People that lead teams and organizations that are on a DevOps journey sponsor development of generative culture, support their teams and inspire actions to continuously transform their teams to higher levels of organization performance.

**Transformational Leadership**
Project a vision, provide intellectual stimulation, inspire collaborative communication, support specific behaviors and pro-actively recognize personal behaviors.

**Becoming a DevOps Organization**
Engage early adopters in small cross-functional teams with shared goals to improve flow of their value streams using small batch sizes, tools and incremental processes.

**Unlearning Behaviors**
Fearlessly let go outdated information, work without bias to enthusiastically take in new information that improves effective decision-making and improve flow of work.

**Measure to Learn**
Employ value-stream mapping to visualize flow, determine metrics and current state of value-added tasks and waste to guide improvements.

**Measure to Improve**
Use metrics and future state value stream mapping to identify improvement opportunities in People, Process and Tools.

**Models and Organization Designs**
Design the organization aligned with the vision and improve communication between cross-functional teams using concepts from Target Operating Models, Conway’s Law, SAGe, and Spotify.

**Articulate and Socialize Vision**
Passionately champion a vision with support from top management. Relentlessly promote changes across the organization incrementally to effect changes.

**Energy and Momentum**
Well-led DevOps teams achieve more frequent, secure, quality code deployments, faster lead time from commit to deploy, faster MTTR, lower change failure rates, and team satisfaction.

**Benefits**
Evangelize measurable business outcomes gained with the improved value stream while honestly contrasting prior performance.

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