

INVITATION



#skills4future



# WHY AGILE FAILS

USING NEUROSCIENCE  
AND AI FOR PROGRESS

PARTNER



# AGILE



spoluzakladateľ Maxman Consultants  
(1994)

psychológia UK (1975)

executive leadership coaching, change  
management, ľudská stránka agile,  
agilná transformácia.

**Peter Benkovič**





IT Start-up konzultant  
Agilný kouč, ScrumMaster

Softvérové inžinierstvo FIIT STU  
Coach, Mentor, nadšenec psychológie

Ivan Janovic



<https://www.netsolutions.com/insights/how-to-prevent-agile-transformation-failure/>

<https://www.peakpx.com/539623/clear-glass-chess-pieces>

Lack of 'Agile' Understanding



Organizational Culture



Copying Others Agile Transformation Projects



Restricting Agile to Pilots



Not Investing in Hiring the Right Resources



Underestimating Communication and Collaboration



Technology-focused instead of customer-focused



Lack of management support



Project-oriented instead of a product-oriented



Low participation from teams



<https://netmind.net/en/what-is-an-agile-coach-en/>



Agile-Lean Practitioner



Professional Coaching



Facilitating



Transformation Mastery



Business Mastery



Technical Mastery



Teaching



Mentoring

# CIELE WORKSHOPU

- Prínosu vied o mozgu pre riadenie zmien.
- AI ako nástroj a pomocník.

# NÁŠ MOZOG A REALITA OKOLO NÁS





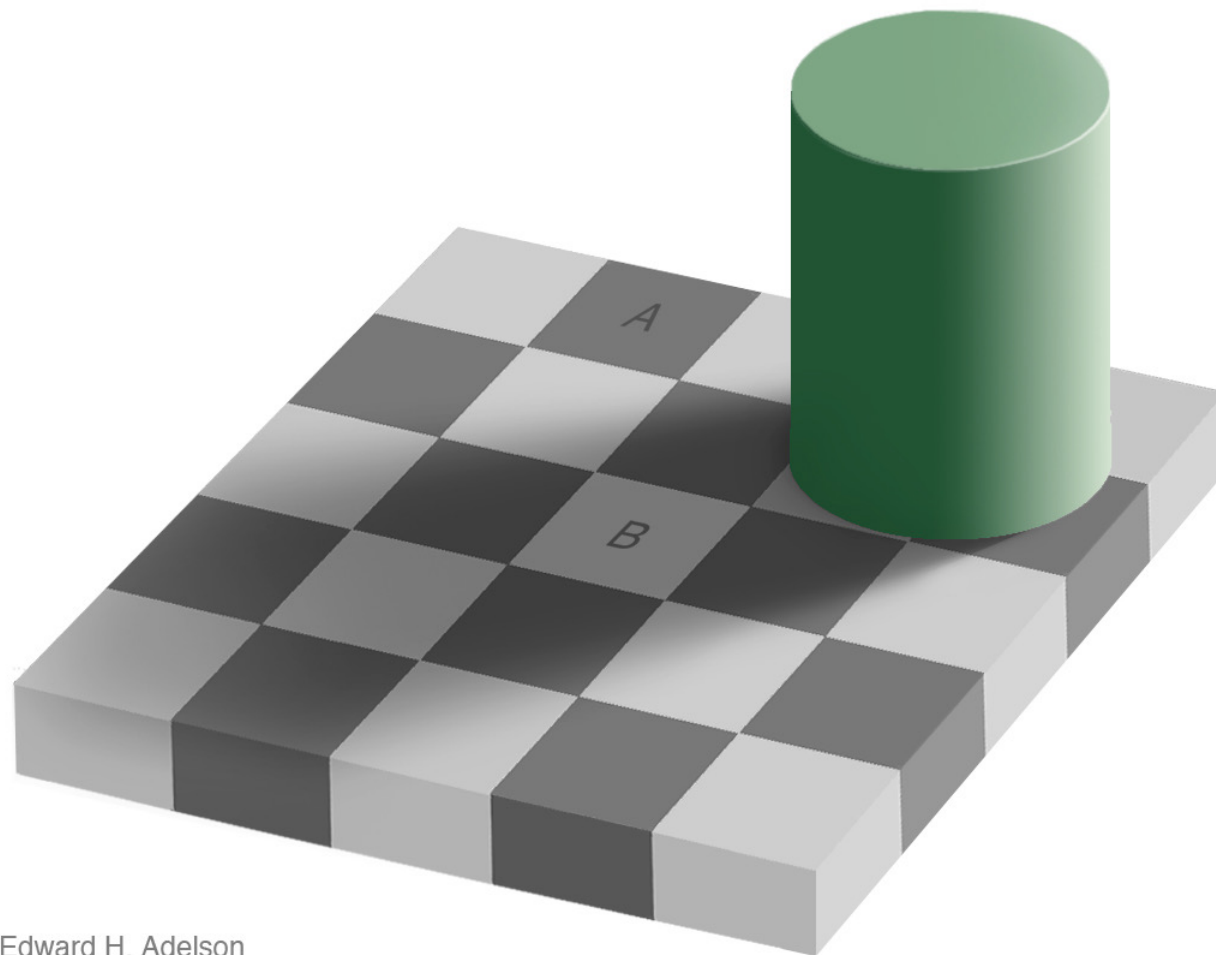
**jazero Titicaca**





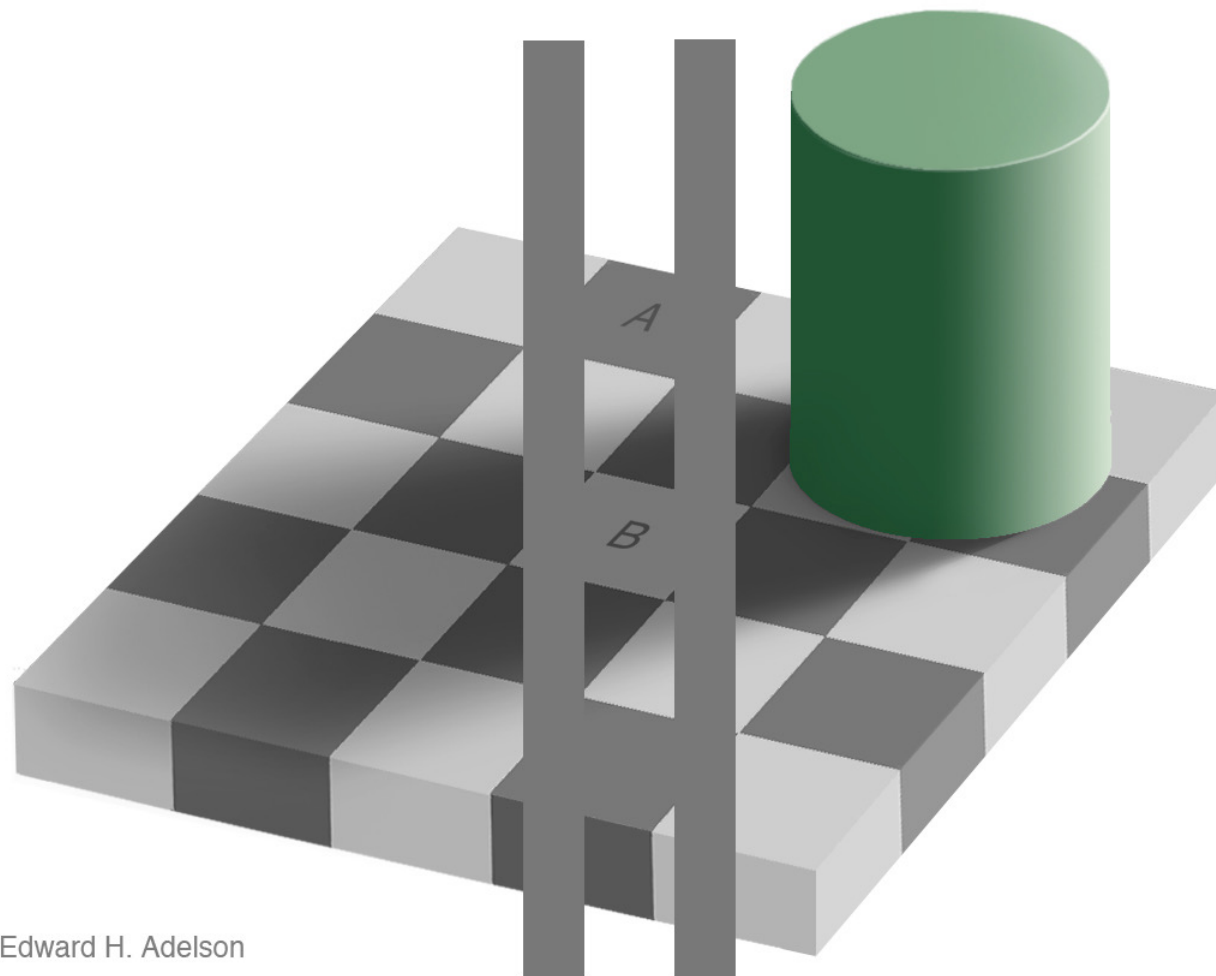
Zdroj informácie: Jurij Senkevič:  
Na voru Ra přes Atlantik. Orbis,  
Praha 1975

<https://www.businessballs.com/amusement-stress-relief/shadow-optical-illusion/>

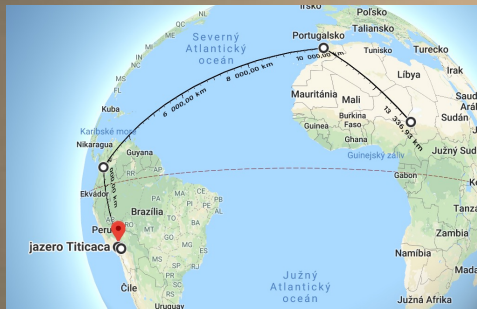
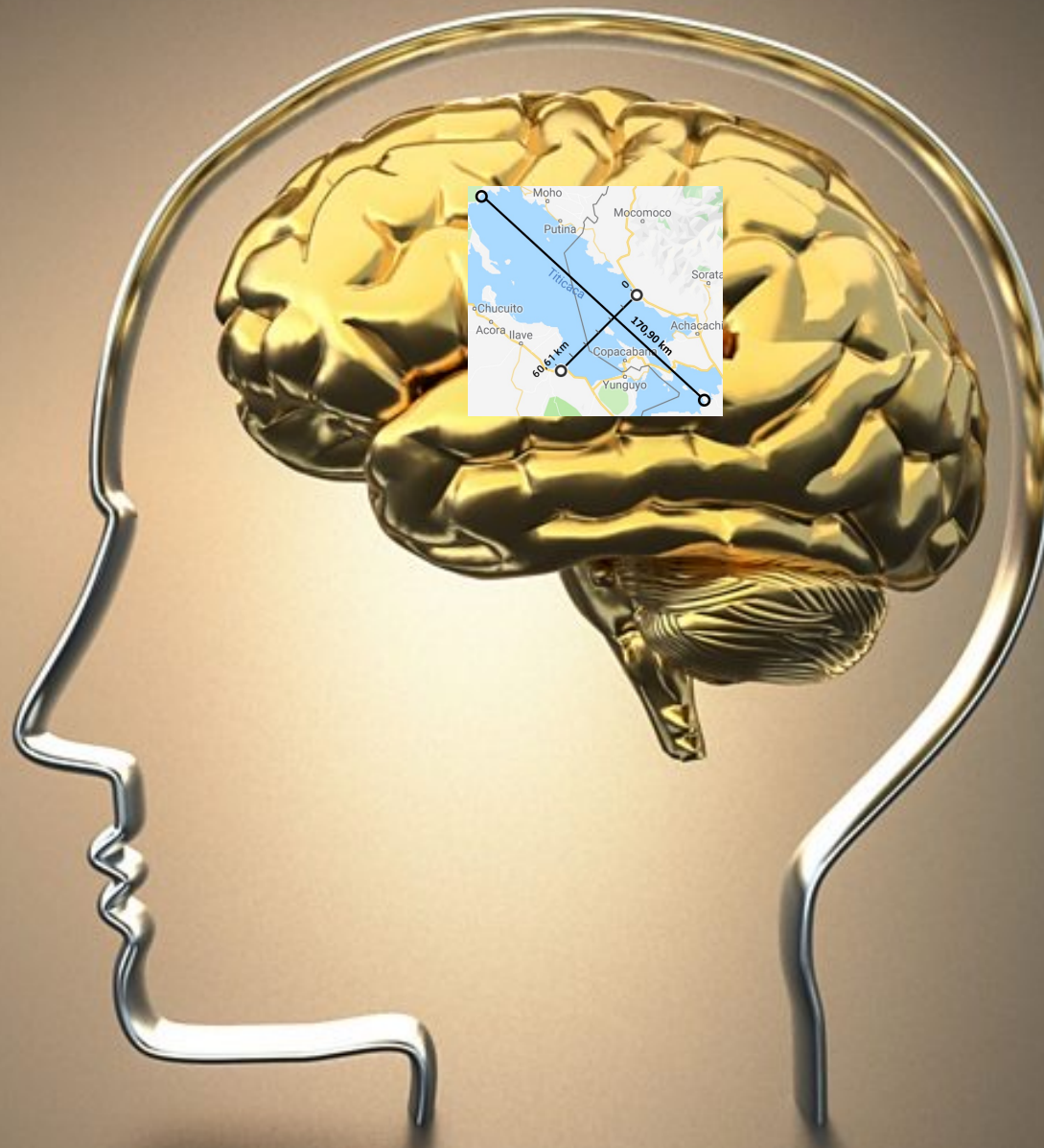


Edward H. Adelson

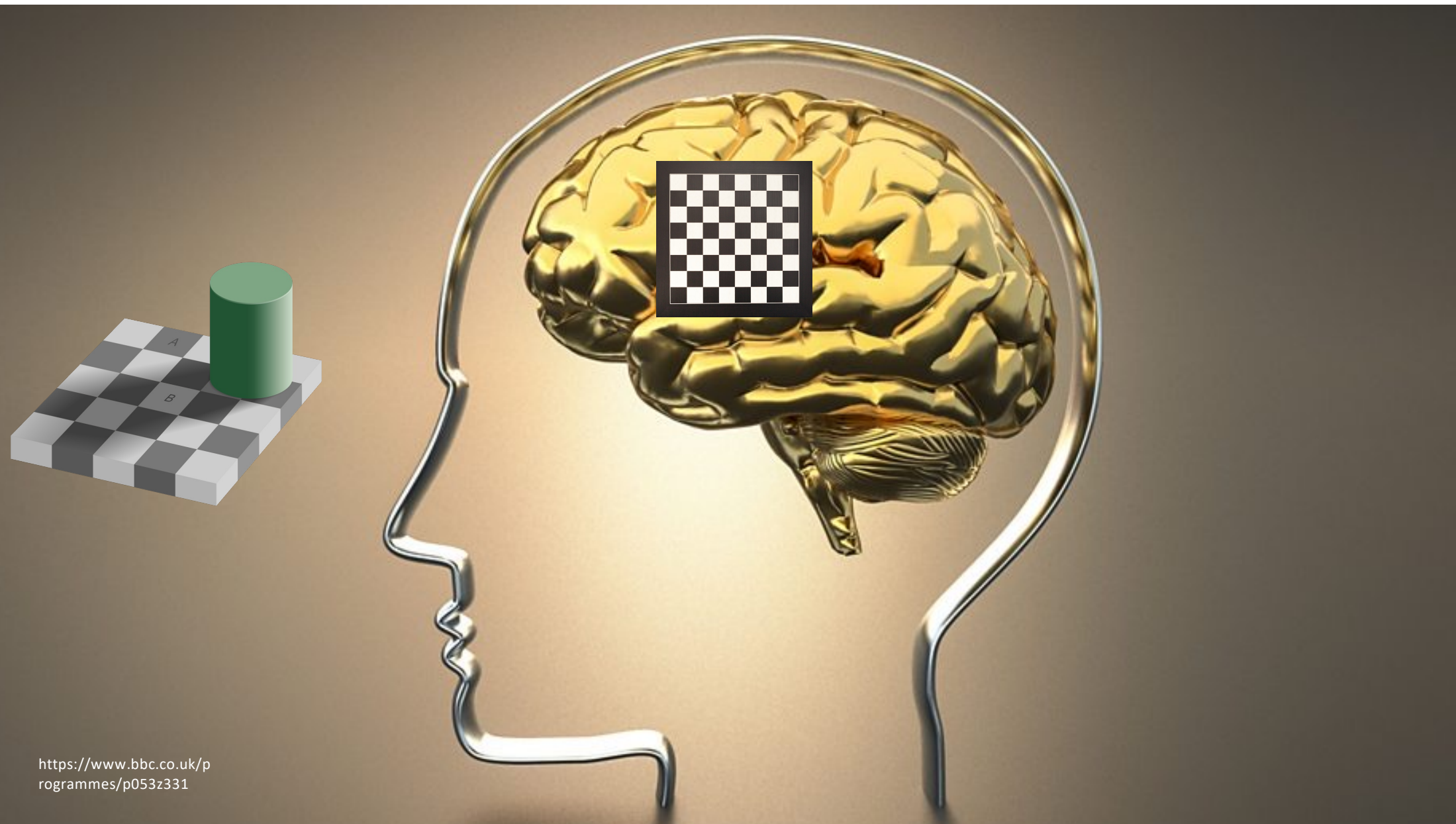
<https://www.businessballs.com/assessment-stress-relief/shadow-optical-illusion/>



Edward H. Adelson



<https://www.bbc.co.uk/programmes/p053z331>



<https://www.bbc.co.uk/programmes/p053z331>



**MOZOG JE „SOCIÁLNY“ ORGÁN**





<https://www.mysilo.com/en>

**EMÓCIE**

# CVIČENIE I

KOĽKO EMÓCIÍ POZNÁŠ?



# **CVIČENIE II**

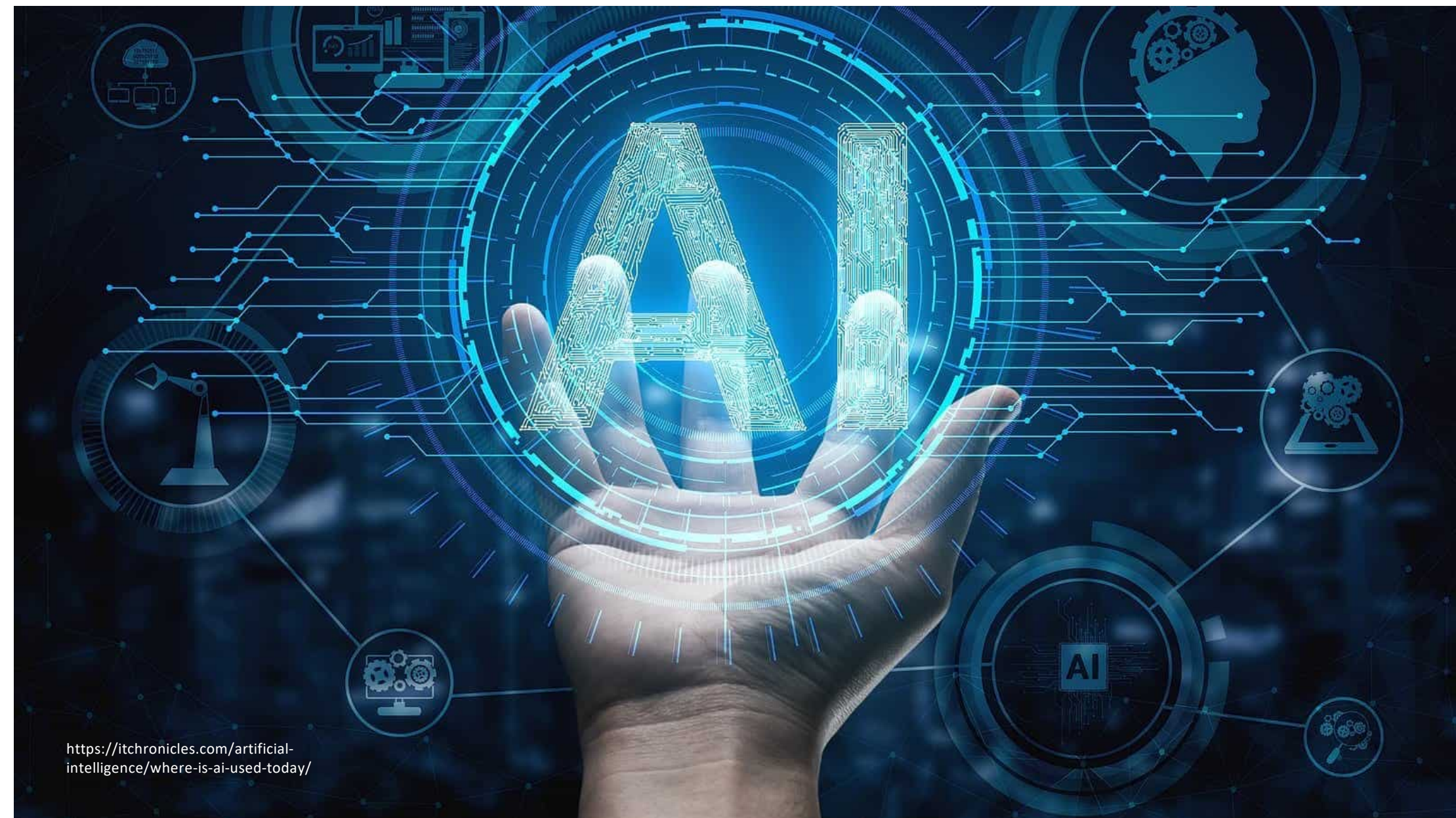
## **AKÁ TO JE EMÓCIA?**

**OBÁLKA 1**

# **CVIČENIE III**

## **ZÁKLADNÉ EMÓCIE V NAŠOM TÍME**

**OBÁLKA 2**



<https://itchronicles.com/artificial-intelligence/where-is-ai-used-today/>

# OTÁZKY





**"Keep track of my realizations  
during this workshop"**

**"Udržuj prehľad o mojich poznaniach  
počas tohto workshopu."**

# **RIEŠENIA PROBLÉMOV A ROZHODOVANIE**

# DOTAZNÍK

## OBÁLKA 3

Jednotvárná a jednoduchá práca ma upokojuje	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Jednotvárná a jednoduchá práca ma znervózňuje
Radšej vylepšujem veci, ako by som vymýšľal niečo nové	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Radšej vymyslím niečo nové, než aby som dačo vylepšoval
Mám rád stabilný typ práce	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Mám rád meniaci sa typ práce
Naraz riešim vždy iba jeden problém	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Často naraz pracujem na riešení niekoľkých problémov
Mám radšej postupné zmeny	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Mám rád rýchle a dramatické zmeny
Som opatrný, keď mám do činenia s autoritou	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Nemám problém nesúhlasiť s autoritou

X

X

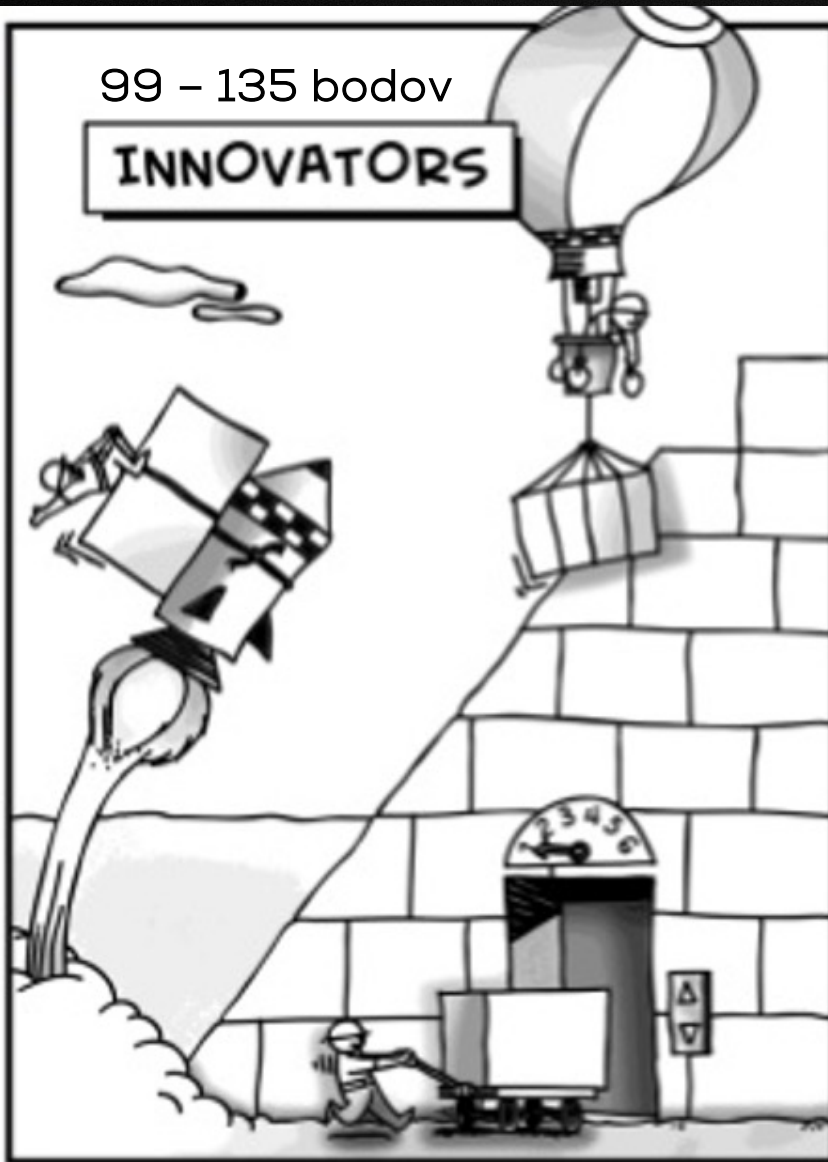
X

X

X

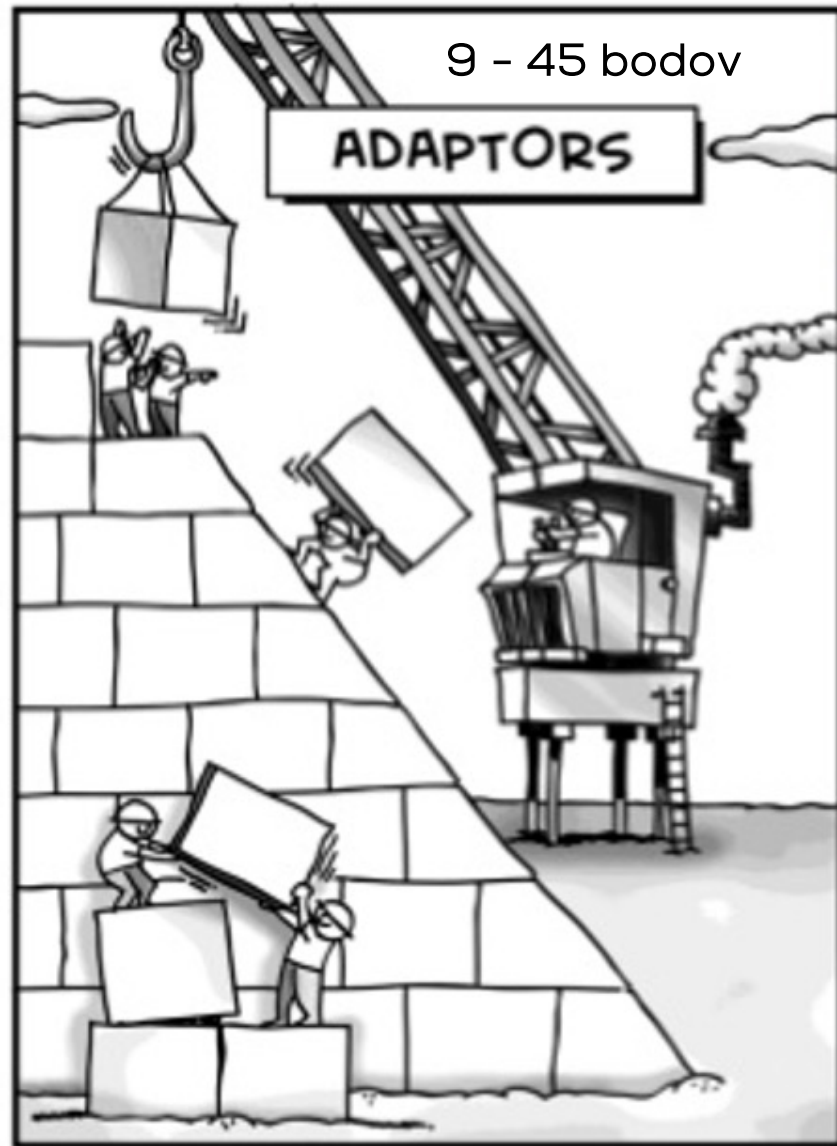
99 - 135 bodov

**INNOVATORS**



9 - 45 bodov

**ADAPTORS**



<https://abcnews.go.com/Entertainment/paul-mccartney-remembers-found-john-lennon-died/story?id=27443313>



# **CVIČENIE VII**

## **INOVATÍVNE A ADAPTÍVNE ZMENY V TÍME/ORGANIZÁCI**

**OBÁLKA 3B**



<https://itchronicles.com/artificial-intelligence/where-is-ai-used-today/>



**OTÁZKY**

# PONAUCENIA

NAPISTE AI,  
CO VAZ ZAUJALO

# KOGNITÍVNE SKRESLENIA (BIASES)

# CVIČENIE VIII

AKÝ JE VÝSLEDOK SÚČINU ČÍSIEL?

OBÁLKA 4

**LÍDRI A ĽUDIA S MOCOOU MAJÚ VÄČŠIE SKLONY  
PODĽAHNÚŤ SKRESLENIAM**

**VEDOMOSŤ, AKÉ SKRESLENIA EXISTUJÚ A AKO  
SA PREJAVUJÚ, NEZNIŽUJE ICH VPLYV**

**PRAVIDELNÁ SPÄTNÄ VÄZBA V TÍME ZNIŽUJE  
VPLYV KOGNITÍVNYCH SKRESLENÍ**

**"Test me with one question to see if I can identify the bias in the context of an Agile transformation in a bank."**

<https://itchronicles.com/artificial-intelligence/where-is-ai-used-today/>

**"Otestuj ma jednou otázkou, aby si zistil, či viem identifikovať kognitívne skreslenie v rámci agilnej transformácie v banke."**



**OTÁZKY**

# PONAUCENIA

NAPISTE AI,  
CO VAZ ZAUJALO

**MOTIVÁCIA**

<https://theceoingroupinstitute.com/audio/dr-david-rock-co-founder-ceo-neuroleadership-institute-02-09-2023/>



NeuroLeadership  
INSTITUTE

The **CEO** Forum  
GROUP

**SCARF**

<https://neuroleadership.com/your-brain-at-work/scarf-model-motivate-your-employees>



S

C

A

R

F

# **CVIČENIE IX**

**MOTIVÁCIA V NAŠOM TÍME, NAŠEJ ORGANIZÁCIÍ**

**OBÁLKA 5**

**OTÁZKY**

# PONAUCENIA

NAPIŠTE AI,  
ČO VÁZ ZAUJALO



**KOMUNIKÁCIA**

# CVIČENIE XI

## ZÁZRAČNÝ BANKOVÝ ÚČET

# PRÍKLAD

	Po: 50	Ut: 6
Adam	10	5
Betka	15	2
Cyril	8	0
Darina	5	0
Eva	9	0
<b>Súčet</b>	<b>47</b>	<b>7</b>
	50- 47=3	Game's over

	Po: 50	Ut: 6
Adam	10	6
Betka	15	0
Cyril	8	0
Darina	5	0
Eva	9	0
<b>Súčet</b>	<b>47</b>	<b>6</b>
	50-47=3	Game's over

# AKO PÍSAŤ ČÍSLA

1 2 3 4 5 6 7 8 9 0

# OTÁZKY

**MANAŽMENT**

# MANAGEMENT 3.0

Happy teams are more productive  
and managers should find joy at work, too!

## Managing for Happiness

Games, Tools, and Practices to Motivate Any Team

Jurgen Appelo

*“Jurgen's book is practical and fun, but most of all, it's subversive. If you care enough to get started, you'll discover that these tools will transform everything about your organization.”*

Seth Godin, *The Icarus Deception*

WILEY

#WORKOUT  
.....  
JURGEN APPELO

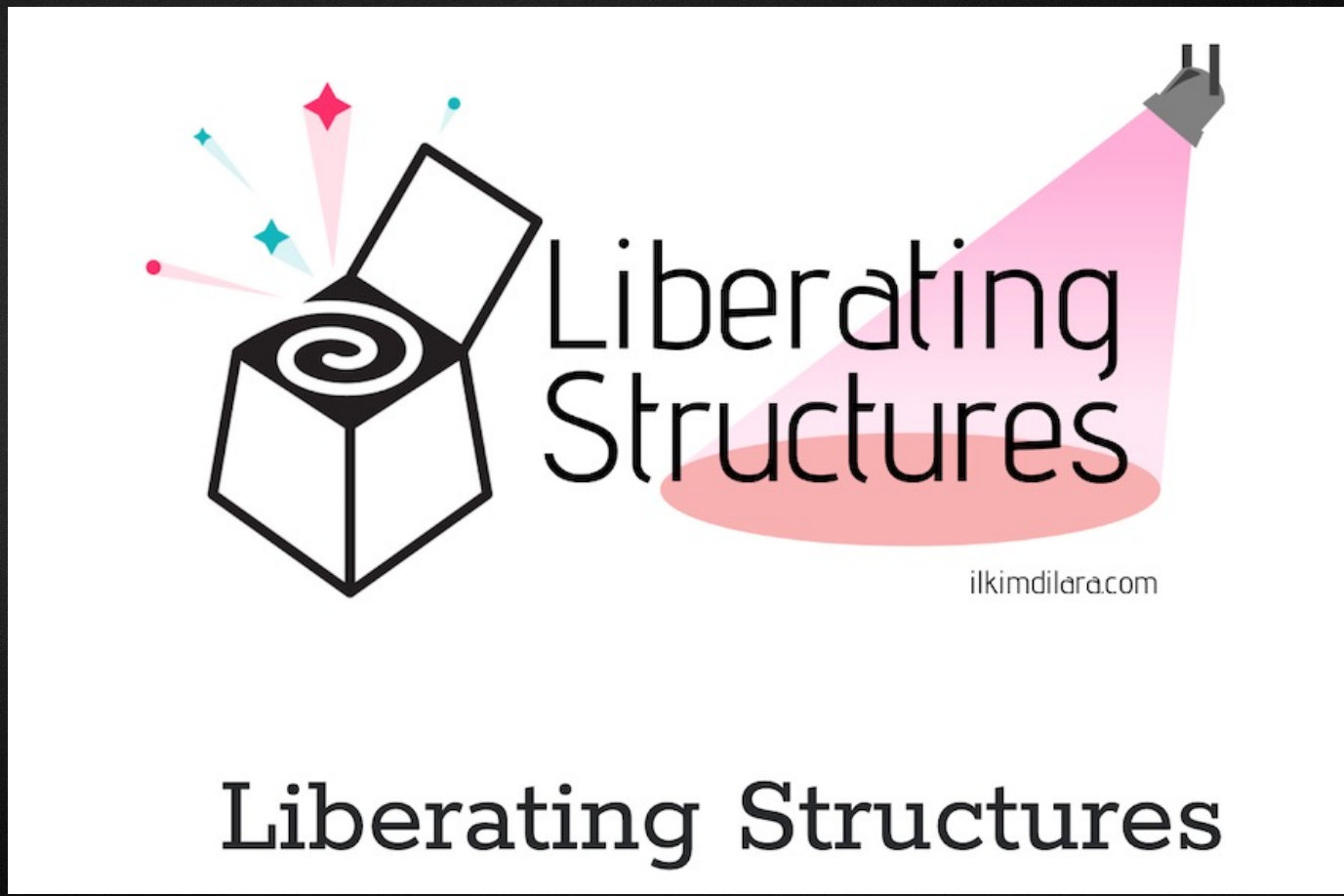
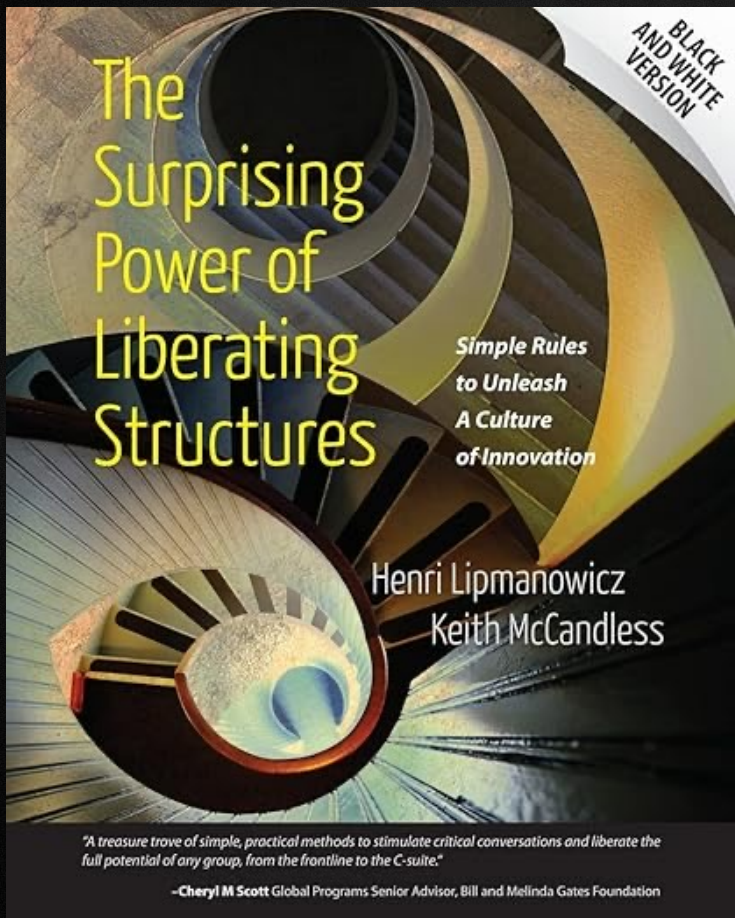
Games, Tools & Practices to Engage People,  
Improve Work, and Delight Clients



*Jurgen's book is practical and fun, but most of all, it's subversive. If you care enough to get started, you'll discover that these tools will transform everything about your organization.*

Seth Godin, *The Icarus Deception*

# OSLOBODZUJÚCE ŠTRUKTÚRY





# OTÁZKY

# PONAUCENIA

NAPISTE AI,  
CO VAZ ZAUJALO

**LEADERSHIP**

Menej

Viac

<https://medium.com/the-ascent/the-art-of-silence-how-speaking-less-can-make-you-more-intelligent-compassionate-and-successful-ff13b77afe4>

<https://www.tint.com/articles/not-getting-the-right-answers-to-asking-the-right-questions>

Menej



<https://www.thealisonedee.com/blog/think-before-you-point>

Viac



<https://www.tini.com/articles/not-getting-the-right-answers-by-asking-the-right-questions>



Menej

<https://www.linkedin.com/pulse/reacting-vs-responding-difficult-conversations-laura/>



Viac

<https://www.counselingatl.com/blog/reactions-vs-responses>

<https://netmind.net/en/what-is-an-agile-coach-en/>



Agile-Lean Practitioner



Teaching



Professional Coaching

AGILE COACH



Mentoring



Facilitating



Technical Mastery



Business Mastery



Transformation Mastery

# OTÁZKY

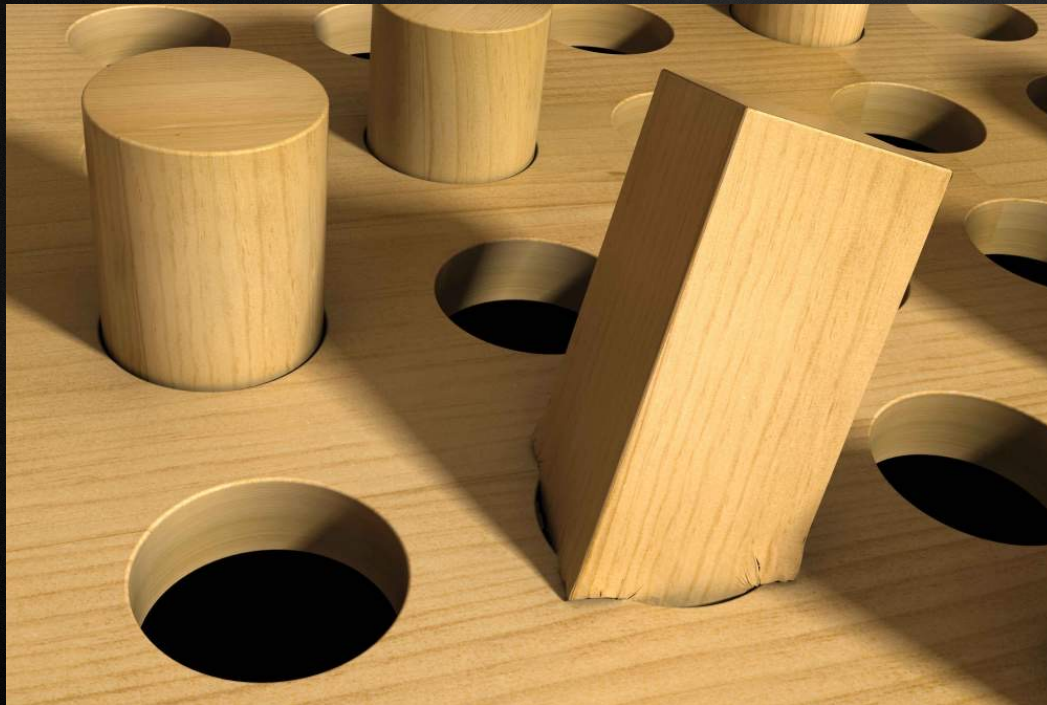


# PONAUCENIA

NAPISTE AI,  
CO VAZ ZAUJALO

**AKO ĎALEJ?**

# USPEJETE, AK SI UVEDOMÍTE, ŽE...



<https://marcellodicintio.com/wp-content/uploads/2015/01/gifted.jpg>



<https://keystrategies.com/blog/the-fish-stinks-from-the-head/>

# TRI STRATÉGIE ZMENY



[https://www.npr.org/sections/health-shots/2017/05/10/527648768/lead-dust-from-firearms-can-  
pose-a-silent-health-risk](https://www.npr.org/sections/health-shots/2017/05/10/527648768/lead-dust-from-firearms-can-pose-a-silent-health-risk)

<https://www.licenserestoration.com/2015/03/suspension-snowball>

[https://everyday.fleetfarm.com/articles/12-gauge-vs-20-gauge-  
shotgun-differences-use-cases-recommendations](https://everyday.fleetfarm.com/articles/12-gauge-vs-20-gauge-shotgun-differences-use-cases-recommendations)

**AKO ZAČAŤ?**

**MINDSET**



**NEUROPLASTICITA**

<https://ulesson.com/blog/neuroplasticity-your-brains-amazing-ability-to-adapt/>

12 krokov ku šťastiu  
Päťkrát prečo  
Delegačný poker  
Jednoduchá etnografia  
15% riešenie  
Interný Crowdfunding  
Počúvaj, pozeraj, rešpektuj  
260-stupňová večera  
Symboly identity  
Dvere šťastia  
**Hrajte sa!**  
124 všetci  
Spoločné kreslenie  
Pomáhajúca heuristika  
Minimum konkrétností  
Začni-prestaň-pokračuj  
Pokusy s hypotézami  
Improvizovaný networking  
Feedforward  
Matica súhlasu a istoty  
Matica tímových kompetencií  
Osobné mapy  
User experience akvárium

**PRISPÔSOBTE SI SVOJEJ PRÁCI A TÍMU**  
**AGILNÉ RITUÁLY**



**VYPRACUJTE SVOJ VLASTNÝ INDIVIDUÁLNÝ AJ  
TÍMOVÝ „AGILNÝ MINDSET“**



<https://pixabay.com/sk/photos/miesto-závodné-začat-la-štadión-862274/>



Adobe Stock | #295491938

<https://www.posters.sk/traffic-warning-sign-no-u-turn-vector-illustration-background-f295491938>



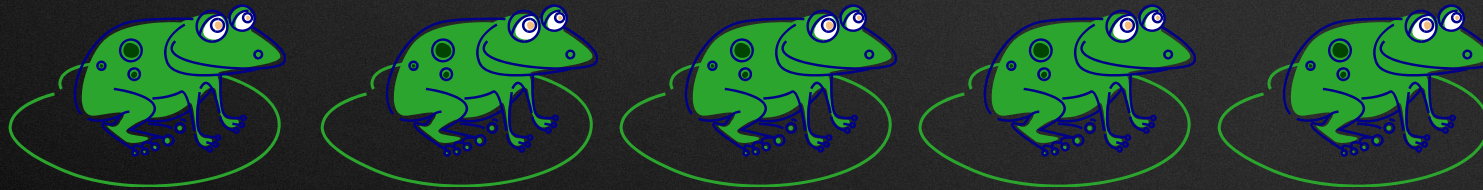
[safetymedia.com](https://safetymedia.com) SIP12SW

<https://safetymedia.com/SIP12SW/non-reflective-stop-sign-12x12-inch>

**„Summarize all my realizations“**

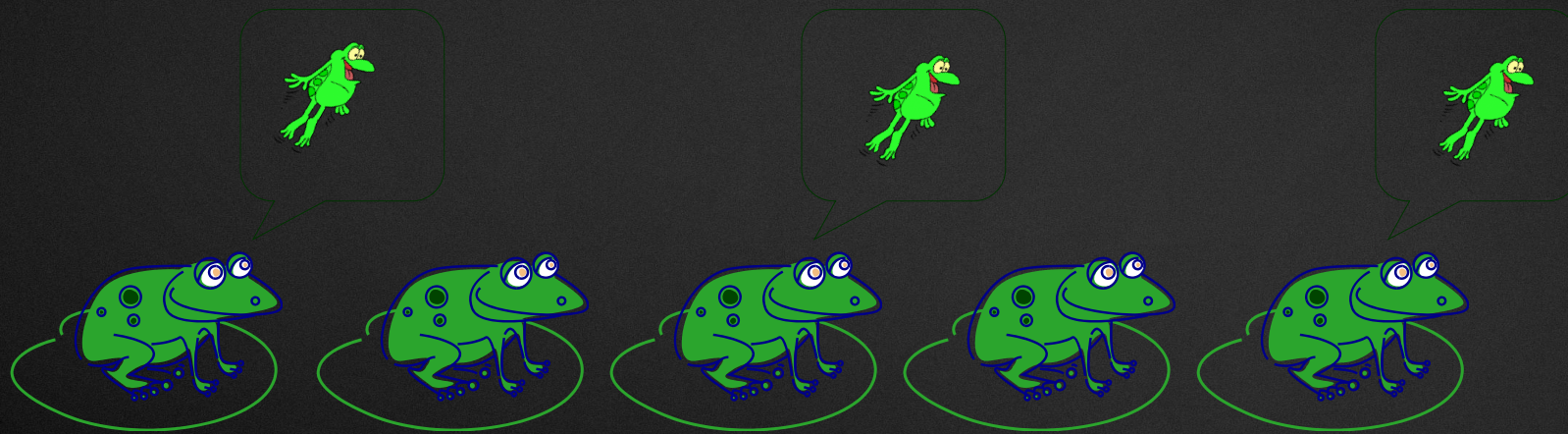
**“Napíš mi sumár mojich poznání.”**

# NA KAMENI SEDÍ PÄŤ ŽIAB



<https://mylifeyoga.com/2011/10/22/the-frog-in-the-well/frog/>

# TRI SA ROZHODLI SKOČIŤ



# ZMENY V BIZNISE UČENIA A ROZVOJA

# OTÁZKY



**ĎAKUJEME**

INVITATION



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