



**10 Steps to a
Successful
Enterprise Agile
Transformation -
the Precipitous
Path to
Predictability!**

***Not For The
Faint of
Heart!***

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Accelerate Agility
Transformation | Training | Coaching



ACTIVITY: Enterprise Transformation Steps

5

- 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!

HANDOUT



Align

Learn

Predict

Accelerate

Adapt

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.

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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.

STEPS 1 - 4

Status Quo



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Chaos & Resistance

Integration & Practice

New Status Quo

Path to 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

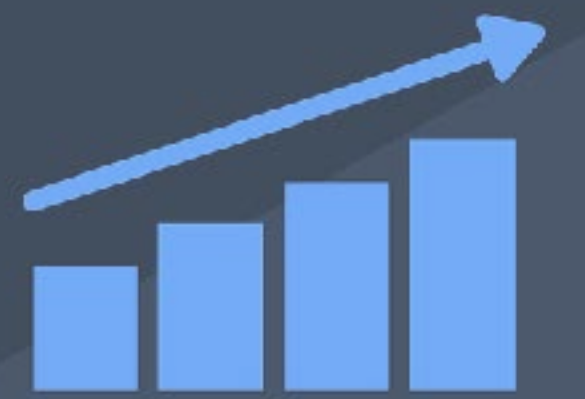


“A goal properly set is halfway reached.”
- Zig Ziglar



Business Owners & Stakeholders

Specific & Measurable



Baseline Data Collection

Transformation Backlog

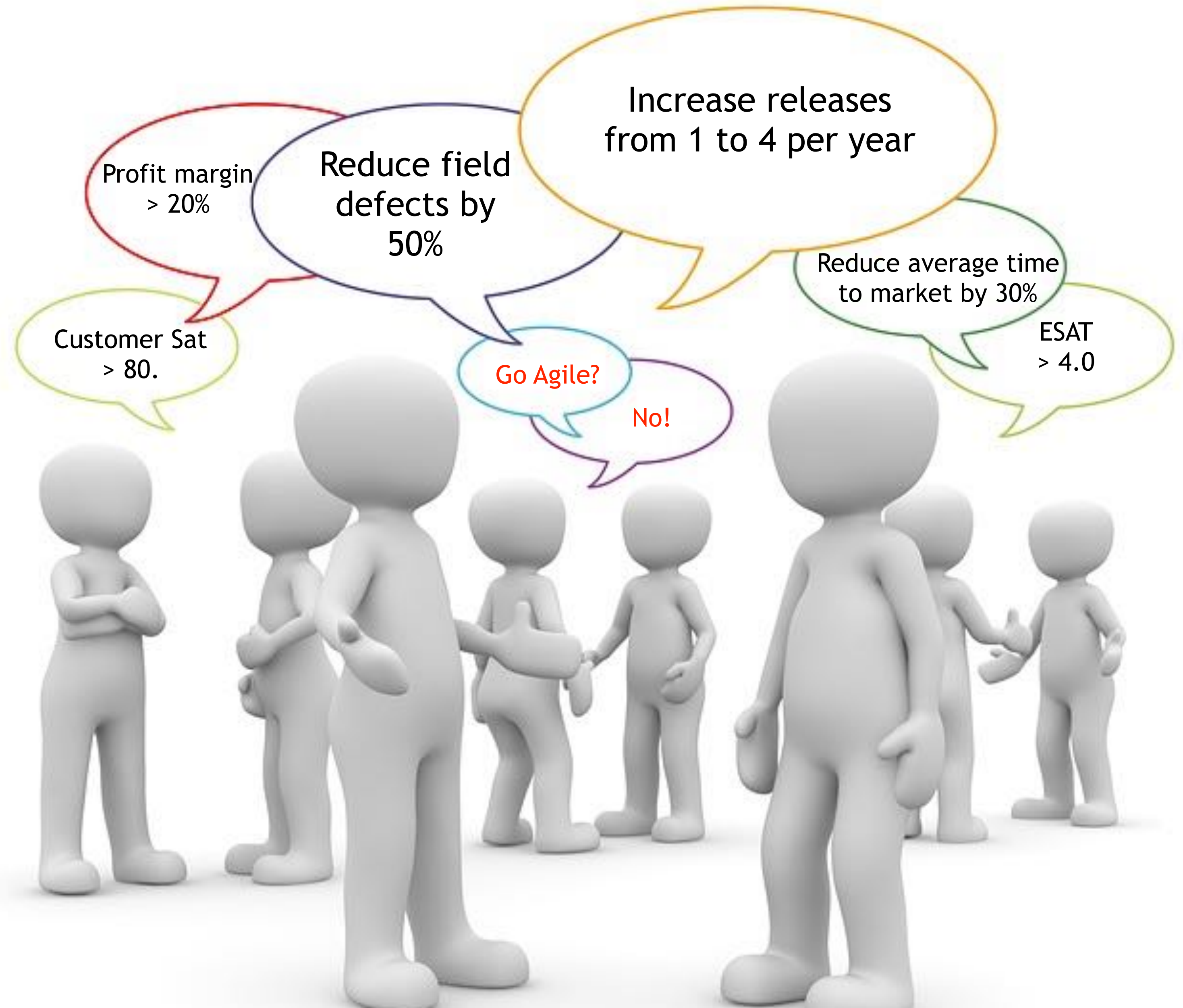
Todo



ACTIVITY: Transformation Goals

3

- 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**

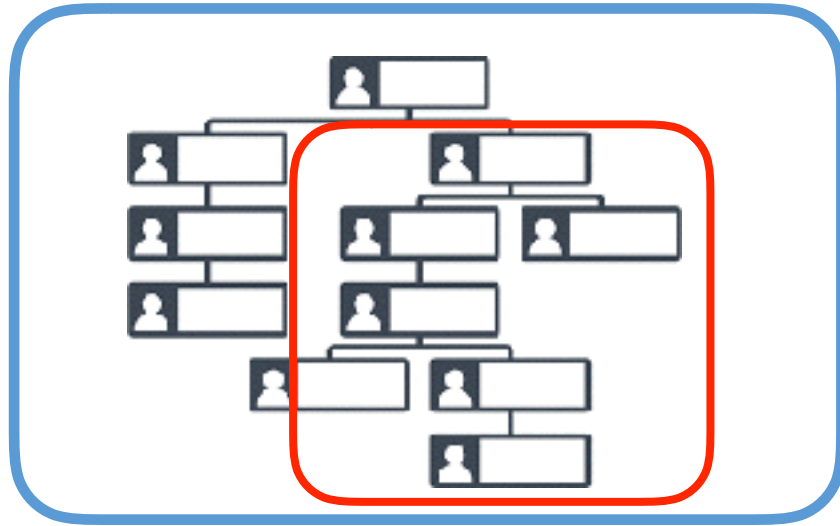


Internal Advocates

STEP 4: Systems Alignment

“Only when your intent and actions are in alignment can you create the reality you desire.”

- Steve Maraboli



Org Changes



Cross-Functional

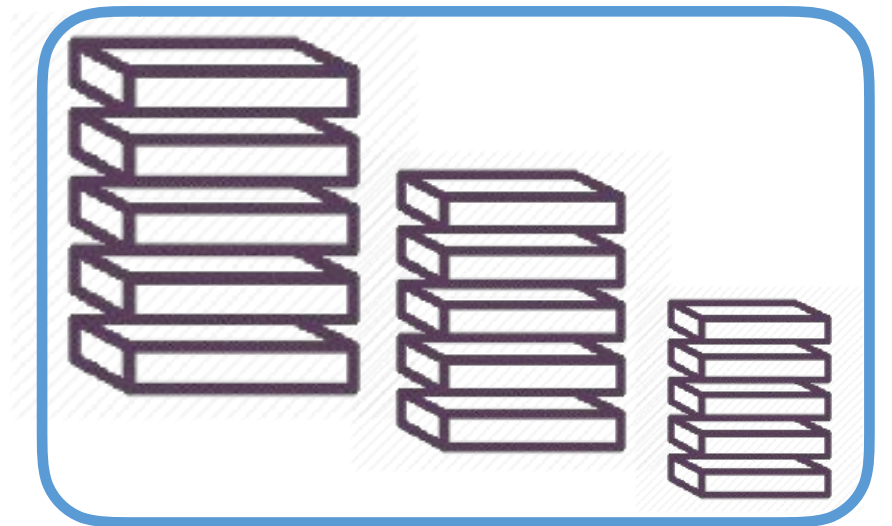


Empowered Teams



PSPI Predictability

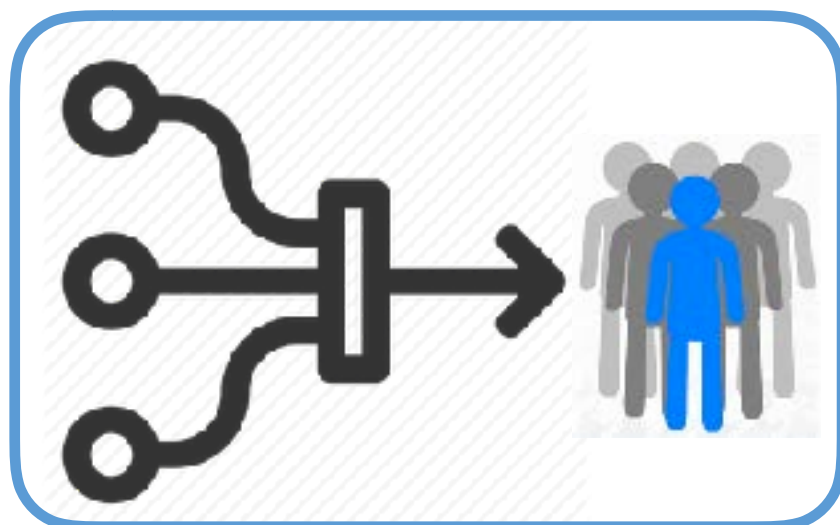
Organization and Solution Alignment



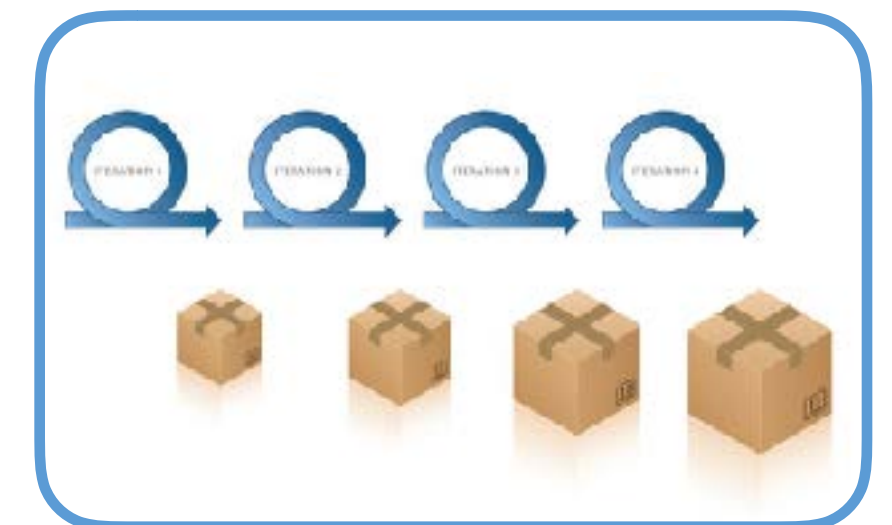
Backlogs - Portfolio, Program, Team



Stable Velocity



Flow Work to Teams



Short Iterations

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STEPS 5 - 7

Status Quo

Chaos & Resistance

Integration & Practice

New Status Quo



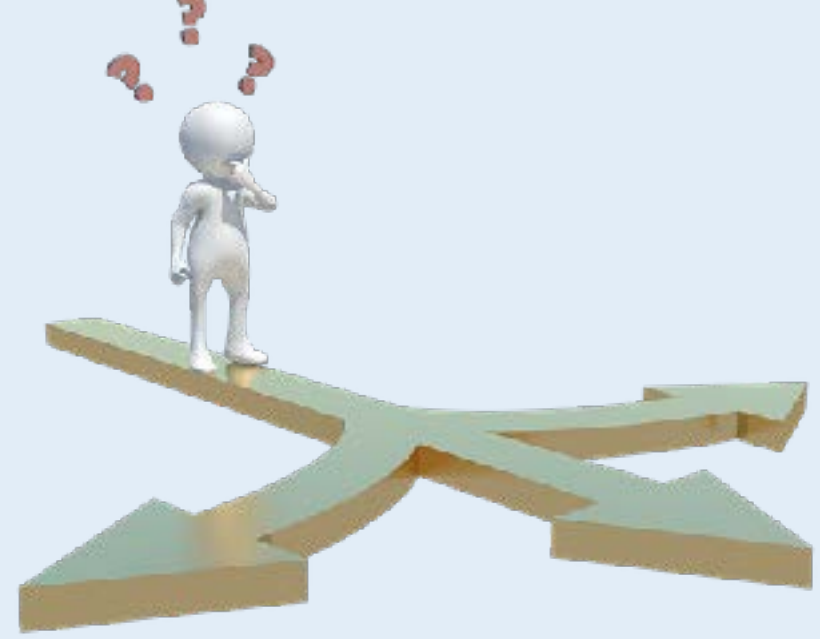
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Path to Agility

“The inventors of tools enhance civilization, but the author of ideas enables them to invent.”

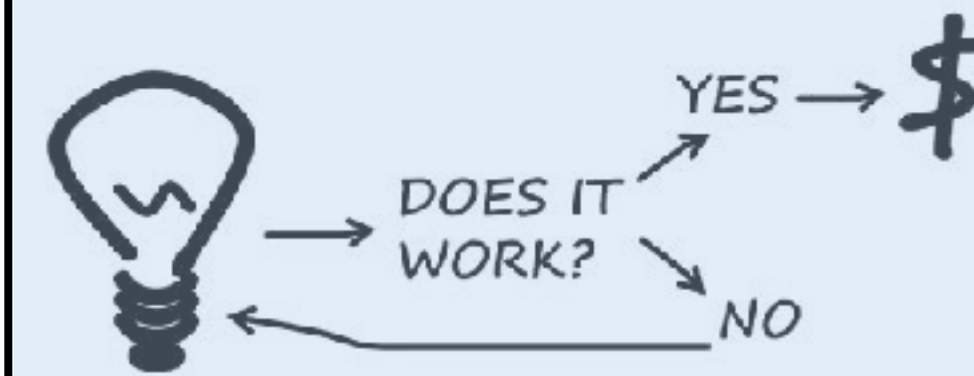
- Toba Beta

STEP 5: Agile Practices



Build the Ecosystem

Minimalist Approach



Agile Tooling

Culture Change - 1 Habit at a Time



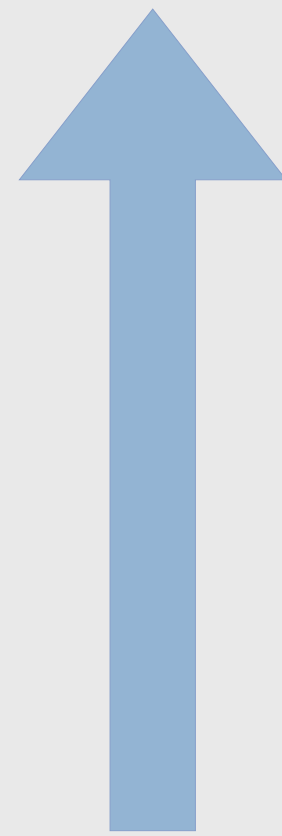
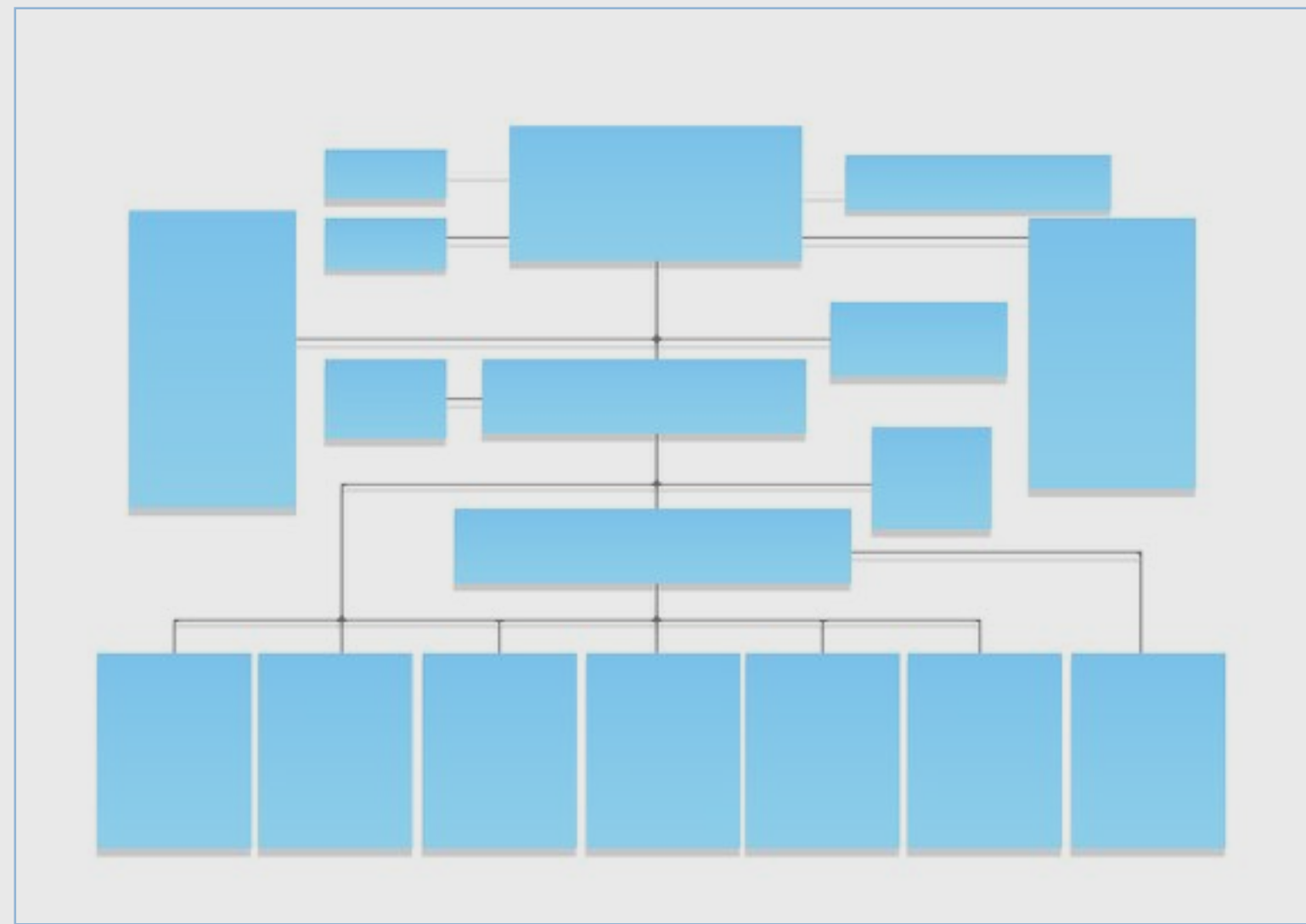
2 Worst Things You Could Do

STEP 6: Rollout Strategy

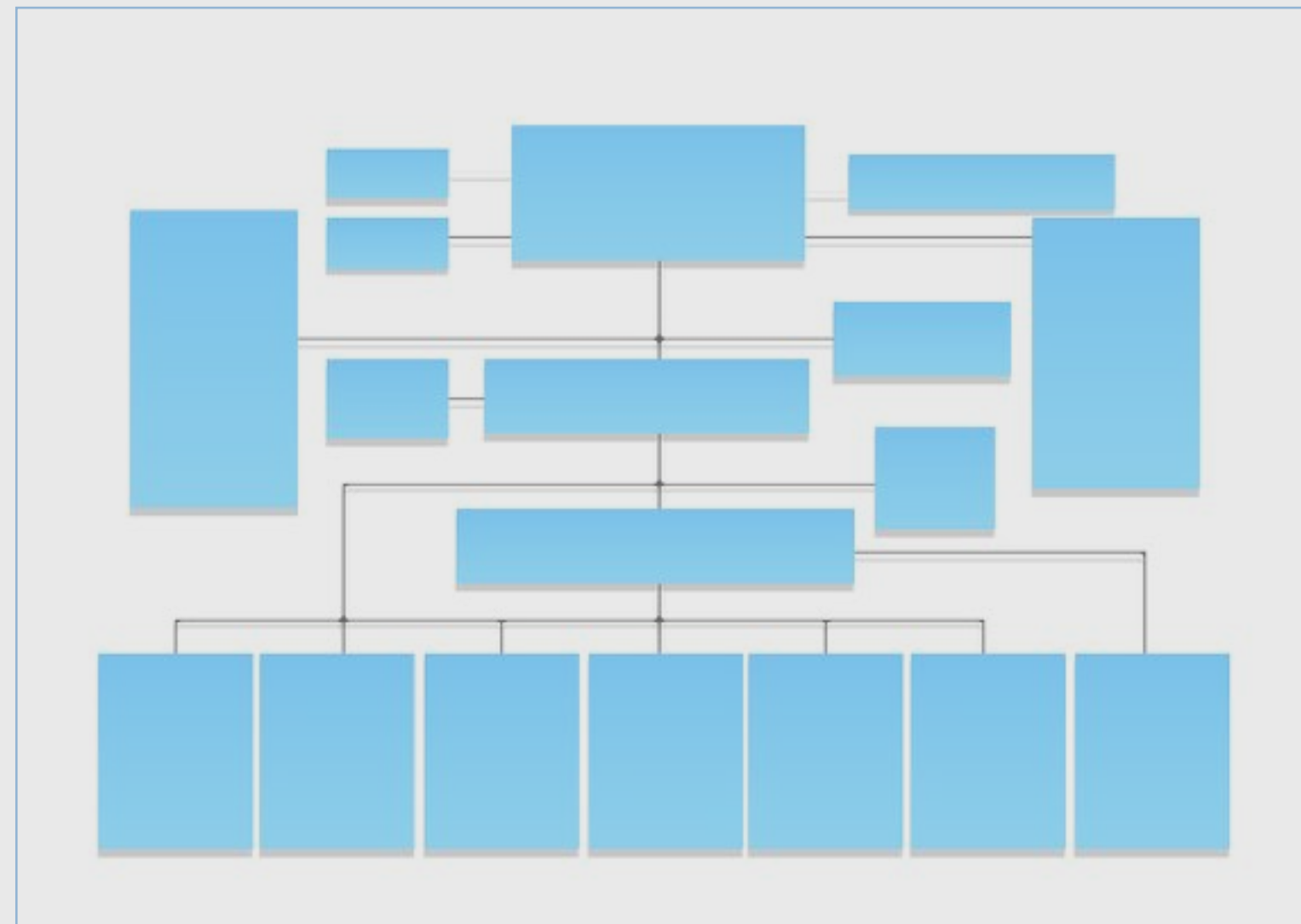
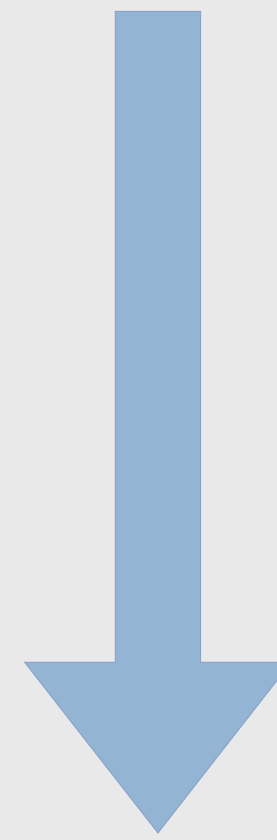
“Leaders establish the vision for the future and set the strategy for getting there.”

- John P. Kotter

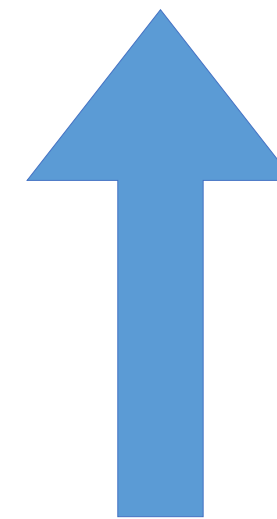
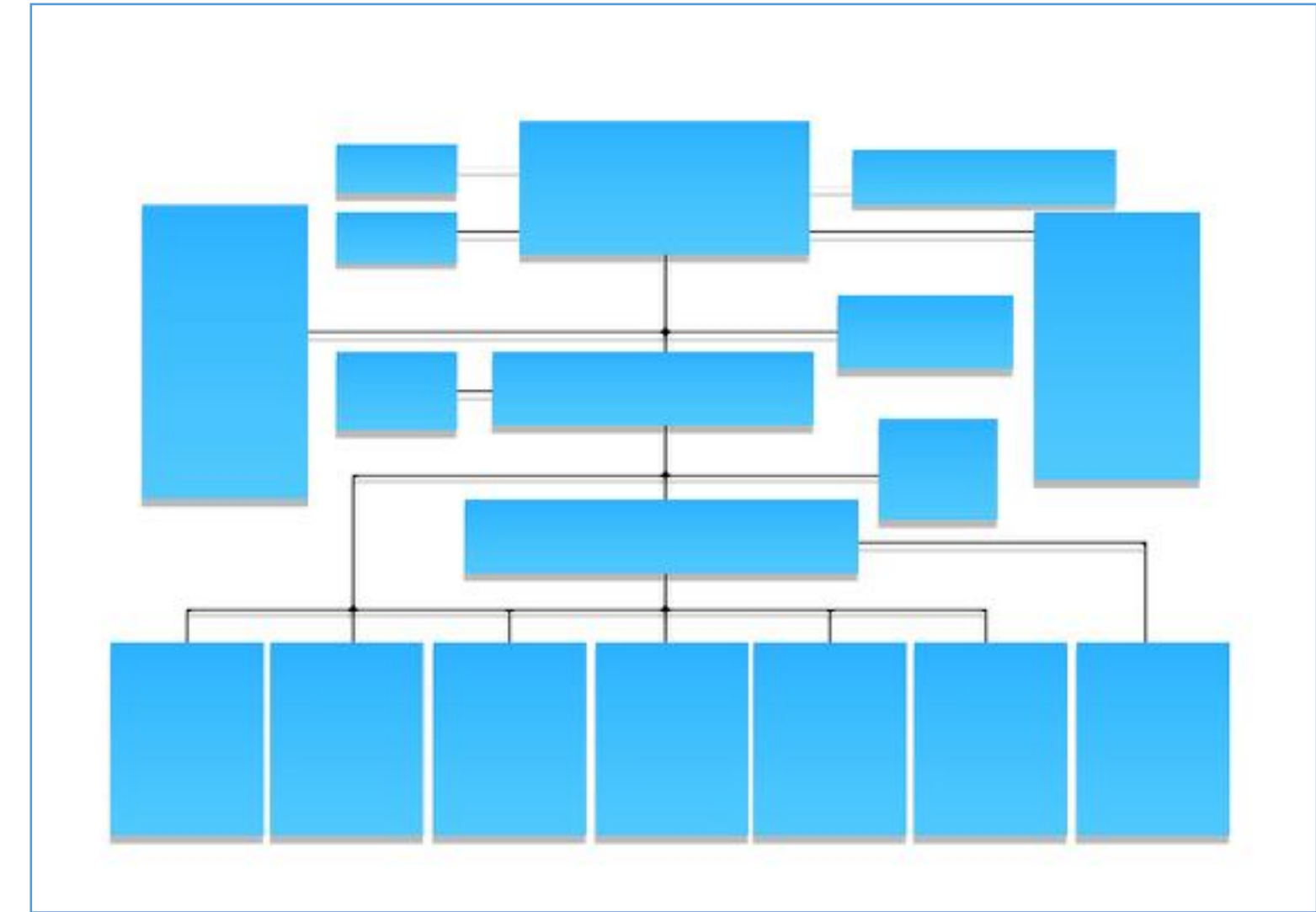
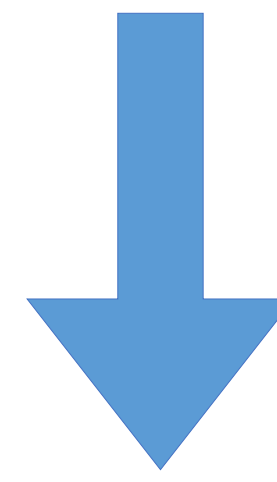





Bottom Up



Top Down



Hybrid/Viral



“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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New Status Quo

STEPS 8 - 10

Status Quo

Chaos & Resistance

Integration & Practice

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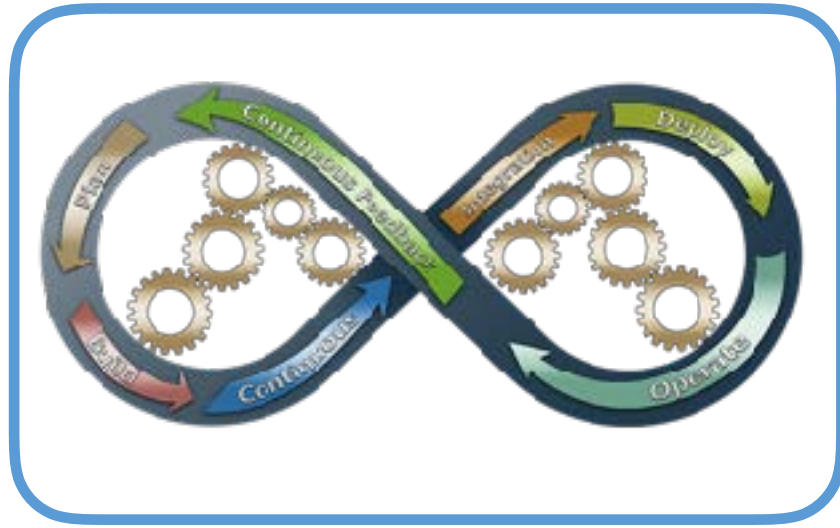
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Path to Agility

STEP 8: Transformation Artifacts

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





Agile Framework Diagram



Agile Ceremonies Guide

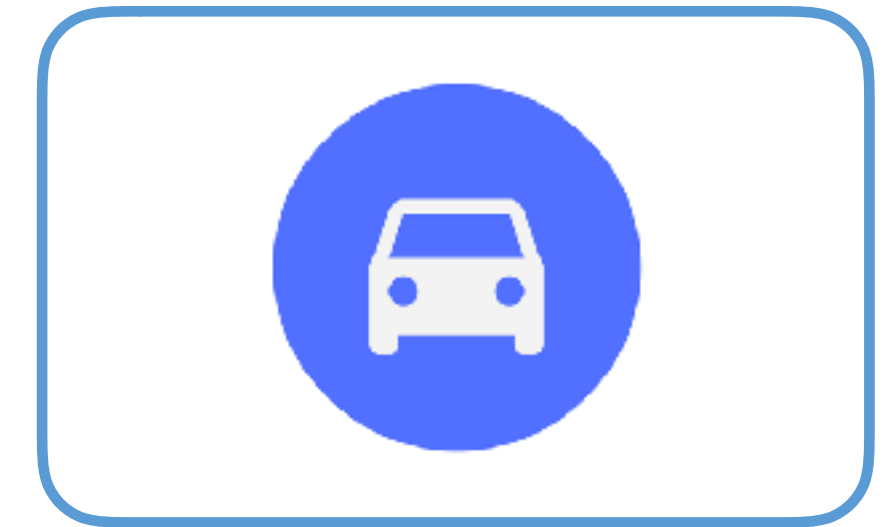


Vision Template

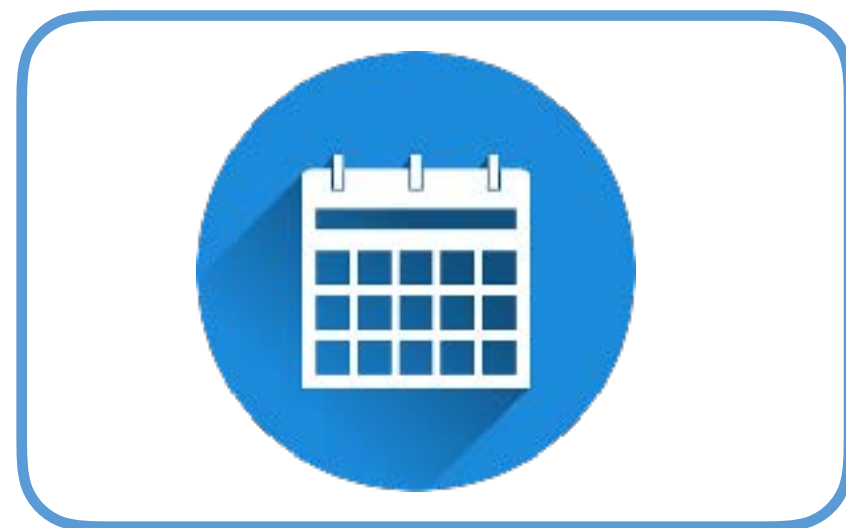


Scaling Agile Guide

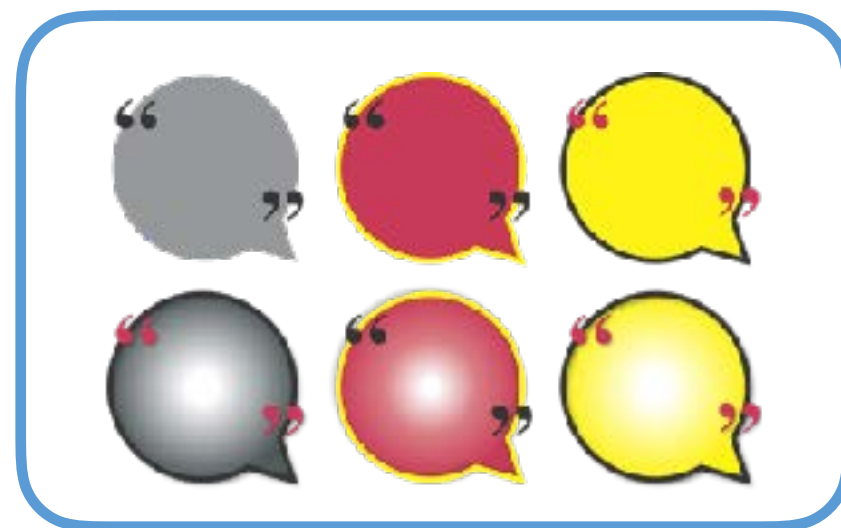
Transformation Artifacts



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

3

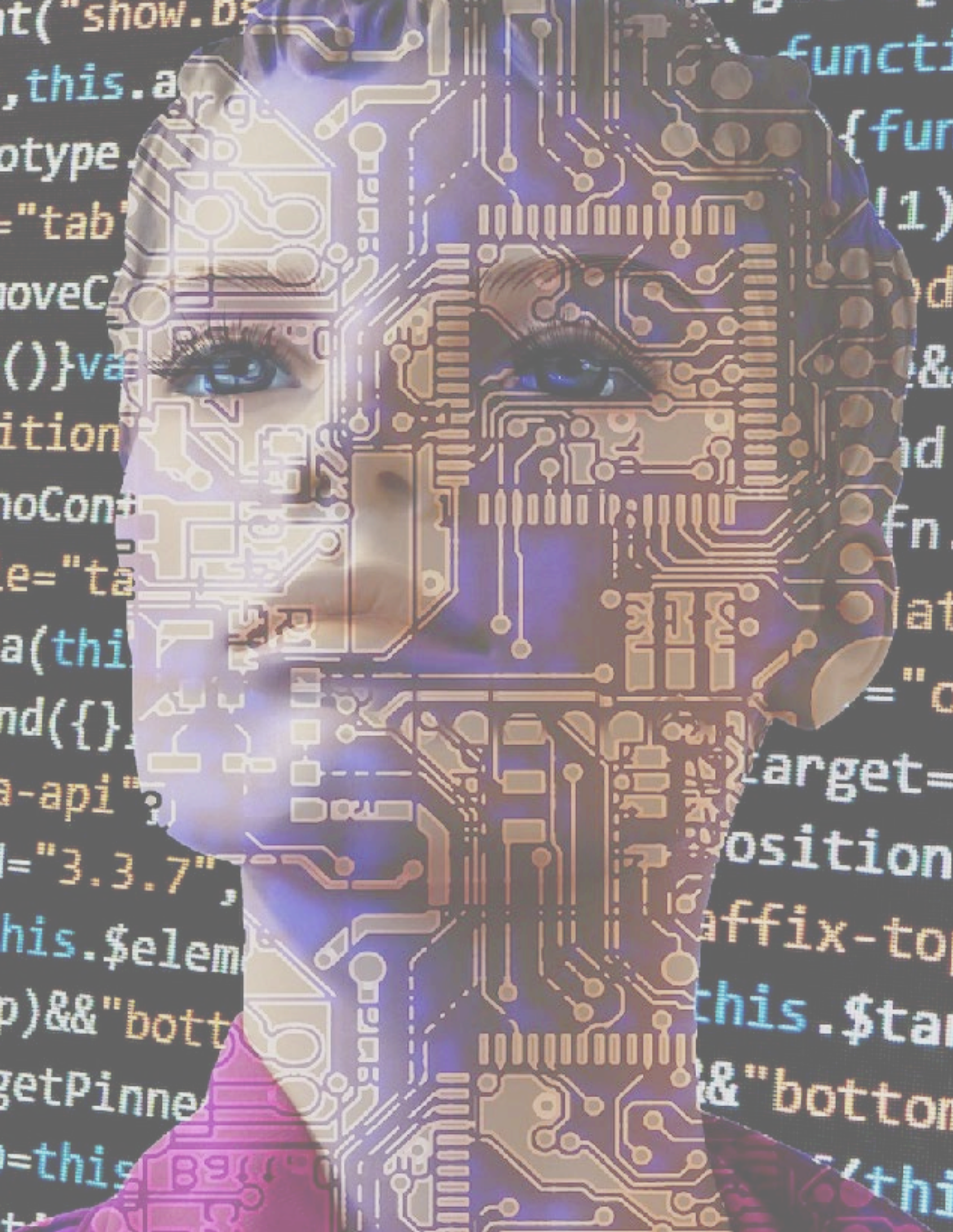
- At your table, brainstorm the following: **How does a Coach help his/her team achieve greatness if they are not even “playing the game” themselves?**
- Be prepared to present!



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
- 
- A silhouette of a person climbing a ladder is positioned on the right side of the slide. The person is standing on one of the lower rungs of the ladder, reaching up. The background is a dark blue gradient with a faint target symbol (bullseye) visible behind the person. The overall theme is one of progress and achievement.

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STEPS 1 - 4

STEPS 5 - 7

STEPS 8 - 10

New Status Quo

ADDITIONAL STEPS: DevOPs, Continuous Delivery, Validated Learning, Experiment-Driven Development, Business Agility, etc.

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Path to Agility



“You must be the change you wish to see in the world.”
- Mahatma Gandhi

The change begins with you!



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Thank You!

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