

Essential Patterns of Successful Agile Transformations (Part 1): Webinar Highlights

This webinar explores the tactical patterns and leadership strategies covering the various aspects of Agile Transformations. In this webinar Bob Galen and Shaun Bradshaw provide insight into the necessary steps your organization must undergo to develop and drive an effective agile transformation.

Strategical and Tactical patterns of Agile Transformation:

1. Leadership Champion

One of the most important aspects of self-driven agile contexts is leadership; their main objective is to keep all levels of the transformation team on track to reach a shared goal.

- Shared responsibility among leadership is beneficial for:
 - Sustainable Agility
 - Momentum
 - Energy
 - Commitment
 - Replace themselves

2. Agile Transformation Team

- Establishing an agile transformation team is paramount for a successful agile transformation strategy and should include the following roles:
 - **Scrum Team:** leadership centric, agile change agents – directs the team to carry out the common goal or transformation
 - **Scrum Master:** Head coach, Senior Scrum Master
 - **Product Owner:** Agile change agent, chief sponsor
- The central focus should pertain to the backlog of change initiatives:
 - Strategy & planning (cultural & organizational hurdles)
 - Training & coaching
 - Timing
 - Standards regarding the type of team needed, frameworks & tooling
- Key ceremonies of Scrum team operation:
 - **Main focus:** retrospective for continuous improvement and sprint reviews for transparency and accountability
 - **Other areas of focus:** commitment and involvement (WIP limits), DoD, backlog refining, timeline, etc.
- Failure helps to identify problem areas and provides insight as how to better tackle future initiatives.

3. Understanding the WHY (The 5 WHYS)

- **The organizational why:** what is the purpose for implementing an agile transformation in your organization



- **The personal why:** Why does the leadership team believe this is important for their organization, why is it recommended, who to select to successfully lead it
- **Adept at explaining:** what is the outcome for your organization?
- **Describing:** the future outcome of your organization through experimenting, finding the right team mindset, identifying successful patterns
- **Embracing:** failure and the journey
- **Celebrating:** celebrate your accomplishments, learning outcomes, how to apply learnings for future improvements

4. Adoption Strategy

- **Big Bang vs. Little Bang:** how did you implement agile into your organization? i.e. POC, Beta test
- **Change:** how do you move or stabilize your team forward when things get chaotic? i.e. Satir Change Model
- **Open Space:** invitation or self-selection
- **WHY:** why going agile? What is the purpose for your particular organization transformation?
- **Demonstrate the vision:** what outcome is your organization looking for? How will you get there?
- **Burn the Ships:** How to avoid chaos. Commitment must be carried out by all levels of agile transformation team
- **Identify why:** Why is it necessary for your organization to transform and who it involves
- **Coaching and training:** cultural and organizational transformation, business agility, change influences, self-selection, open space, acquiring the agile mindset, needs for outside help, etc.
- **Identifying your adoption needs:** team size, types of teams, coaching needs, etc.

5. Breaking the Organization

- How to approach role changes for better results, clarifying new team functions and roles, how to approach distributed teams, purpose of teams (team silos for different team needs)

6. Organizational Alignment

- **Areas of alignment:** the 3-amigos, principle and strategy, roles and responsibilities, and verification of test
- **Organizational leaders and teams:** identify new roles and responsibilities when undergoing an agile transformation. The goal is to determine who is best fit to carry out each role for best quality results
- **Community Practice vs. Center of Excellence**

7. Measurement



- **Measuring goals:** determine how to measure goals (organizational, team, and shared leadership goals), outcomes, and the behaviors that drove those outcomes (“doing” vs. “being”)
- **4-Quadrants of Agile Metrics:** Predictability, Quality, Value, and Team Health are necessary measurements for determining how to drive behavior and outcomes

8. The Missing Partner – Agile HR

- **Include HR:** in your agile transformation to help with onboarding and recruiting, training, compensation approaches, handling organizational change, etc.
- **Continuous Improvement:** How to continuously improve the on the organization level to improve the leadership and team levels

[Download part two for more highlights on this webinar series.](#)

