Agility Transformation Case Studies

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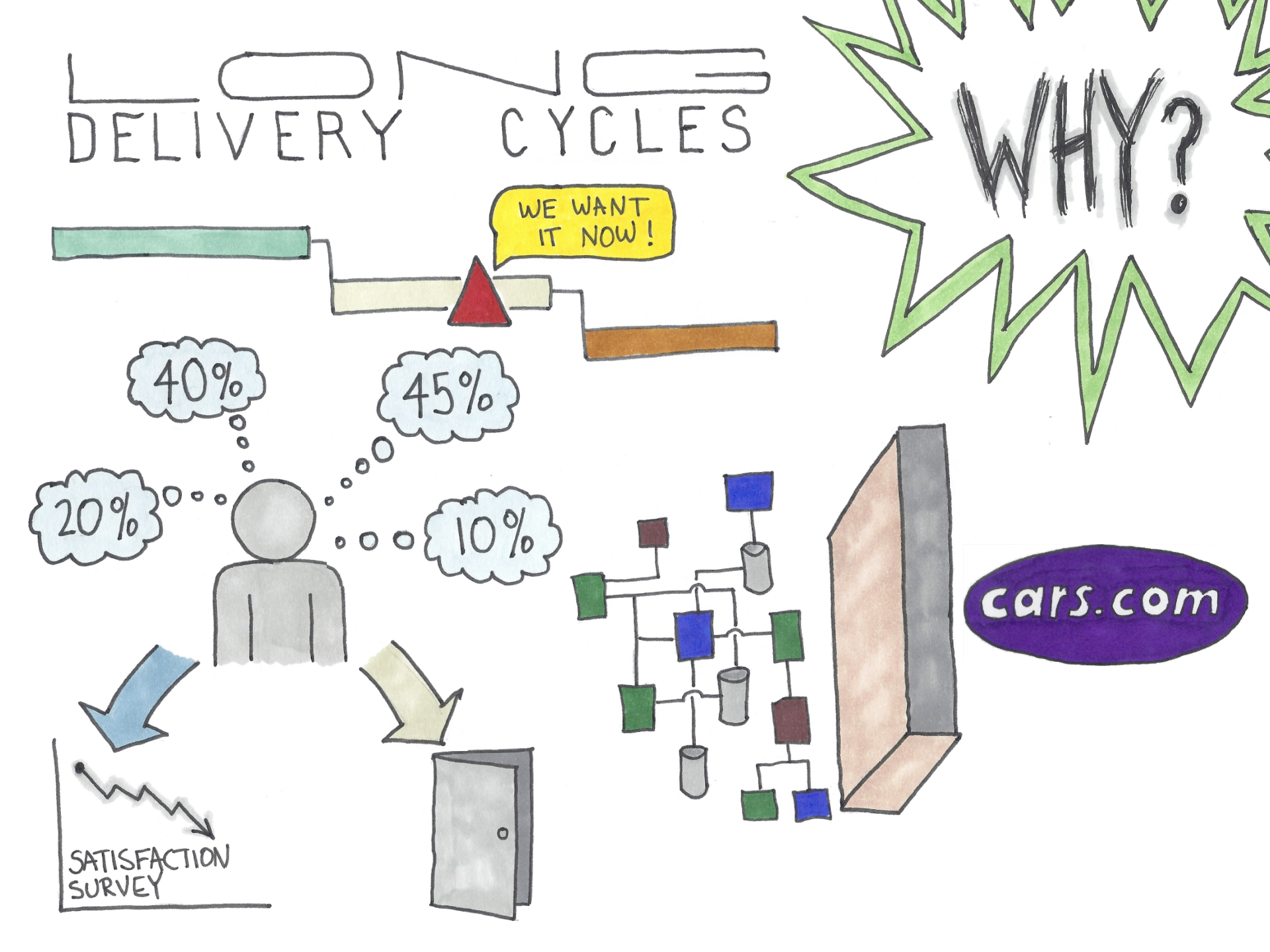
www.illustratedagile.com

Si Alhir @SAlhir

http://salhir.wordpress.com

Len Lagestee (@lagestee) is an experienced software and web development practitioner. In 2004, Len found his passion with Agile methodologies and became a coach, mentor, and evangelist. In 2010, he joined Cars.com as the Agile Practice Manager, taking an active role in the transformation from waterfall methodologies to Agile. With this role, he had seven Scrum Masters/Agile Coaches on his team. Recently, Len has become a full-time Agile coach with SPR/Redpoint Technologies (http://www.redpointtech.com). Len is a Certified Scrum Master and provides insight into agility, leadership, team building, and organizational change on his blog, http://www.illustratedagile.com.

Si Alhir (@Salhir) has over 30 years of proven experience in transforming organizations by synergizing business and technology around proven industry-recognized and organization-tailored principle-based practices. He leverages a broad and deep background to enable individuals, groups, and organizations to actualize their potential and achieve an enduring competitive advantage. He is a CultureSync Approved Tribal Leader, Certified Lean Six Sigma Master Black Belt, Certified Scrum Master, Certified Project Management Professional, IT Project Management Certified Professional, and e-Business Certified Professional. Si is also the author of three books and contributions to the Encyclopedia of Software Engineering.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THE APPROACH

PHASE 1 CONTEXT

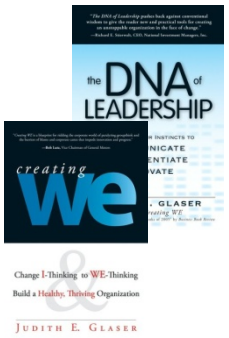
Engage and Energize

PHASE 2 FOUNDATION

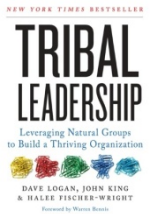
Experience and Elaborate

PHASE 3 EVOLUTION

Evolve and Embody

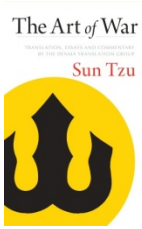


Leadership & Culture

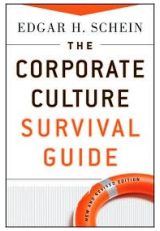


Leadership & Culture

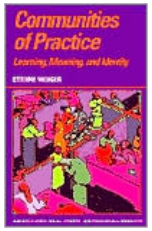
Agility



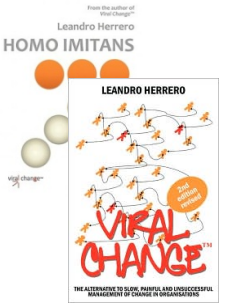
Coaching



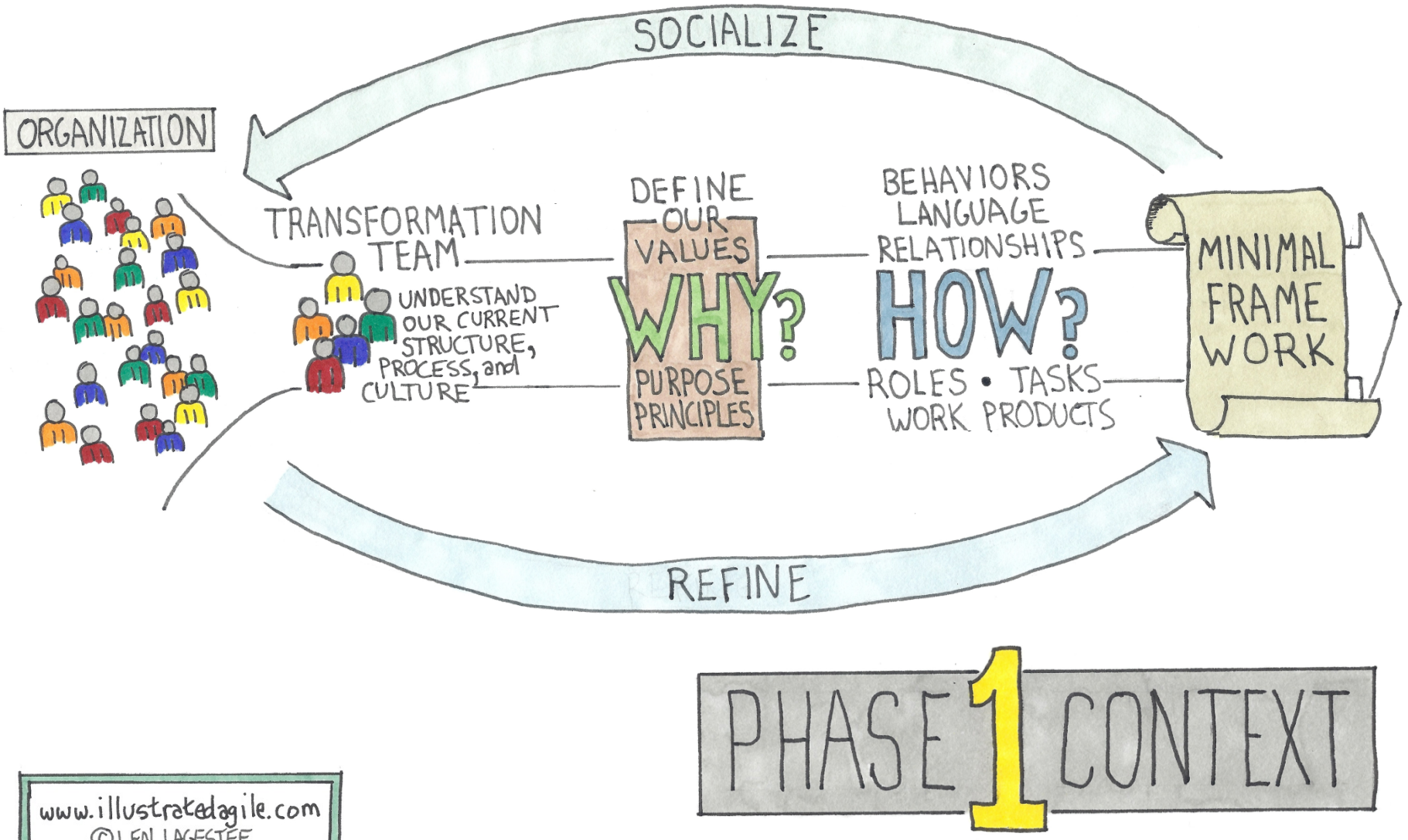
Culture



Community



Transformation



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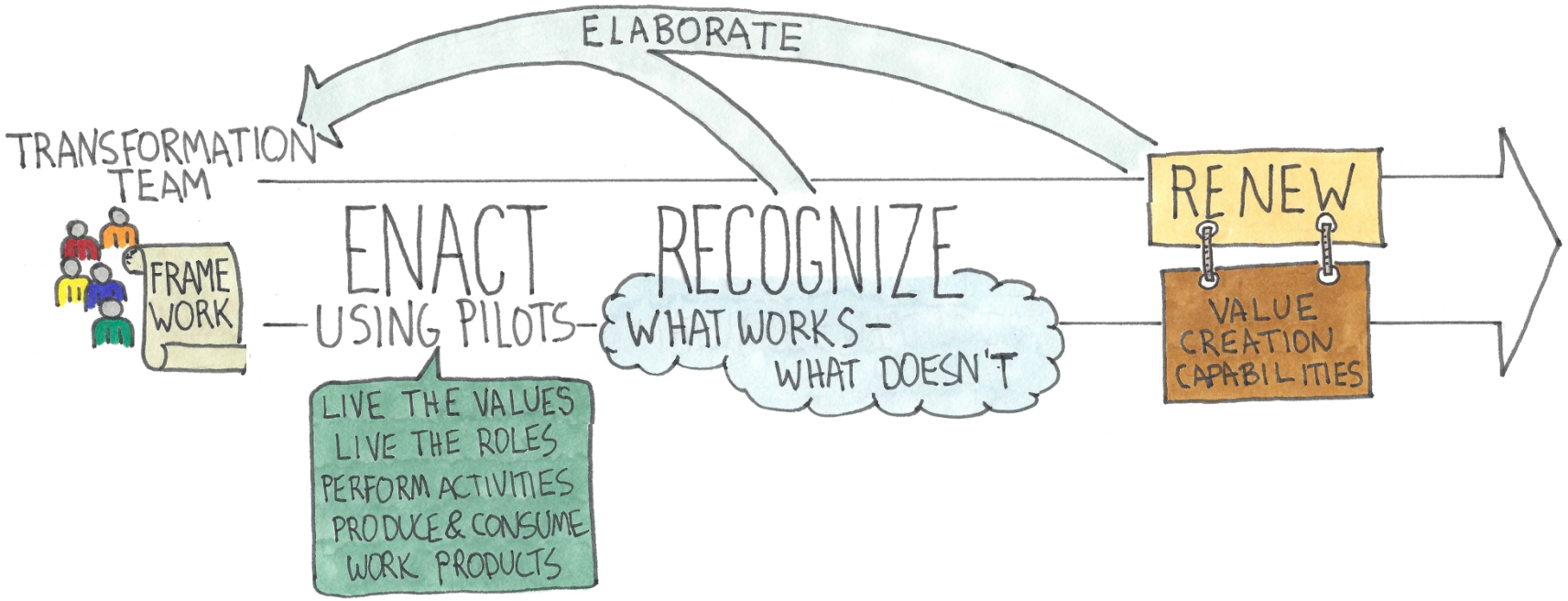
PHASE 2 FOUNDATION



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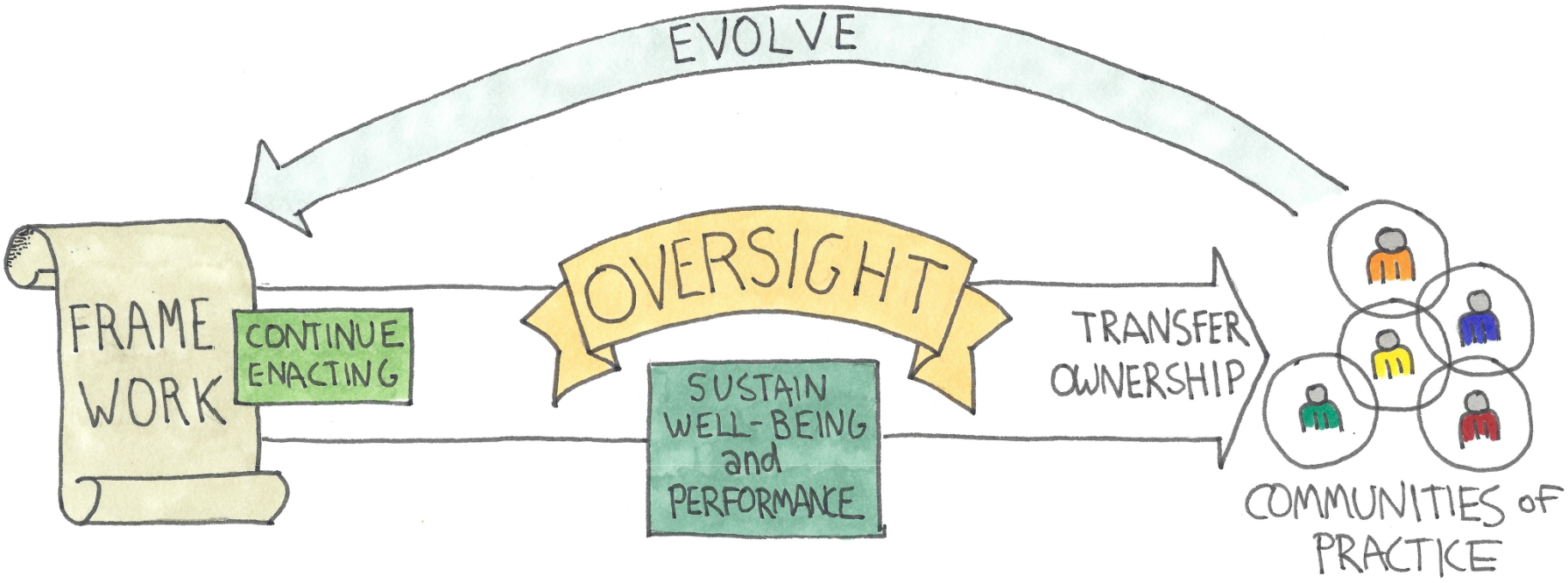

PHASE 3 EVOLUTION

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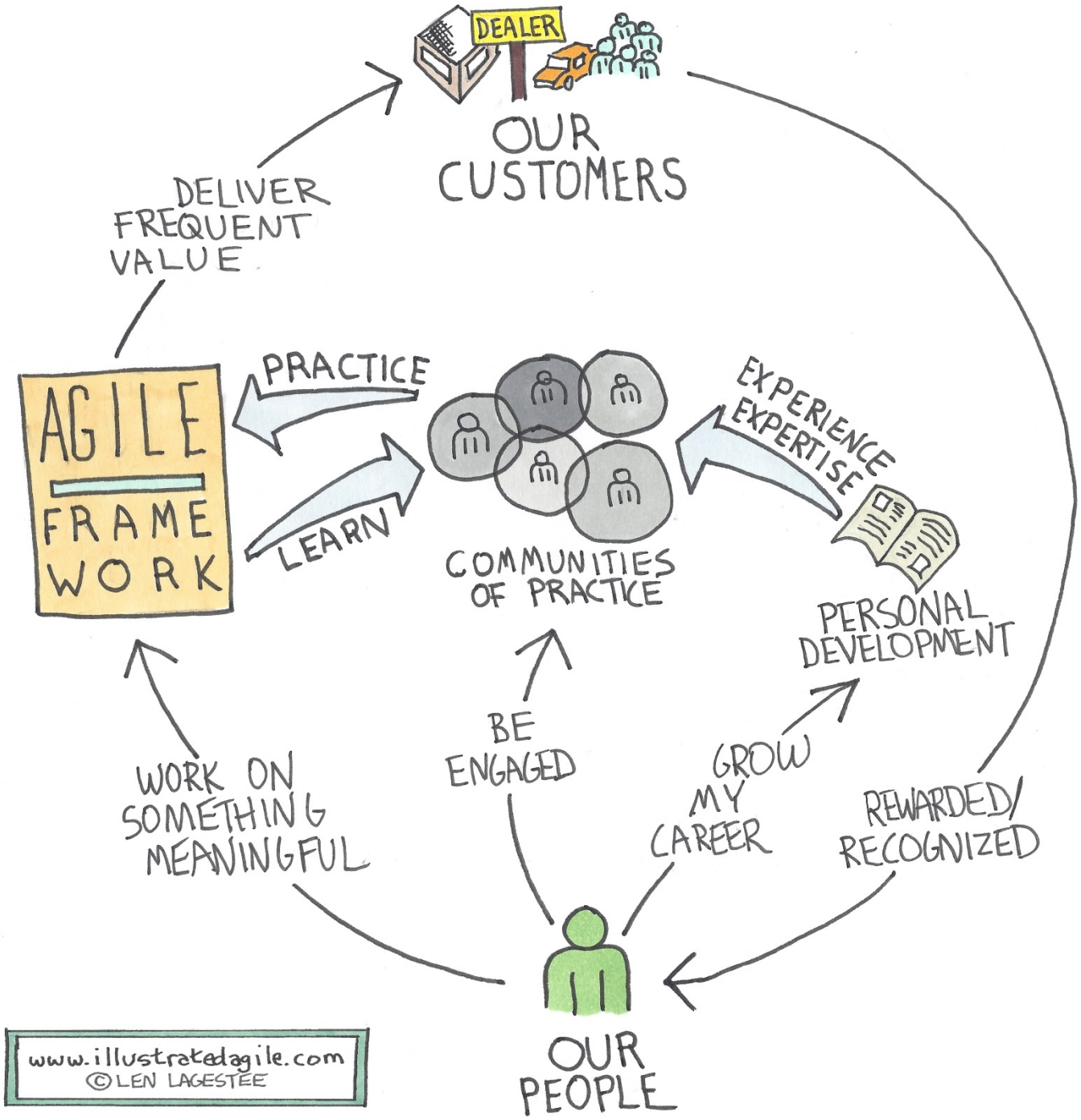
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AGILE
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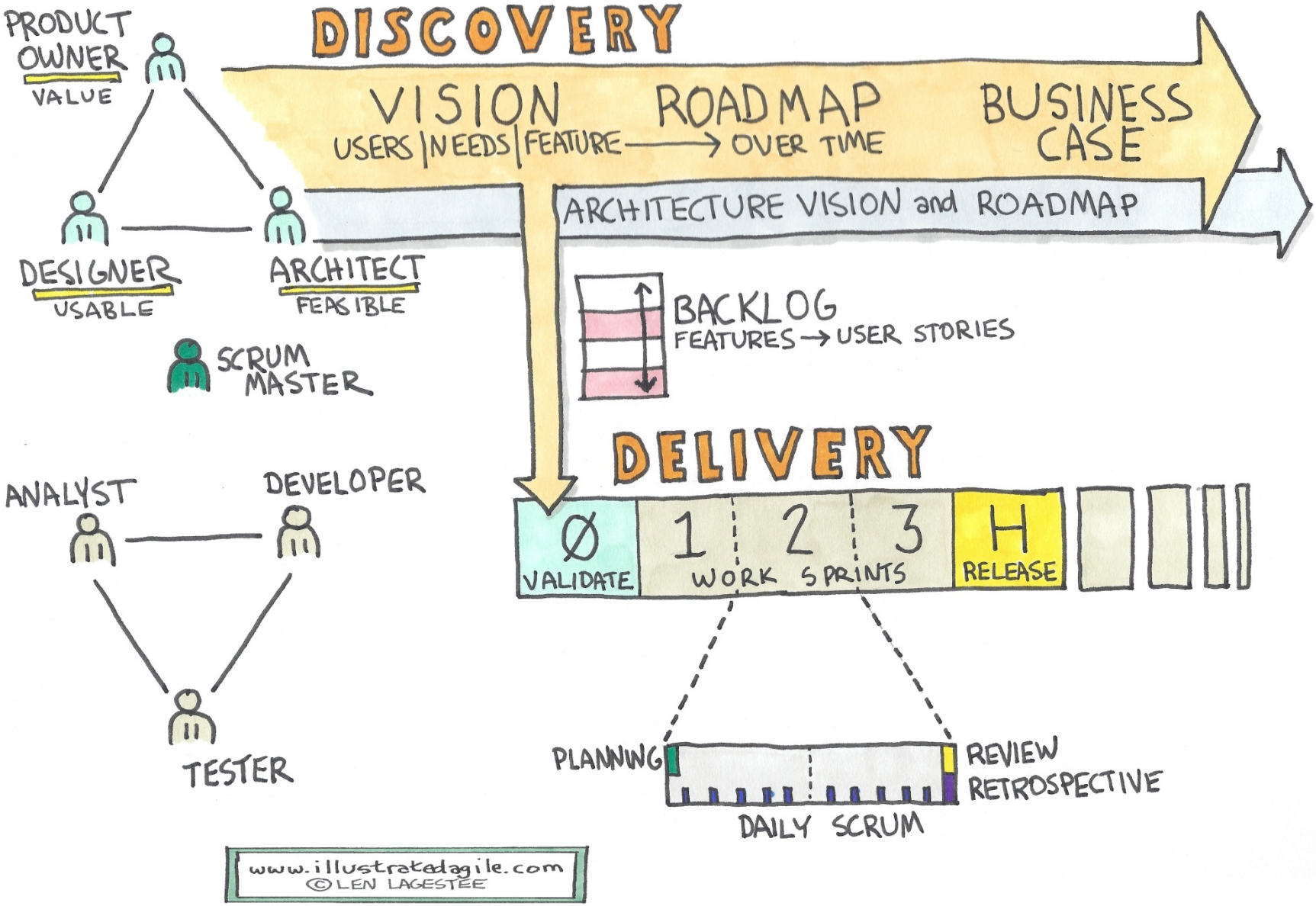
TEAM AGILE FRAMEWORK



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SENIOR LEADER

OVERSIGHT / DIRECTOR

PRODUCT OWNER + TEAM

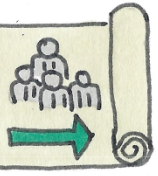
ENCOURAGE & **MONITOR**

REMOVE BIG IMPEDIMENTS

IMPLEMENT and DELIVER

SUPPORT

PLAN



-PREPARE-

DISCOVERING

CREATE THE VISION

PARTNER

Learn

SHORT TERM | MID TERM | LONG TERM

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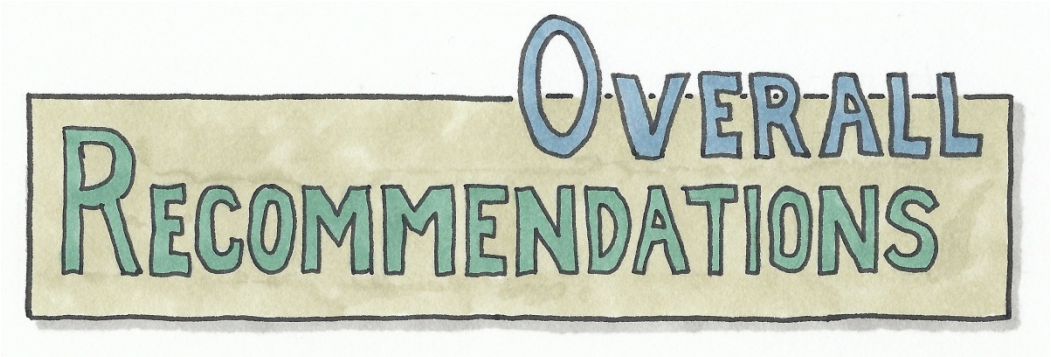


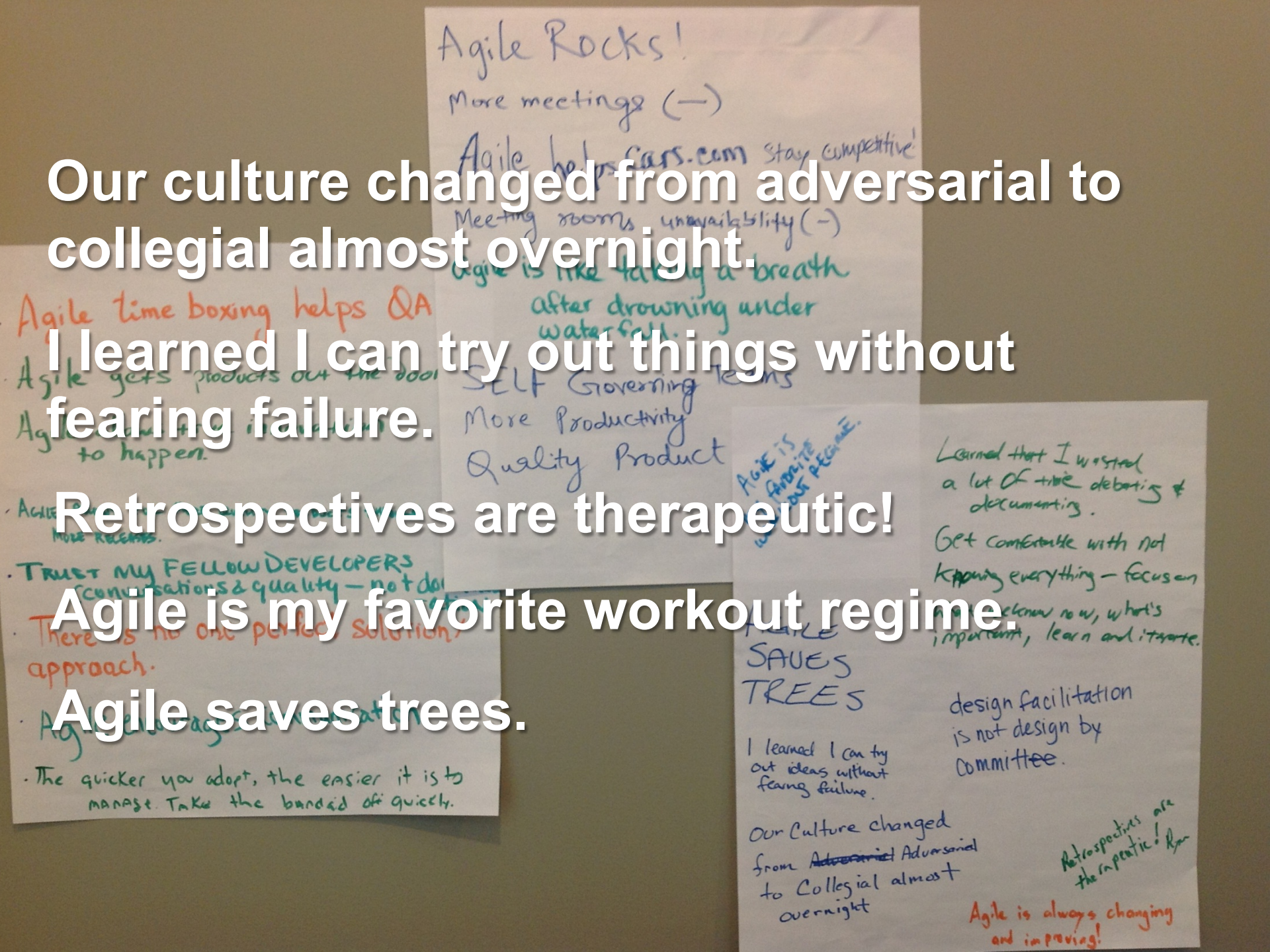
Make the Move to Dedicated Teams

It Is Not Just a Technology Transformation

Prepare for Bad DNA to Be Exposed

Maintain Persistent Focus on the Role Communities

Become a Value-Centric Culture Instead of a Project-Centric Culture



Our culture changed from adversarial to collegial almost overnight.

I learned I can try out things without fearing failure.

Retrospectives are therapeutic!

Agile is my favorite workout regime.

Agile saves trees.

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