How to expose 'Agile imposters'

- 'Hard' and 'soft' agile competencies in demand

- What does an organization do to qualify your agile competencies during the hiring process?

- How can you assess the agile maturity and agile ambition of a team and an organization during an employment process

TimeWork

- **Candidate centric**
- **End-to-end recruiting**
- **High involvement**

Time
Work

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Scrum Washing!

'Hard' competencies in demand

- Technical competencies
- Experience
- Certifications
- Any type of formal qualification

'Soft' competencies in demand

- People who collaborate
- People who ask for help
- People who are open to feedback
- People who do not let the perfect be the enemy of good
- Adaptable people
- People willing to work outside their expertise

To assess Organizational Maturity

ORGANIZATIONS CAN ACHIEVE MORE

Although 44% of respondents stated that they were extremely knowledgeable regarding agile development practices, 80% said their organization was at or below a "still maturing"" level.

'The State of Agile - 11th Annual Report, April 2017'

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Which questions would you ask?

Which questions would you ask during an employment process to asses the 'state of agile' of a team/company?

Three questions to ask

1. Why have you adopted agile/why do you want agile change (What is your 'Agile vision')?
2. Who is the sponsor?
3. Can I meet the team/team members

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Don't be a stranger

- Book a meeting about your career development
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  - henning@timework.dk
- Let's continue the conversation
- Let's connect on LinkedIn
  - https://www.linkedin.com/in/henningtherkelsen/

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