**The frAGILE Manifesto**

*Where satire meets strategy. We laugh, then we learn.*

## 💬 The Satirical Values (with a grain of truth)

* ▶ Individuals and interactions OVER over results and accountability

Satire: We vibe well in meetings. No one delivers, but everyone feels heard.

Insight: Assign owners after meetings. Being kind and clear aren’t opposites.

* ▶ Working software OVER over comprehensive documentation

Satire: If it’s not in the 85-page Confluence doc no one reads, did it even happen?

Insight: Document what's reusable and painful to forget. Skip the fluff.

* ▶ Customer collaboration OVER over loudest stakeholder wins

Satire: Especially the one who just joined the project last week.

Insight: Build structured feedback loops from real customer input, not just hierarchy.

* ▶ Responding to change OVER over delivering anything concrete

Satire: We pivot so fast we end up right where we started — just in a different Epic.

Insight: Reflect on changes before re-scoping. Timebox pivots.

## 📜 The Principles of frAGILE

* • Working software is optional. A well-written status update is not.

→ If updates take more effort than progress, you’ve lost the plot.

* • The most valuable outcomes are slide decks. Always slide decks.

→ Make decks optional. Clarity is mandatory.

* • Change is constant — requirements, scope, and leadership reset biweekly.

→ Anchor change to goals, not leadership churn.

* • We favor alignment meetings about alignment.

→ Try fewer meetings, more shared understanding.

* • Velocity is king. Unless it drops. Then we hide the burndown.

→ Velocity is a signal — not a scoreboard.

* • Retrospectives are for venting, not changing.

→ Turn one vent into one small improvement.

* • Done is a mindset. Not a milestone.

→ Define done. Celebrate it. Don't move the goalposts.

*We don’t run Agile. We run frAGILE. And that’s okay.*