How the

Fuck

to Be

Agile?

A wakeup call....

fuck

/fʌk/

VULGAR SLANG

verb

1. have sex with (someone).
2. damage or <u>ruin</u> (something).

noun
1. an act or instance of having sex.

exclamation
1. used alone or as a noun or verb in various phrases to express <u>annoyance</u>, <u>contempt</u>, or <u>impatience</u>.

According to the Oxford English Dictionary.

Alright, that's dealt with. Let's move on.

You gotta be fuckin' kidding me – Palmer in *The Thing*

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Foreword by Gunther Verheyen

Pivotal moments or discontinuous events are unpredictable, by their very nature. Benefitting from them requires sensing options and acting in the moment. That starts already when deciding to go for it (or not), which often is a split-second decision. Whether they turn into rewarding experiences can only be assessed later, when the storm of change starts calming down.

In my professional life some of the most rewarding steps weren't planned for, although looking back it might seem so. Starting with eXtreme Programming wrapped in Scrum in 2003 was the biggest discontinuity in my professional life, and the most rewarding one. Within that 'change', an important stage I went through was moving (virtually) to the Netherlands by the beginning of 2011. Next to engaging with really large organizations, I also had to adapt at a more personal level. I had to get used to the direct and outspoken communication--unbothered by hierarchy, titles or positions--of many of the Dutch people I started working with. I learned to not take it personally and to become more outspoken myself, and stand my ground.

For people that know him, it won't come as a surprise if I say that Erwin Verweij is very direct and outspoken, to say the least. If you bought a book called "How the f*ck to be agile", it shouldn't be a surprise that its author is indeed direct and outspoken, even without knowing Erwin personally. *What else would you have expected from this guy looking like his self-chosen title, "Agile Viking"?* I even assume it is what you were looking for.

And I can confirm that this is exactly what this book is: outspoken and direct. I believe it is also what we need to restore the ideas behind 'Agile'. Regardless of your association with 'Agile', don't take it personally. Whether you learn from it or oppose it after absorbing and digesting it, that is what Erwin hoped for.

Gunther Verheyen
Independent Scrum Caretaker

Why I Wrote This Little Book?

It's so fucking simple; people just like to make it so fucking difficult. – Erwin Verweij

We live in a world that's constantly in motion. Change is ever-present and uncertainty seems to have become the new normal. This isn't just true for society as a whole but also for our organizations. Every day, people are confronted with new ways of working, communicating and collaborating, often accompanied with new terms and words. Everywhere you turn, you hear the term *Agile*. It is probably one of the most used buzz words that our world of work has seen over the past decades. It is often understood as a new way of working that is synonymous to a magic solution for everything. But, what does it really mean? And is it as great as it's made out to be? Beyond all the training sessions, motivational talks, and workshops, what is *Agile* really about?

And the bigger question: *Are you agile, or are you just doing it?*

In my work as a coach, I encounter this problem all the time. Entire organizations embark on Agile journeys without truly understanding what it means. This lack of clarity isn't limited to those initiating these transformations, it extends to the people executing them. I see Agile specialists who barely grasp its deeper purpose, who can even hardly express what they mean with it. Coaches blindly following popular practices without considering the context. It's a maze of frameworks, methodologies, values, and theories, leaving many searching for clarity.

That is why I decided to write this little book. Not because I consider myself the ultimate expert or someone who has all the answers. Far from it, I'm learning every day. My aim

is to create a simple and practical guide that helps you navigate the complex landscape that Agile seems to have become. I hope to have written a book that might shake you up a little and encourage you to see through the clutter of buzzwords and frameworks. What you'll read here is based on my own experiences and observations. It's not a definitive truth but an invitation to think deeper and reflect. If you see things differently, I welcome the conversation. I'm a firm believer in keeping an open mind, and I hope to encourage the same. This book is my contribution to that dialogue. Let's get started.