10 Steps to a Successful Enterprise Agile Transformation - the Precipitous Path to Predictability!
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Accelerate Agility
Transformation | Training | Coaching
• At your table, think about what you have experienced/seen in your Agile enterprise transformation
• If you were asked to list 3 - 5 significant steps for an enterprise Agile transformation, what would they be?
• No right or wrong, just base it on your experience
• Be prepared to present!

ACTIVITY: Enterprise Transformation Steps
The goal for the transformation cannot be to do Agile. Understanding and communicating the business objectives that will be achieved with the transformation is a critical first step.

Through Agile training and coaching, teams and leadership are equipped with new techniques and an understanding of how Agile works.

Ownership of processes are transferred to an empowered team and a culture of continuous improvement is put in place.

Teams harden these newly learned practices and become more disciplined in order to deliver working product in a predictable and iterative manner.

Once the teams become disciplined and predictable, we can focus on team and organizational improvements to optimize across the full delivery cycle and shorten time to market.

Agile will begin to permeate throughout the organization and executive leadership, enabling empowered teams and adaptive leadership to respond to ever-changing market demands as they have transformed to an organization with true Agility.
STEP 1: SitRep

“Awareness is the first step to action.”
- Derick Virgil
Business Process & Value Streams

Pain Points & Potential Issues

Gemba Walks
STEP 2: Transformation Goals

“A goal properly set is halfway reached.”
- Zig Ziglar
Business Owners & Stakeholders

Specific & Measurable

Baseline Data Collection

Transformation Backlog
• At your table, brainstorm some possible **transformation goals** from your specific context

• List 2 - 3 examples on post-it notes

• Be prepared to present!
“Alone we can do so little, together we can do so much.”
- Helen Keller

STEP 3: Agile Champions
Agile CoE

Executive Steering Committee

Internal Advocates
“Only when your intent and actions are in alignment can you create the reality you desire.”
- Steve Maraboli
Organization and Solution Alignment

- Org Changes
- Cross-Functional
- Empowered Teams
- PSPI Predictability
- Backlogs - Portfolio, Program, Team
- Stable Velocity
- Flow Work to Teams
- Short Iterations
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Path to Agility
“The inventors of tools enhance civilization, but the author of ideas enables them to invent.”
- Toba Beta

STEP 5: Agile Practices
Build the Ecosystem

Minimalist Approach

Agile Tooling

Culture Change - 1 Habit at a Time
STEP 6: Rollout Strategy

“Leaders establish the vision for the future and set the strategy for getting there.”
- John P. Kotter
“Change is the end result of all true learning.”
- Leo Buscaglia

STEP 7: Agile Training
Your training offering might include courses such as Intro to Agile, Agile Immersion, User Stories, Kanban, Scrum, Scaling Agile, ScrumMaster, Product Owner, Dev Team (includes software developers, QA, architects, etc.), BA, Agile Program Manager, Agile Product Manager, Agile Manager, Prioritization Techniques, Agile Mindset – cultural shift in how to think in Agile terms, Tool-specific training, Agile Planning, Kicking Off Agile Projects, Agile Leadership, Agile tooling, Etc.
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STEP 8: Transformation Artifacts

“Our prime purpose in this life is to help others.”
- Dalai Lama
Transformation Artifacts

Agile Framework Diagram
Agile Ceremonies Guide
Vision Template
Scaling Agile Guide
Roadmap Template
Course Schedule
Course Descriptions
Release Plan Template
STEP 9: Team Coaches

“Setting an example is not the main means of influencing others, it is the only means.”
- Albert Einstein
Embed Team Coaches

Identify high-profile projects or organizations that would benefit from an embedded coach. Hire/Source the coach.

Their Mandate: achieve the transformation goals!

Guide team on their Agile journey, encourage Agile behaviors, and create a positive “we believe” culture.
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ACTIVITY: Team Coaches

• At your table, brainstorm the following: **How does a Coach help his/her team achieve greatness** if they are not even “playing the game” themselves?

• Be prepared to present!
STEP 10: Measure & Adapt

“The measure of who we are is what we do with what we have.”
- Vince Lombardi
Instruments, Procedures, Systems

Measure & Adapt

Agility Assessments
Wrap
10 Steps to a Successful Enterprise Agile Transformation!

1. SitRep - understand the situation
2. Establish transformation goals
3. Build an Agile Champions team
4. Align the systems (organizations and solutions)
5. Institute Agile practices
6. Define the rollout strategy
7. Deliver Agile training
8. Create supportive transformation artifacts
9. Embed team coaches
10. Measure & adapt - continuously
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ADDITIONAL STEPS: DevOps, Continuous Delivery, Validated Learning, Experiment-Driven Development, Business Agility, etc.
"You must be the change you wish to see in the world.”
- Mahatma Gandhi

The change begins with you!
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