

Why Businesses Need to Be Agile in 2026 and Beyond?

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Yesterday, I had the chance to speak at an event hosted by ServiceRocket at the Atlassian office in BGC, Taguig. The topic? How Businesses Can Be Agile. It was a room full of senior leaders. From government agencies to banks and startups. And let me tell you, the conversations were eye-opening. After the session, especially after the Q&A, I walked away thinking: we still have a long way to go with Agile.



Let's Be Honest: 'Agile' Still Feels Like a Buzzword

Not just in terms of implementation, but in understanding what it really is, and more importantly, why it matters more than ever in 2026. So I'm writing this down while it's still fresh. I asked the audience one simple question: 'What's the first thing that comes to mind when you hear the word Agile?'

Most said tools like Jira or frameworks like Scrum. A few brought up processes. That's fair. But it also shows where the problem lies.

Agile has been around for over 20 years. And still, most people see it as a system, a thing you implement, rather than a way of thinking.

One executive even asked, 'If we stopped using Jira, does that mean we are not Agile anymore?' Good question.

And the answer is: No. If your team loses Jira or Scrum and falls apart, then you were never Agile to begin with.



Is Agile All About Speed?

Let's clear this up: Agile is not about moving fast. It is not about who can finish the most tasks in the shortest time. Agility is about not crashing while changing lanes. It's about adapting quickly and safely to change. That change could be anything. From a shift in customer behavior, a sudden market disruption, a new competitor, or even government regulation. The world doesn't wait anymore. If your business responds slowly, you are already behind. You just don't know it yet.

So, What Is Business Agility?

In simple terms, business agility is the ability to respond to change while continuing to deliver value. Not once. Not twice. But continuously. It is about:

- Being **competitive** even when everything around you shift.
- Having a team that doesn't freeze up when a **strategy** changes mid-quarter.
- **Leadership** that can pivot without spiraling into chaos.

And yes, it starts with mindset, not a mere framework or checklist.

Why This Matters in 2026 (and Beyond)

The pace of change today is brutal. You have got AI, automation, remote work, new platforms, economic instability, you name it. Add to that customer expectations that evolve monthly. It's not just about software or IT anymore. Agile thinking has to cut across every department, such as marketing, HR, compliance, and operations. We cannot afford slow, linear planning anymore. The two-year Gantt chart is dead. So is the idea of launching something and hoping it works.

The market will shift before your plan does.



Real-World Example: The Flood Control Project

One example I shared in my talk was the government flood control project. It used a classic waterfall approach. A big plan, big budget, years of execution, zero feedback loops. The result? Flood control structures were built, but no one cared about the quality, cost, and stakeholder engagement. The roads were still underwater. Citizens were still angry. Why? Because the system was flawed, there was no honest feedback mechanism; the ways of working had no sense of responsibility and accountability towards the outcome.

The mindset itself is flawed, and it was too late when people finally realized it. Imagine if that same project had been built with Agile thinking? Think: short iterations, frequent feedback, and collaboration with real stakeholders – **the citizens**. Things would have looked very different.

The Resistance Is Real

One thing that came up again and again during the event was resistance. Not just from employees, but from the top.

Some leaders are still unsure if Agile is “**worth it**”. Others are waiting for perfect conditions — budget approval, full alignment, complete clarity. But here’s the thing: Agile is the response to uncertainty.

Most teams wait for things to settle before making changes, but by then, it can be too late. Agile gives you a way to adapt while things are still moving, so you are not stuck reacting after the fact.

And unless executives lead the charge, the change won’t stick.

Okay, So How Do Businesses Become Agile?

This came up in the Q&A. Everyone asked: ‘Where do we even start?’

Here’s what I told them, and what I’ll share with you:



Start with leadership commitment

You cannot just 'go Agile' from the middle. Leaders have to set the tone. Make it clear that agility is the way forward, and not just optional. Get rid of the idea that this is just an IT project. This is for your organization's overall efficiency and growth hacking.

Start small, then scale

Don't launch a company-wide Agile transformation overnight. Approach Agile with clarity and purpose, meaning start small.

Pick one team. One workflow. One product. Get quick wins. Then scale.

This helps you better control the process, rather than overwhelming your team and yourself.

Invest in people, not just tools

Agile is a **mindset** shift. That means coaching, workshops, and letting people unlearn the old ways.

Tools like Jira or Notion help, but they are just enablers. The real shift happens in how teams think and work. This mindset also helps you build a strong team that can face and resolve challenges, not a tech stack that falls apart when things change.

Align structure, processes, and tools

Make sure your org design supports agility. Siloed teams can't be Agile. Neither can workflows take months to approve changes.

- **Simplify** where you can.
- Create **cross-functional** teams.
- Kill **unnecessary** red tape.

This also allows you to explore issues when they happen fast and resolve them.



Inspect, adapt, and measure progress continuously

Agile is an ongoing cycle, rather than being a one-time shift. Once teams start delivering differently, they need to pause, inspect what's working, and adjust. This includes measuring actual value delivered, not just task completion. Metrics should reflect outcomes that matter, such as:

- Improved response time
- Better alignment
- Customer satisfaction

This allows you to adjust and improve early if something is off. That's how real transformation sticks.

What We Learned from the Event

This talk wasn't just about sharing. I learned a lot from the people in the room.

- Many executives are hungry for change but don't know where to start.
- Some fear backlash or failure from past attempts.
- A few are stuck thinking Agile only applies to dev teams.

But the interest is there. The energy is there. And with the right push, I think we'll see a wider shift in how businesses operate here in the Philippines.

Also, a small plug, I wore our Myridius shirt proudly that day. It was a reminder to myself and the audience that we are here to help drive this change, not just talk about it.

How Myridius Leads from the Front

At the event, I wasn't just sharing ideas. I was representing a team that actively helps organisations put Agile into practice.

Myridius has been in the trenches with companies trying to make sense of what Agile really means for them.

And we have learned this: frameworks don't drive change—people do, and here is why we stand out:



We start with mindset *shifts*

At Myridius, we focus on helping teams understand Agile as a mindset, not a process to follow.

That means working with leaders to shift:

- How decisions are made
- How teams interact
- How work gets prioritized

Coaching over *one-off* training

We don't do drop-in workshops that disappear after a day. Instead, we coach teams over time, through challenges, asking the hard questions, and building small wins into lasting habits.

Making Agile work *outside* tech

Agile is not just for software teams. We have applied the same thinking to projects in government, finance, and even infrastructure. As I explained before, during my talk, I used the flood control example to illustrate this.

Working *across* teams and industries

From startups to banks to public sector organizations, we have helped different teams break down silos and move with more clarity.

Practicing what we *teach*

We apply **Agile** in our own work, too.

We run retros, iterate on our processes, and adjust how we collaborate.

Whether we are working with a client or preparing for a talk like this one, we use the same principles we recommend to others.

And that makes us a **reliable team**, too.





Final Thoughts

Businesses that can't adapt will fall behind. Teams miss shifts in customer needs, waste time building the wrong things, and struggle to respond to change. Agile shortens all these and keeps teams aligned with real-world priorities.

In 2026 and beyond, the most successful organizations won't be the biggest or the oldest. They will be the ones who adapt, learn, and respond faster than everyone else. And that doesn't start with tools. It begins with people, leaders willing to question old assumptions and teams ready to work differently.

If your organization is still asking,
'Should we go Agile?'
you are already behind.

The real question is:
How Fast can we
learn to be Agile
enough to survive
the next change?



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