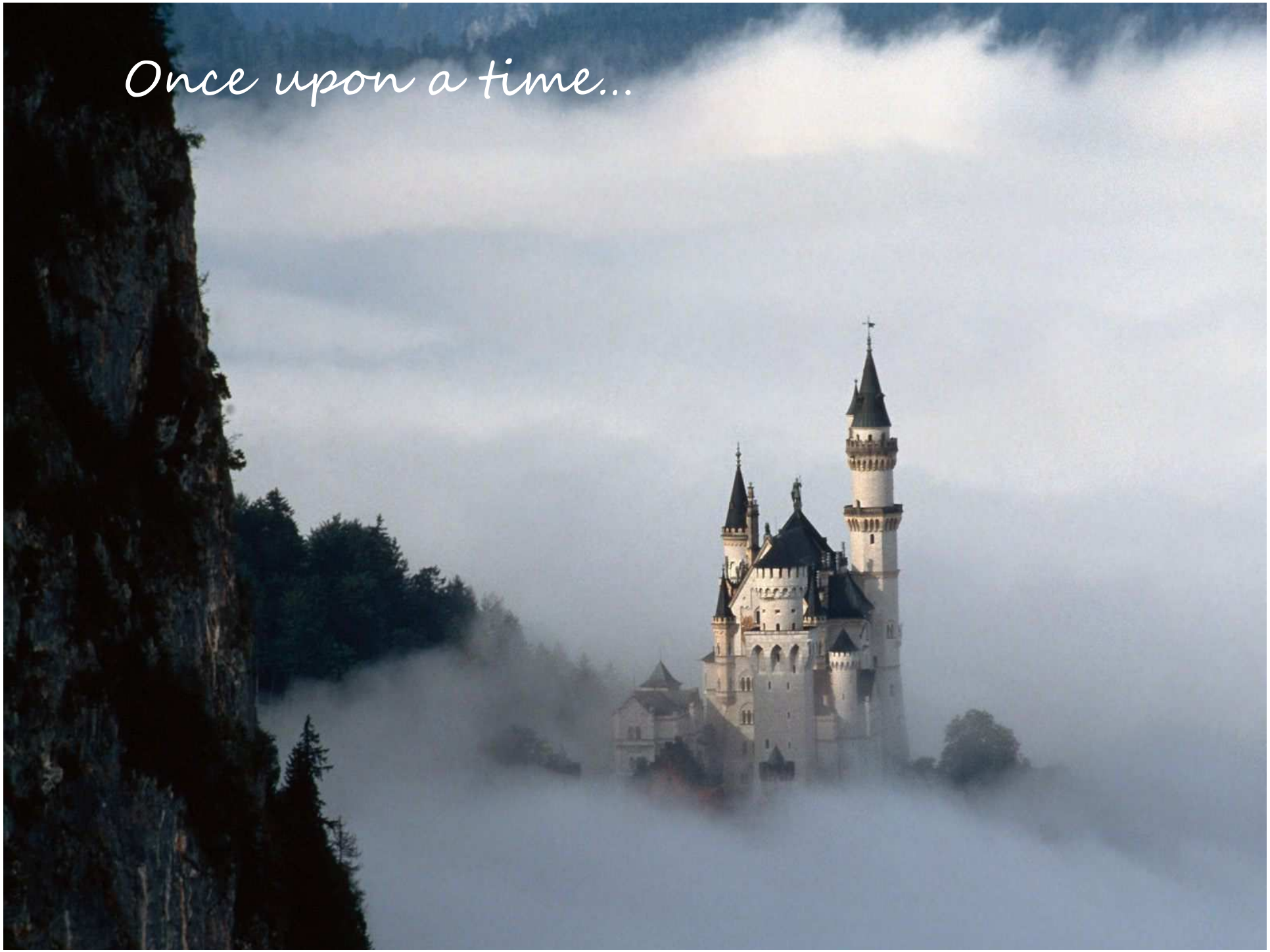
# 12 ~~10~~ INGREDIENTS FOR A SUCCESSFUL AGILE TRANSFORMATION

Giuseppe De Simone
http://evolutionaryagility.blogspot.it/


Once upon a time...

Once upon a time...

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# Let's do Agile!

But...

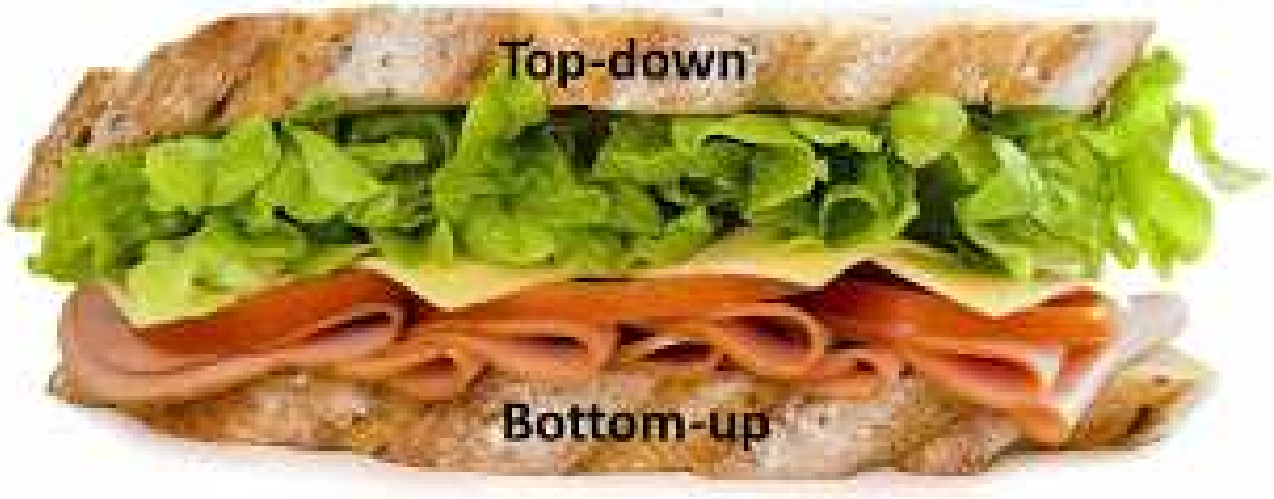
# 1. The first step: Why?

Make changes

Simple and Cheap

# 2. The Strategy

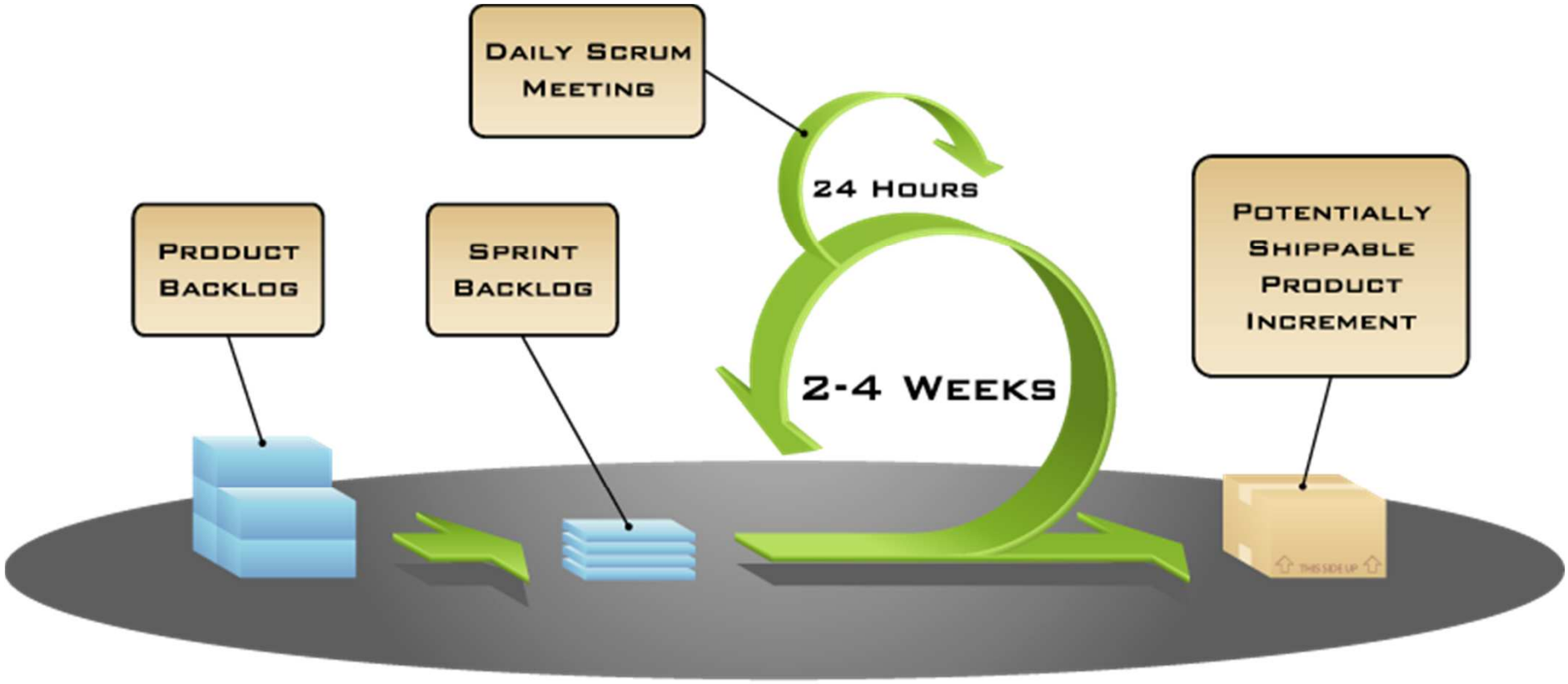
- Organizational values
- Vision and Business goals
- Management culture and behaviors
- Resources and support




- Agile practices and tools
- Self organization and empowerment

# 3. Training managers

# 4. The pilot project



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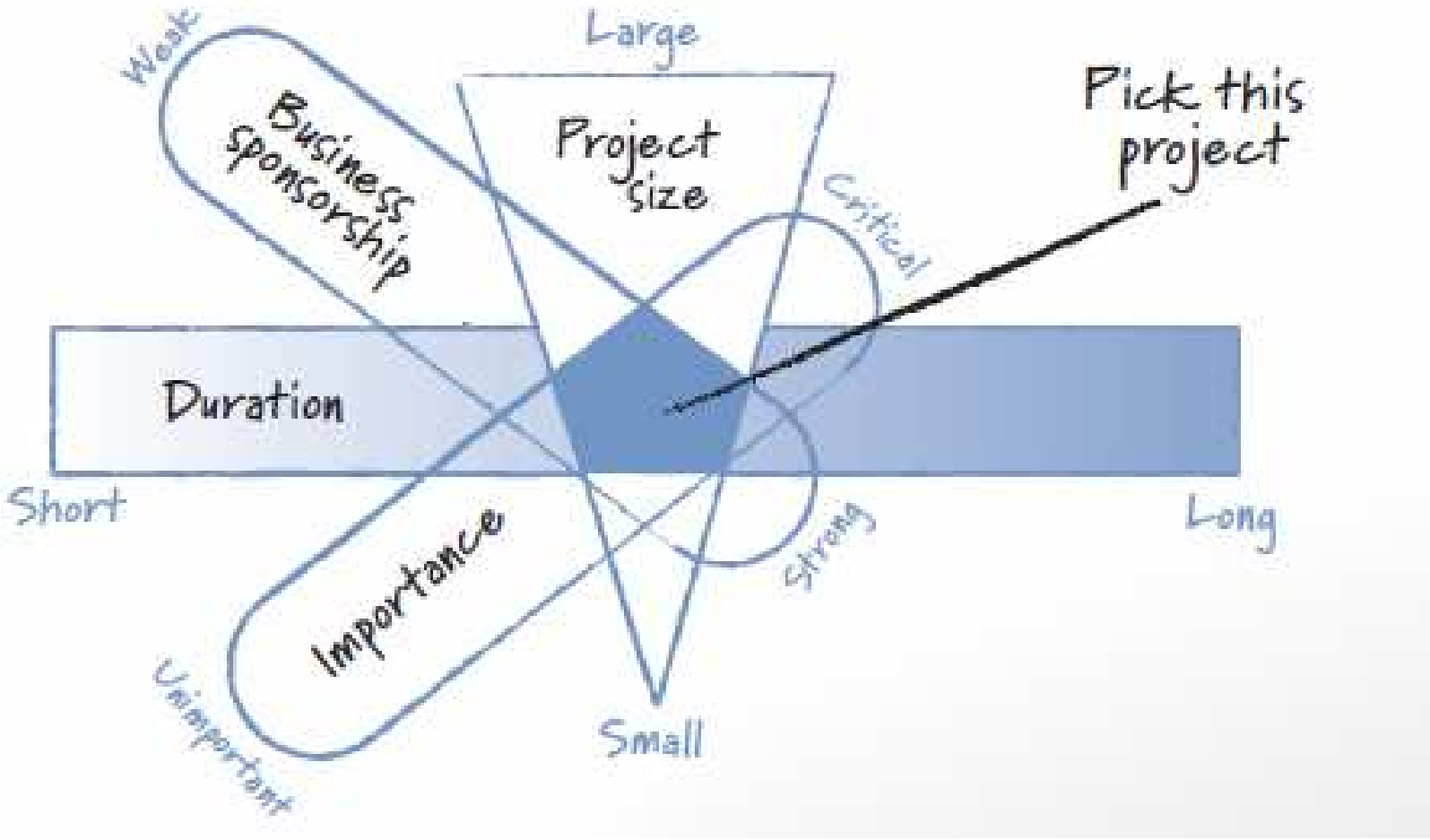
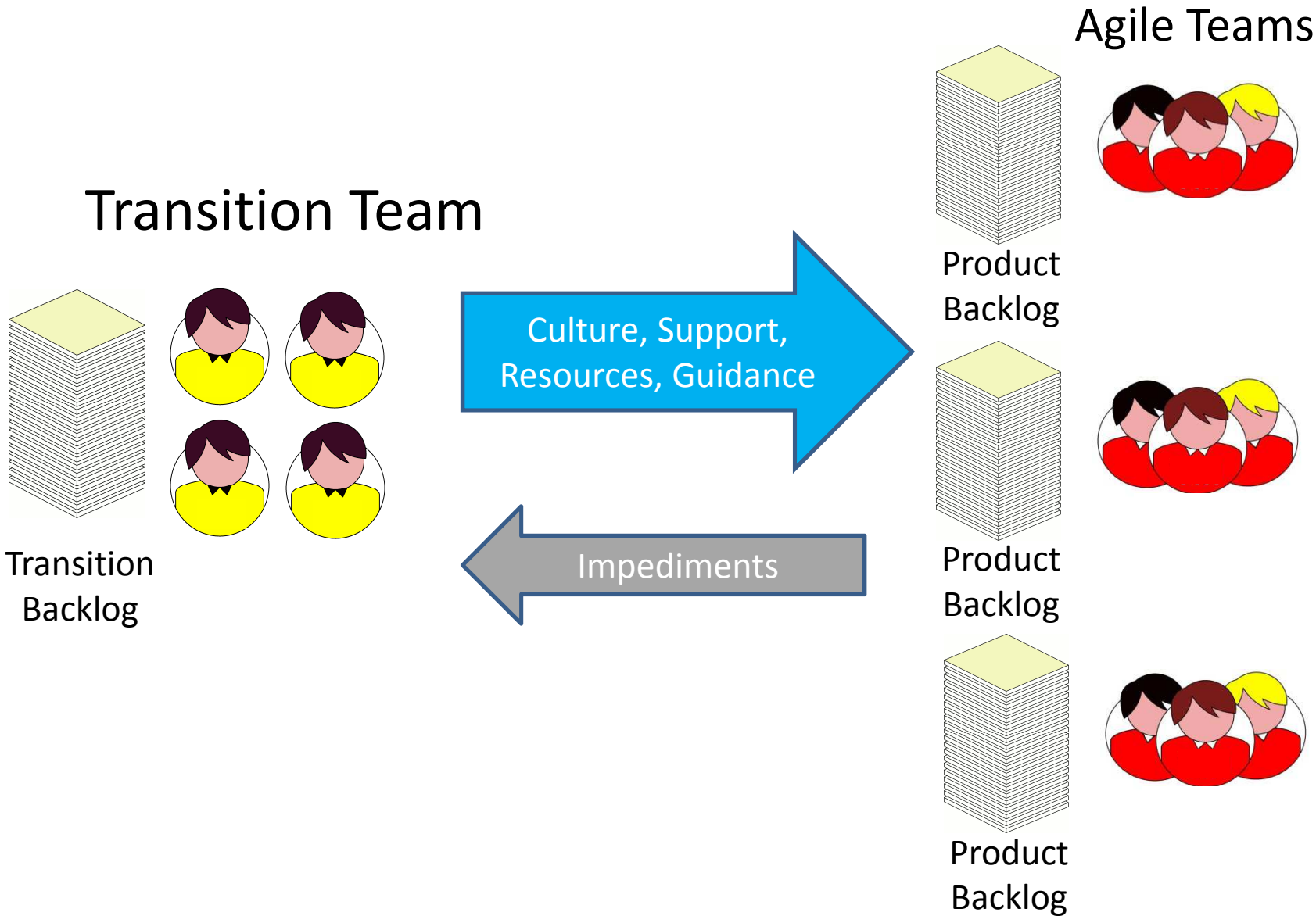


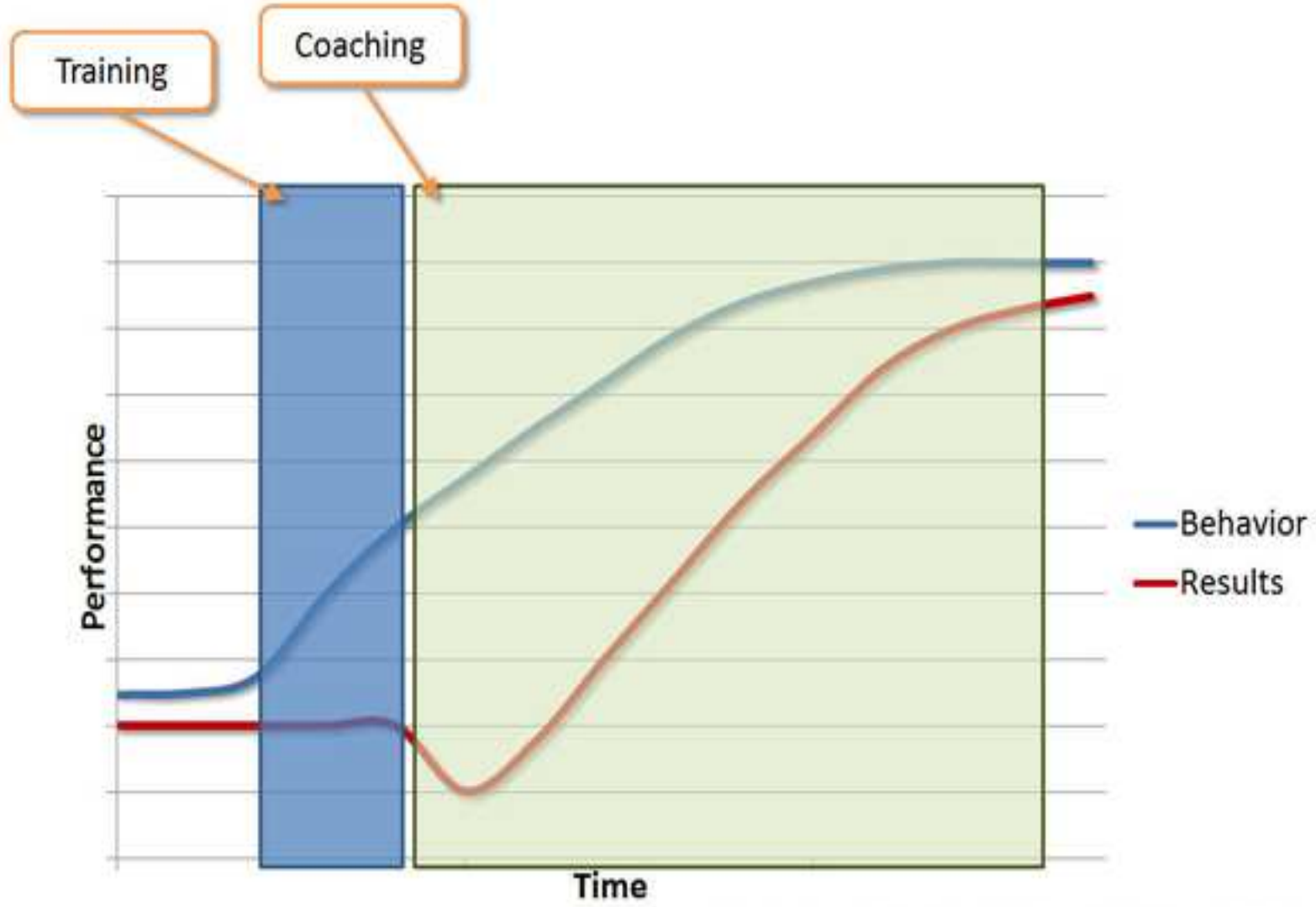

Ref. Mike Cohn - Succeeding with Agile, Software Development Using Scrum

# 5. Scaling up

# 6. The Transition Team



# 7. Creating the new roles: Training and Coaching




Adapted from "The Heart of Coaching", Crane 2009

# 8. Cross-Functional Teams

# 9. Technical Excellence

Continuous attention to
technical
excellence and
good design
enhances agility.

# 10. The Cultural Change

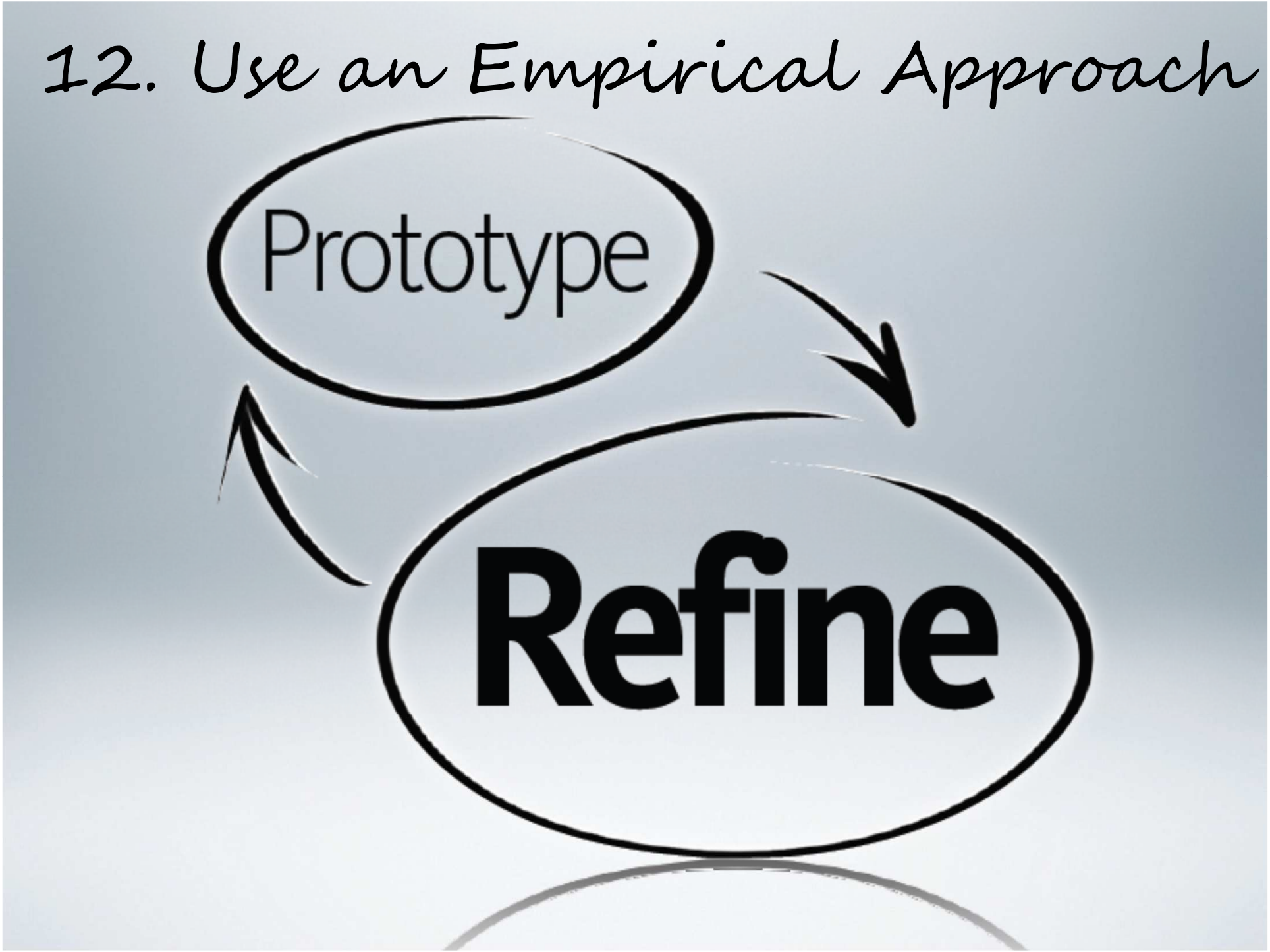
*Our highest priority is to satisfy the customer through early and continuous delivery of valuable software.*

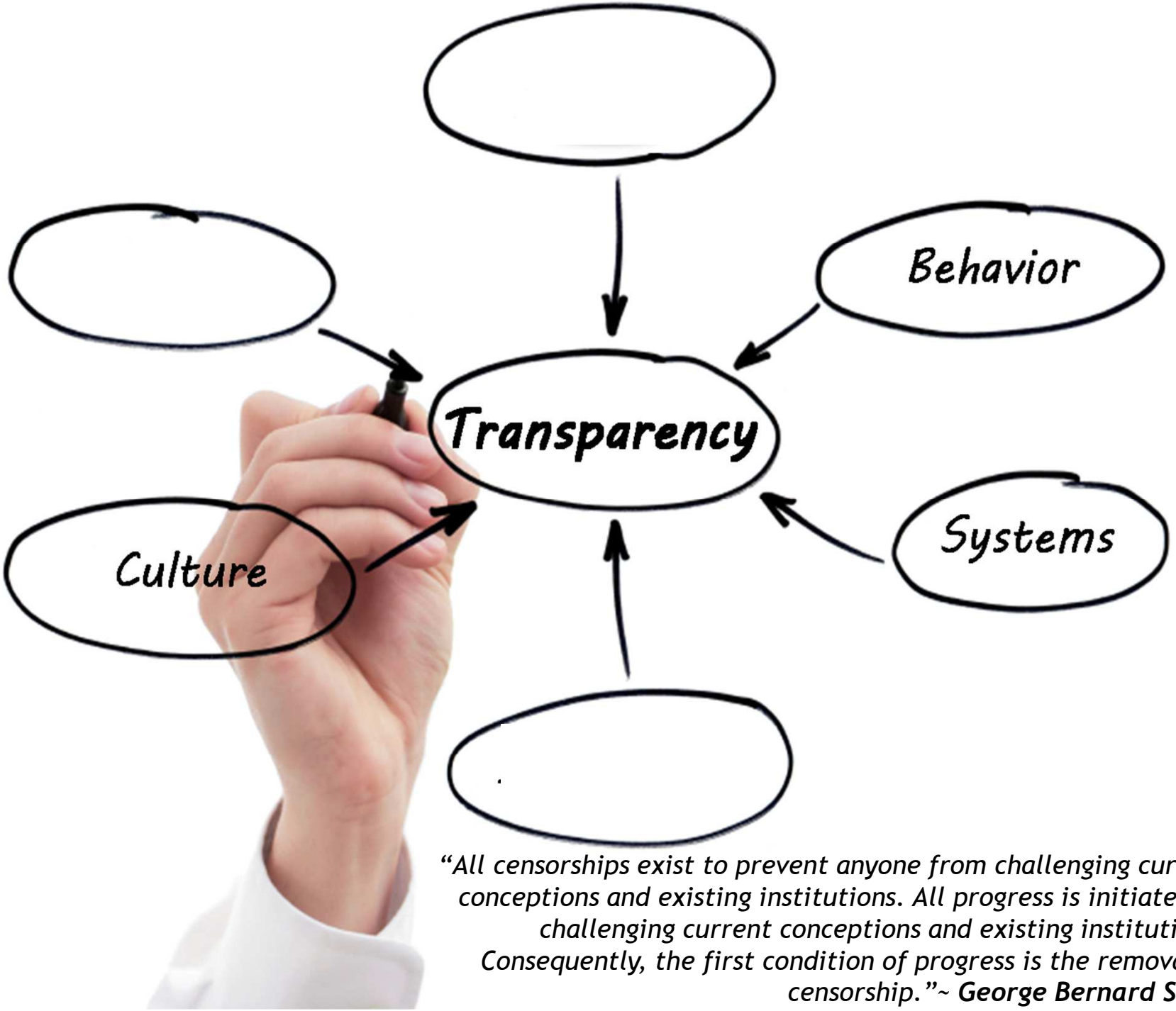
*The best architectures, requirements, and designs emerge from self-organizing teams.*

# 11. Make your transformation self-sustainable

- Internal Coaches
- CoPs
- HR

# 12. Use an Empirical Approach






*"All censorships exist to prevent anyone from challenging current conceptions and existing institutions. All progress is initiated by challenging current conceptions and existing institutions. Consequently, the first condition of progress is the removal of censorship."~* ***George Bernard Shaw***

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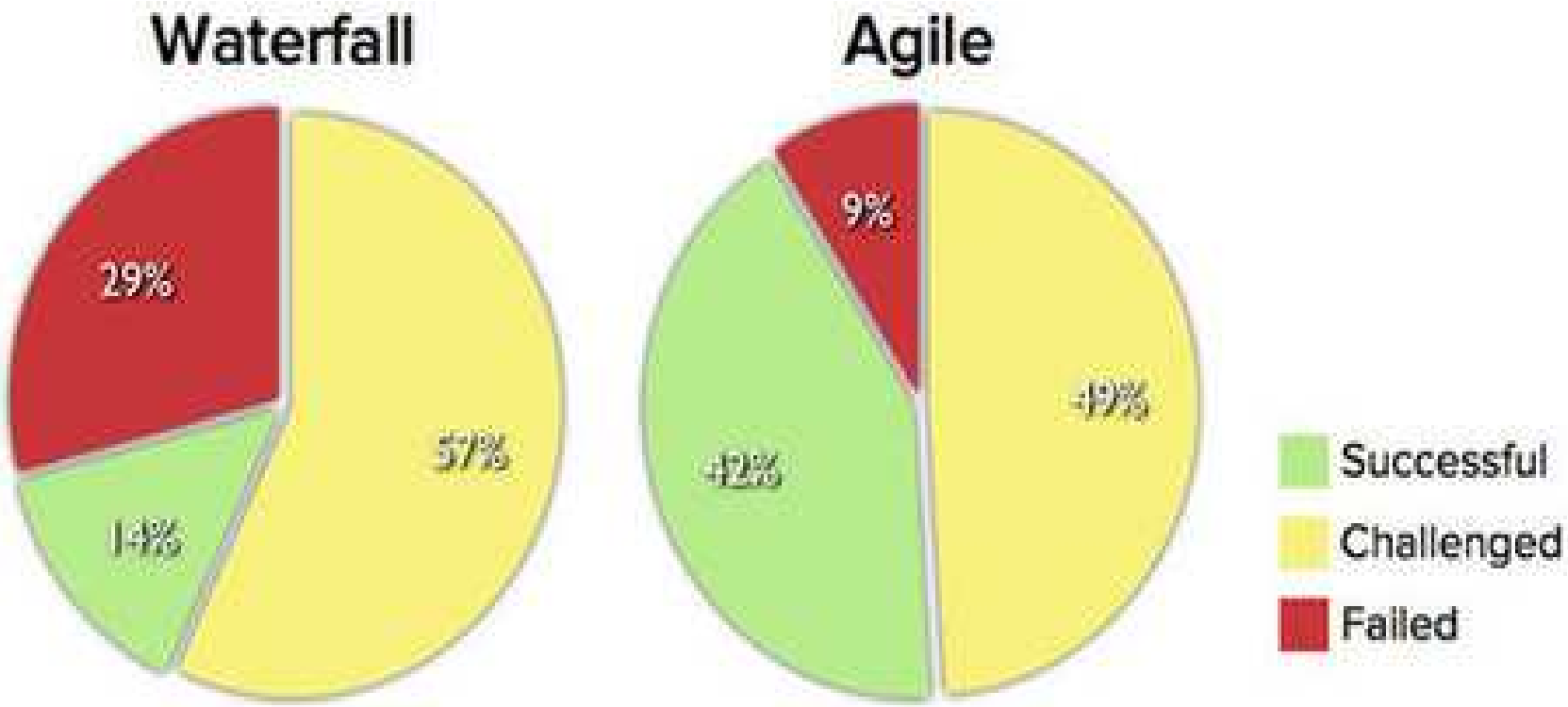
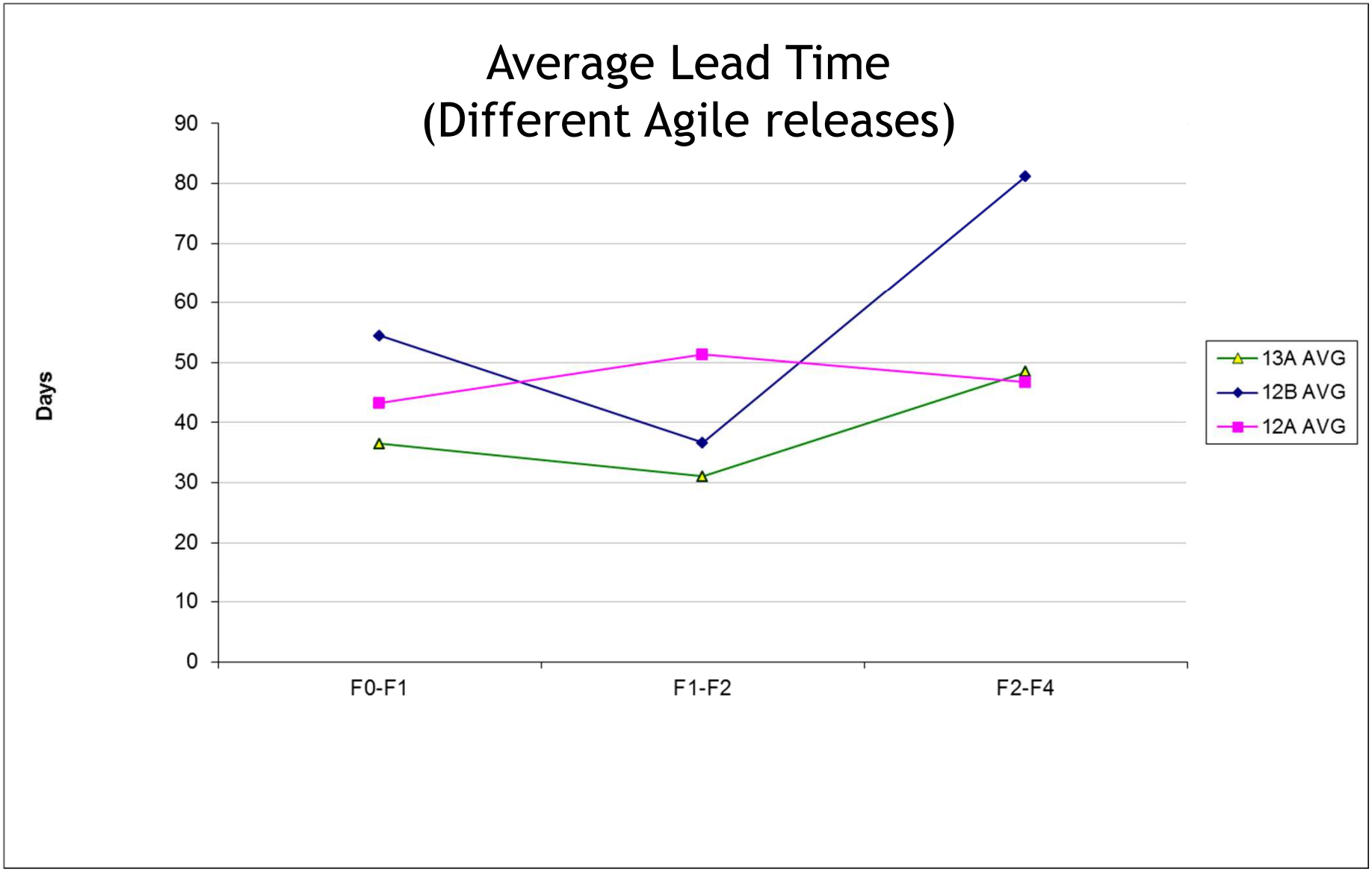
# Is it worth it?




Source: The CHAOS Manifesto, The Standish Group, 2012.

# Is it worth it?



Successful Agile Transformation
Empirical Approach
Self-sustainable transformation
Cultural Change
Technical Excellence
Cross-functional teams
Training and coaching the new roles
Why?
Sandwich Strategy
Training managers
The pilot project
Incremental scaling up
The Transition Team

# Conclusions

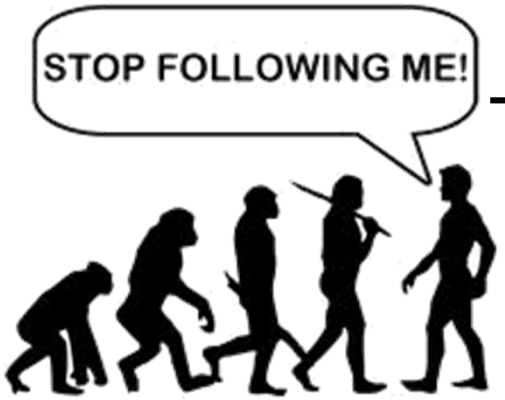
# The inevitable truth

*"Agile development will not solve any of your problems – it will just make them so painfully visible that ignoring them is harder"*

**Ken Schwaber**

Thank You!

# Contacts

- Giuseppe De Simone

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