

The structure of an agile organisation

A business agility primer

Evan Leybourn

Scrum Gathering Singapore, 2017

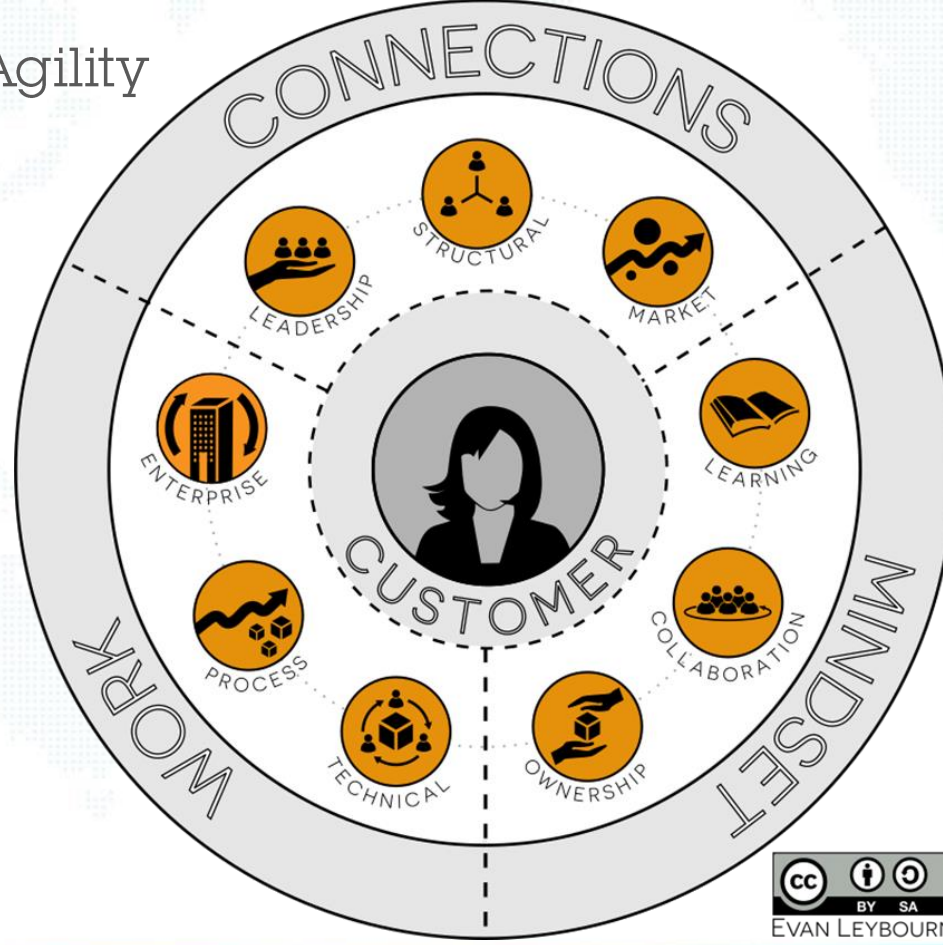
Start with why!

A Call to Action

With apologies to Elliot Goldratt

Evan's Theory of Agile Constraints

Domains of Business Agility



The structure of an agile organisation



VALVE ORGANIZATIONAL CHARTS

(AS ENVISIONED BY EMPLOYEES)

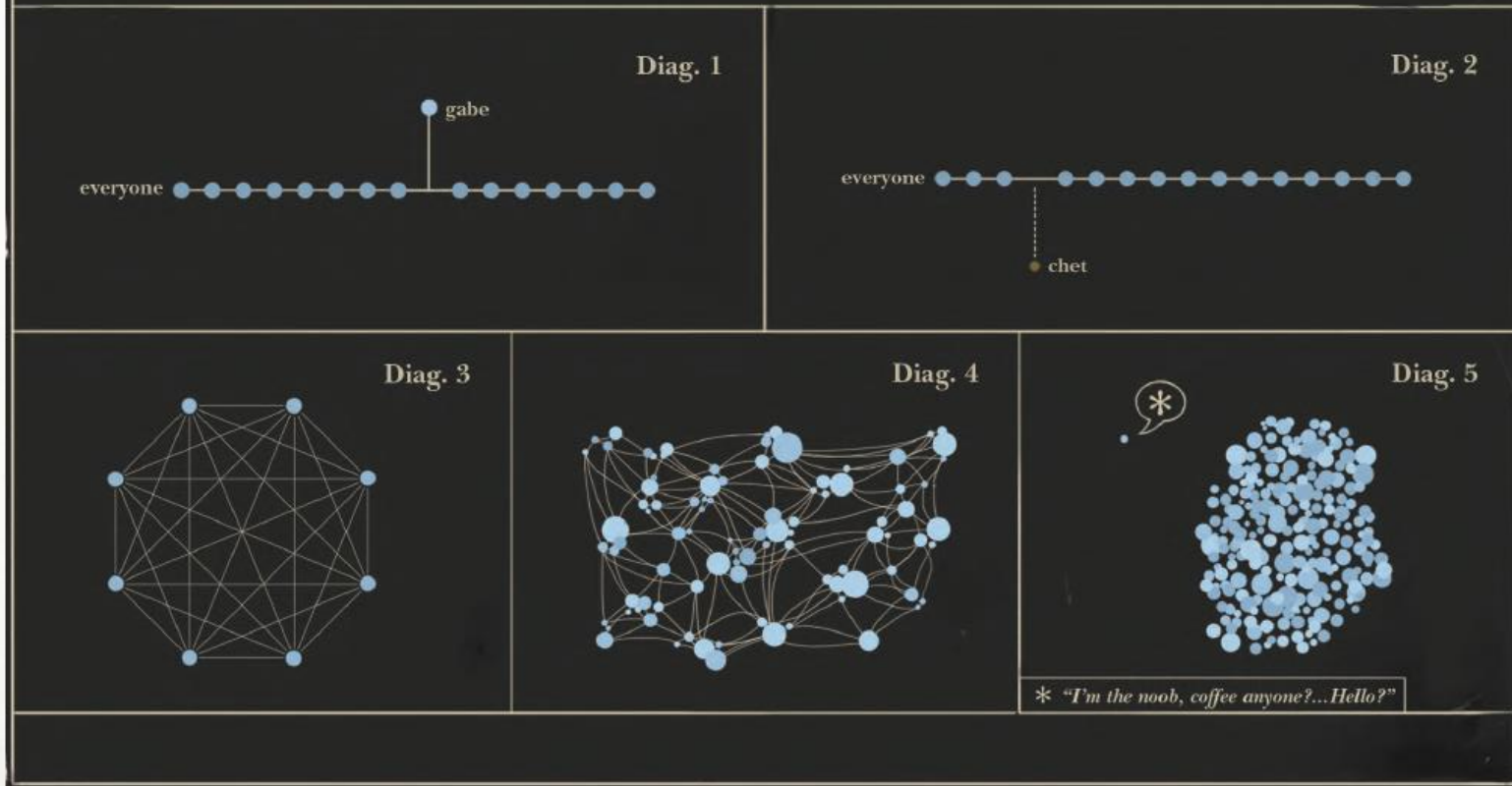
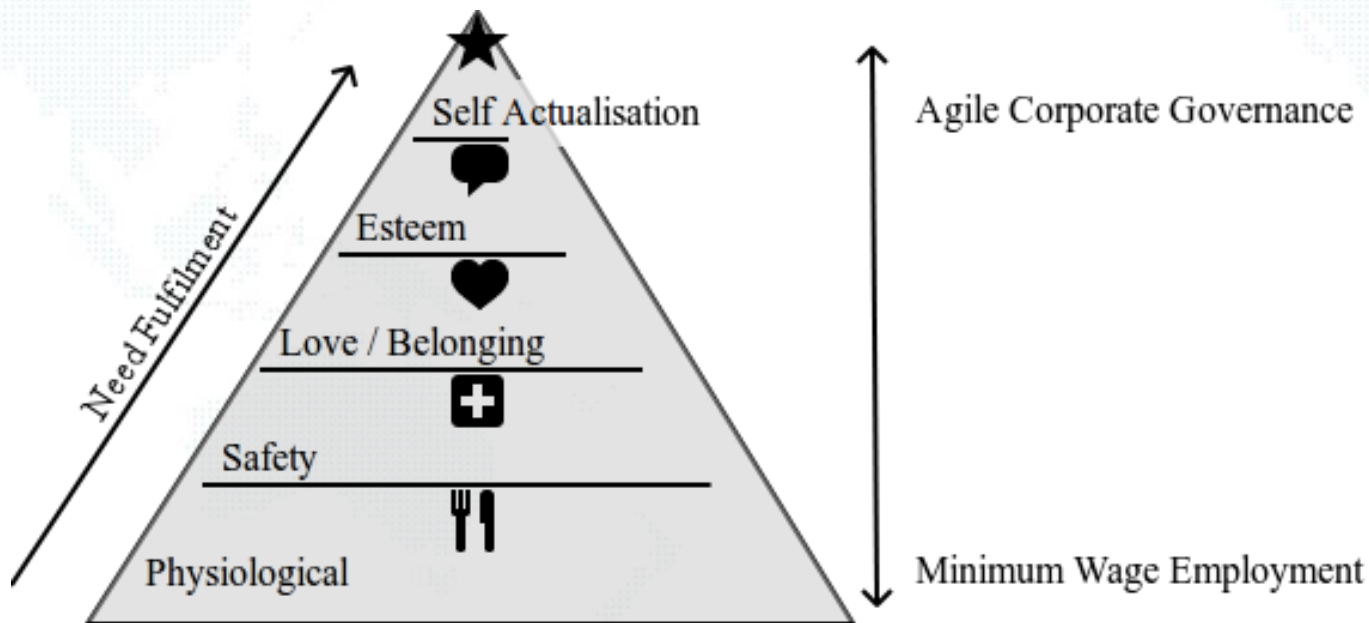


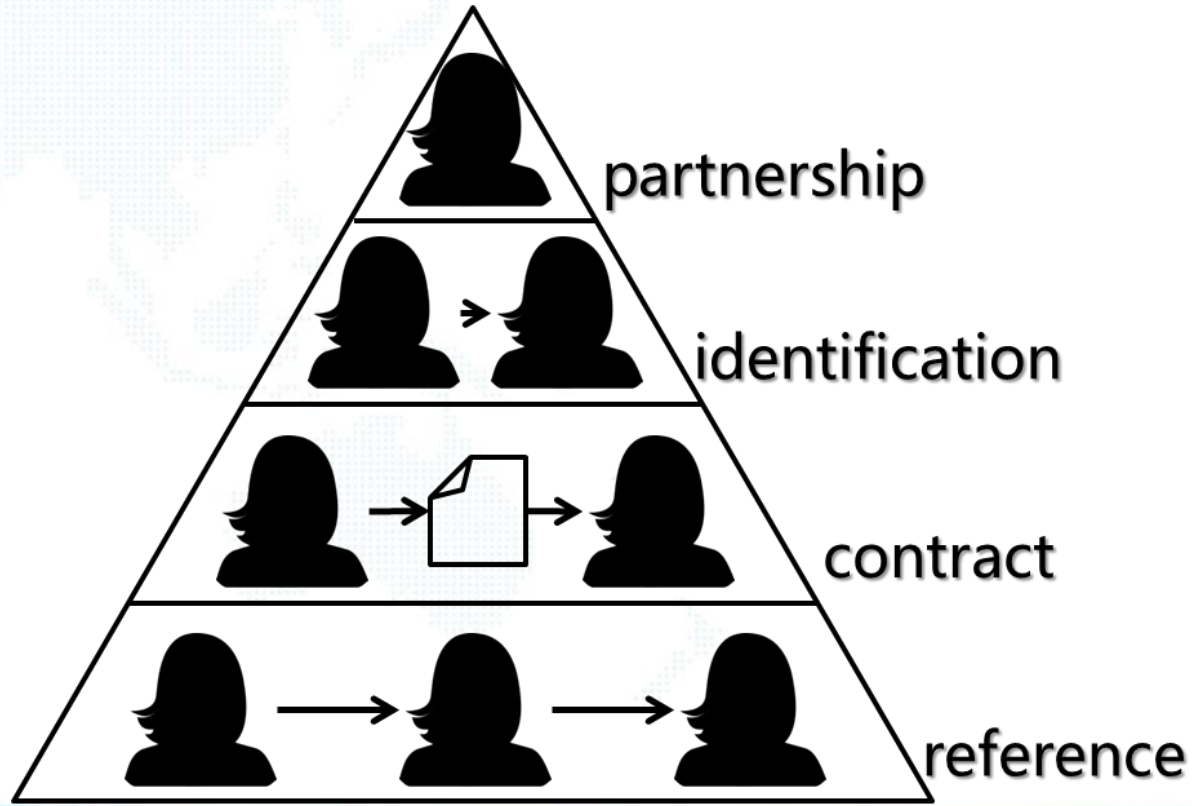
Fig. 1-3

Squad structure

Squad Name					
Squad Mission					
Leader <small>(Name of squad leader)</small>		Classification <small>(Stable / Temporary / Mobilizing)</small>		Context <small>(What would the squad be responsible for)</small>	
Name of squad leader		Stable / Temporary / Mobilizing		What would the squad be responsible for	
Size <small>(Size, geography)</small>	Relationships <small>(Key upstream & downstream relationships)</small>			Skills <small>(Specific details to support the Squad)</small>	
Size, geography	Key upstream & downstream relationships			Specific details to support the Squad	
Squad Outcomes					Business Units
Outcome	Measure	Baseline	Target	Dependencies	Which business units make up this squad
Outcome #1	Measure	Baseline	Target	Links	Which business units make up this squad
Outcome #2	Measure	Baseline	Target	Links	Cadence <small>(How frequent and when?)</small>
Outcome #3	Measure	Baseline	Target	Links	Stand-up: Daily @ 10:00 Retrospective: TBC Smash: Ad-hoc



Understanding trust



“Sometimes you just have to jump out the window and grow wings on the way down.”

Ray Bradbury, 1995



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