Agile- and lean team culture changes as a result of COVID-19 pandemic

Statistics Netherlands

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Transition lead

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Agile coach
Lean- and Agile change program (before COVID-19)

Customer centered
Value driven
Agility

Different viewing perspective
Growth mindset

Ever adapting Way-of-working
Ever adapting organization
Change method

- Aggregated level
  Team-level

- Step-by-step

- Theme based

- Inspect and adapt

- Guiding principle
COVID-19 impacted themes

- Heavy impact on same (old) themes
- Impacted themes
  - Buildings and facilities
  - Online and offline tools
  - Communication and interaction
  - Actual way-of-work
  - Management support
  - ....

- No impact on our principles and continuous reflection and adaption cycle
How COVID 19 impacted our people
Best practices and lessons learned

I haven’t failed. I found 999 ways that didn’t work
- T. Edison

1. Setup & maintain a Continuous Reflection & Adaption Cycle
2. Leadership based on Principles & Trust, instead of Rules & Hierarchy
What’s Next?

"The future's not set, there's no fate but what we make for ourselves."
- John Connor
Facts that matter