Original Article

PRACTICAL STRATEGIES FOR LEADING AGILITIES

[1]Dada Olumide Gbenga, Ph.D., MCIPD, ACIPM and [2]Olayinka Olanrewaju Martins

[1]University of Sunderland, United Kingdom
[2]Obafemi Awolowo University, Nigeria
Email: olumidegbengadada@gmail.com; lanremartins24@gmail.com
DOI: https://doi.org/10.5281/zenodo.17360989

Abstract: Agile leadership has become essential for organizational success in today's rapidly evolving technological landscape and dynamic market conditions. This paper aims to discuss the best practices of agile leadership and specifically addresses the questions related to the application of agile frameworks, team leadership, and the use of technologies. It starts with an introduction to the well-known agile frameworks, namely, Scrum and Kanban, as well as their advantages and use cases. The paper then explores how agility techniques may be applied to leadership and management, focusing on implementing iteration development and PMF. It also explores the advantages of cross-functional teams, where innovations, enhanced problem-solving, and effective decisions are likely to occur in less time. The use of technology in the context of agile practices is also explored, focusing on the tools for agile PM and communication. Regarding recommendations, this study reveals the most important considerations of using these strategies to mitigate operational risks and sustain long-run business operations.
Keywords: Agile Leadership, Scrum and Kanban Frameworks, Cross-Functional Teams, Agile Project Management and Technology Integration.

1.0 Introduction

With the growing prevalence of fast-paced technological developments and dynamic market requirements, leadership needs to be adaptable to deal with the challenges and obtain results. Focusing on agility in leadership means creating an organizational culture that promotes flexibility, learning, and teamwork to solve problems. This paper highlights effective approaches to agile leadership, specifically, agile frameworks and methods, the construction and management of multifunctional teams, and the use of technology tools in agile organizations.

2.0 Literature Review

Implementation of Agile Frameworks and Methodologies

Overview of popular Agile methodologies

©2025 *AYDEN Journals*

Original Article

In this era, many organizations focus on flexibility, making Agile methodologies stand out from the rigid methodologies of modern project management (Prange & Hennig, 2019). Scrum and Kanban are two well-known frameworks of the software development approach, which have specific strengths and practices for organizations to implement.

Scrum Framework

Scrum, one of the most popular frameworks in the world, comes under the umbrella of agile frameworks and works based on the incremental build model. It breaks down work into cycles with a predictable duration of 2–4 weeks. In each sprint, the concentration is within the production of a potentially shippable increment (Joiner, 2019). According to the framework, the roles that are present are the scrum master, the person who coordinates the process and manages the removal of any impediments, and the product owner, who is responsible for the management of the product backlog. Sprint also has other attributes, such as the sprint backlog and the product backlog, that assist in tracking the progress and workspace.

Kanban Methodology

On the other hand, Kanban emphasizes visualizing work and managing flow. It uses a Kanban board, where cards represent tasks and move through columns depicting different work stages. This approach helps teams identify bottlenecks and improve workflow by limiting WIP. Kanban is particularly useful for teams that require a continuous flow of tasks without fixed iteration constraints. It promotes a steady work pace and encourages incremental improvements (Christofi et al., 2024).

3.0 Methodology

Adapting Agile Practices to Leadership and Management

Certain perception and application changes must occur for leadership and management to embrace agile practices. This is why the administrative work within the agile approach is different; it strives to embrace change and be open to feedback (Kahl et al., 2022). Managers should ensure that the information is available to the personnel involved and obtain feedback from such employees at appropriate intervals. This creates openness so that the people in the organization know what is expected of them to support its goals.

However, the most important competency for agile leadership is providing iterative development support. Specialists should encourage systematic meetings to discuss the work results and identify potential issues. One of the ways that leaders can facilitate permanent change is to continually review and modify, as this will ensure that the team continues to improve in response to new conditions.

4.0 Results

Building and leading cross-functional teams

Benefits of Cross-functional Collaboration

Cross-functional teams are characterized by their diverse composition, bringing together members from various departments or areas of expertise (Christofi et al., 2024). This diversity can significantly enhance a team's performance and problem-solving capabilities. By leveraging various skills and perspectives, cross-functional teams are better equipped to tackle complex challenges and generate innovative solutions.

Enhanced Innovation

©2025 *AYDEN Journals*

Original Article

An important advantage of cross-functional teams is an increased level of innovation. There will be situations when individuals with different ideas become part of the same team, and different ideas emerge, annette ideas may be generated (Doz, 2020). Having such diverse thoughts in teams promotes creativity and invites great ideas to address several issues that teams are bound to encounter.

Improved Problem-Solving

An important advantage of cross-functional teams is an increased level of innovation. There are cases when people from different backgrounds are on the same team, and different thoughts come into the mix, and possibly, better solutions are found. Such diversity of thought fosters creativity and brings in imaginative solutions to various issues that teams will likely face.

Faster Decision-Making

Additionally, cross-functional teams often experience faster decision-making processes. Teams can streamline approvals and reduce delays by involving multiple functions in decision-making (Christofi et al., 2024). This efficiency is particularly valuable in fast-paced environments, where timely decisions are critical for maintaining a competitive edge.

5.0 Study Discussion

Effective Team Building and Leadership Strategies

Leaders must employ several major tactics when constructing and managing successful cross-functional teams. First, targets and aims must be defined at the condition that we speak about organizational management (Prange & Hennig, 2019). The concepts focus on the knowledge of the team's common purpose and its members and the alignment of the individual tasks. These objectives must be communicated to ensure that everyone is aligned on the task and subsequent performance goals and determine how to operationalize them.

Fostering Collaboration

One of the major responsibilities of leading cross-functional teams involves teamwork. Managers should ensure free and open interaction to promote team coordination. Constant communication, group tools, and group-created games could be impressive. People can be encouraged to cooperate by applying the principles of social capital within organizations to foster team harmony.

Supporting Team Development

Promoting the development of the self and the team is a high priority for cross-functional teams. Leaders must create avenues through which team members can forge working relationships and enhance positive professional growth (Joiner, 2019). This will entail common features such as training, mentoring, and team-building activities. Developing the skills of the employees within the team not only improves each person's capacity but also the team's overall effectiveness.

6.0 Recommendations/Conclusion

Leveraging Technology for Agility

Tools and Technologies Supporting Agile Work

Technology is a key enabler that facilitates agile work and contributes to organizational agility. Numerous change management enablers and solutions support agile practices, collaboration, and effective information sharing.

Agile project management tools

©2025 *AYDEN Journals*

Software such as Jira and Trello are useful when managing an agile project, as they can assist in tracking the progress of the team and coordinating tasks (Prange & Hennig, 2019). It offers elements such as the possibility to create and design boards, assign tasks, and track progress, which are necessary to apply agile frameworks such as Scrum and Kanban. With the help of these tools, team members can keep a general overview of the work progress and its relevance to the set objectives.

Communication Tools

Some examples include Slack and Microsoft Teams, as well as other packages of communication tools that allow effective communication with team members. These platforms enable features such as chat, file sharing, and collaboration, which are crucial in agile workplaces (Christofi et al., 2024). As a result, these tools enable teams to be up-to-date and prompt in their answers and feedback.

Using Data and Analytics to Drive Agile Decision Making

Business information and analysis are also essential to support quick decision-making. Analyzing data collected from different sources allows organizations to determine productivity, prognosis, and improvement. For instance, analytics may show certain trends in project outcomes or highlight deficiencies and suggest changes. An organization's leaders can apply such knowledge when making choices to help their subordinates accomplish their goals.

Agility at the top level is not a simple one-dimensional concept because it involves using many agile frameworks, developing and managing cross-functional teams, and IT. Therefore, adopting an Agile approach, engaging and involving people, and implementing assistive technologies would ensure that leaders can work through operational turbulence and steer their organizations toward optimism. Therefore, as business becomes more dynamic, leadership that incorporates the ability to respond quickly and effectively shall continue to be a core competency and competitive advantage that sustains long-term business continuity and success.

References

Christofi, K., Chourides, P., & Papageorgiou, G. (2024). Cultivating strategic agility–An empirical investigation into best practice. *Global Business and Organizational Excellence*, *43*(3), 89-105.

Doz, Y. (2020). Fostering strategic agility: How individual executives and human resource practices contribute. *Hum Res Manag Rev. 2013; 30(1):100693*.

Joiner, B. (2019). Leadership Agility for Organizational Agility. *Journal of Creating Value*, *5*(2), 139-149.

Kahl, J., de Klerk, S., & Ogulin, R. (2022). Agile Strategies for Middle Managers. *Management Decision*, *60*(1), 146-166.

Prange C, Hennig A. 2019. From strategic planning to strategic agility patterns. *Journal of creating value*, *5*(2), 111-123.

©2025 ***AYDEN Journals***

Original Article

©2025 ***AYDEN Journals***