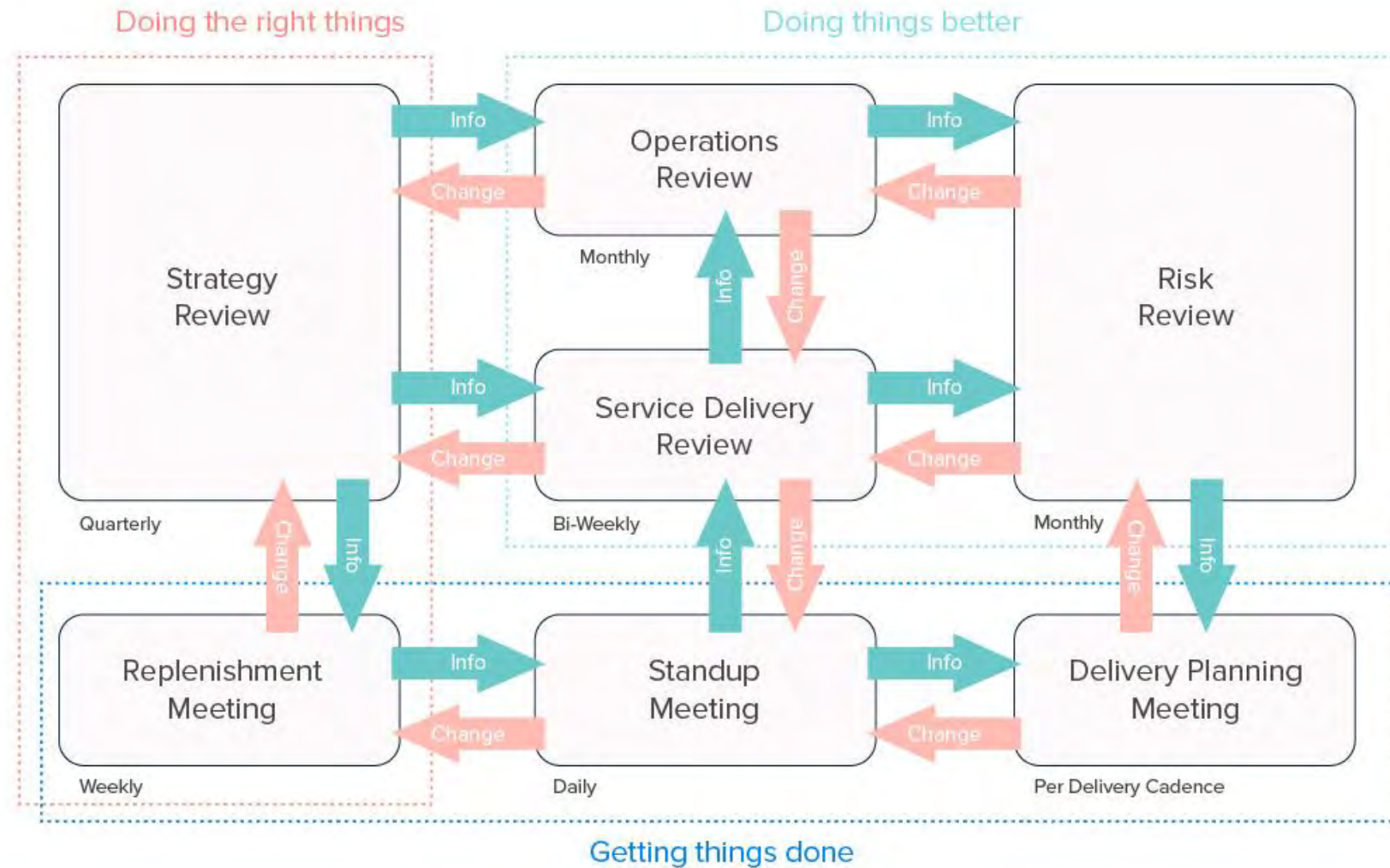
# Master the Subtle Art of Backlog Prioritization

Classes of Services

Prioritization	Class	Characteristics
	 Emergency/Expedite	Top priority. Task should not be interrupted until it is completed.
	 Fixed Delivery Date	Task has to be delivered at a fixed date.
	 Bug	Correcting faults. Has to be resolved as soon as possible.
	 Standard	Task will be processed by FCFS algorithm.
	 Intangible/Chore	Maintenance task with low priority.



## Foster Communication and Provide Regular Feedback



## Promote Shared Leadership



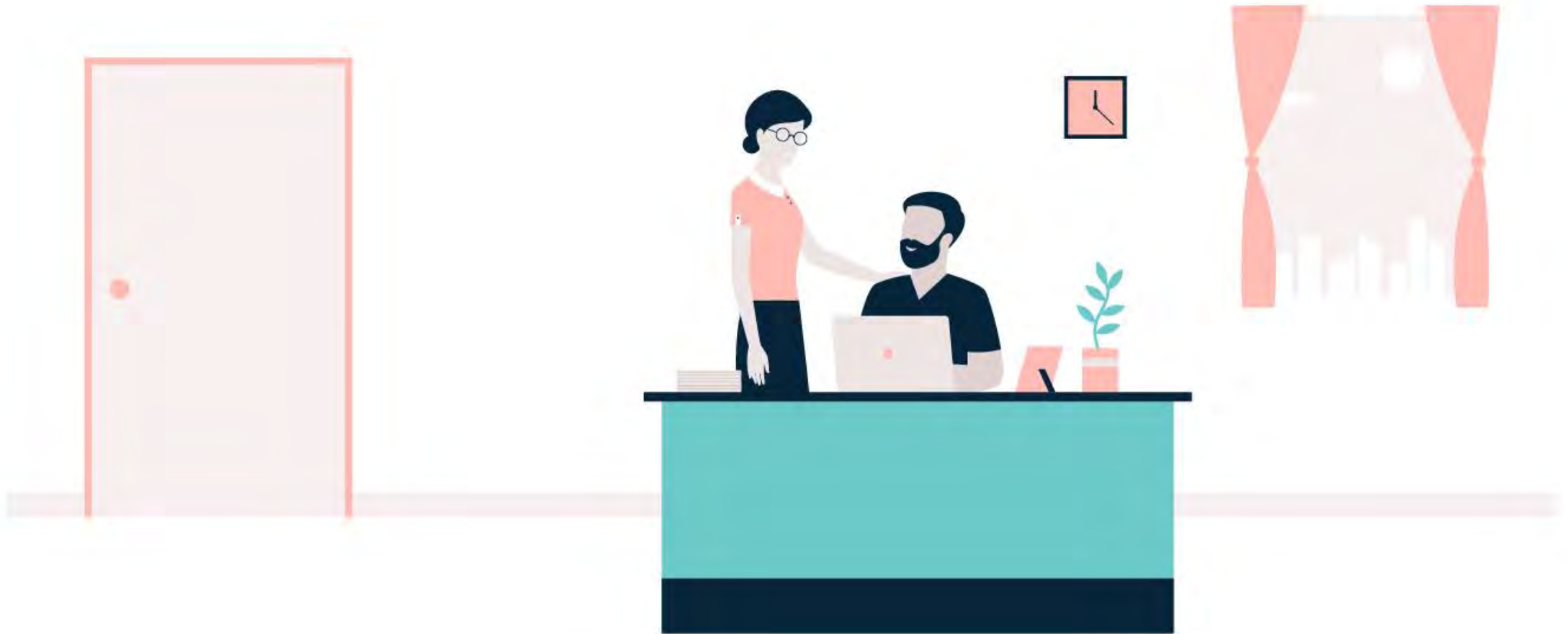
The WorldBlu research found a 7x revenue growth in those companies that promoted freedom-centered leadership in their workplace.



Give your talent a chance to exercise their leadership skills instead of urging them to "do as they're told".



## Take Care of Your Employees and They'll Take Care of Your Business



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**Thank You!**

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sonya@getnave.com