Forget about Agile transformations

By: Angel Diaz-Maroto

Why?

Faster?

Red Bull
ENERGY DRINK
Red Bull
ENERGY DRINK
8.4 FL OZ
250 mL

HITCHFIT

Help Your Husband Lose His Belly Fat

Call your favourite consultant!

TRANSFORMERS

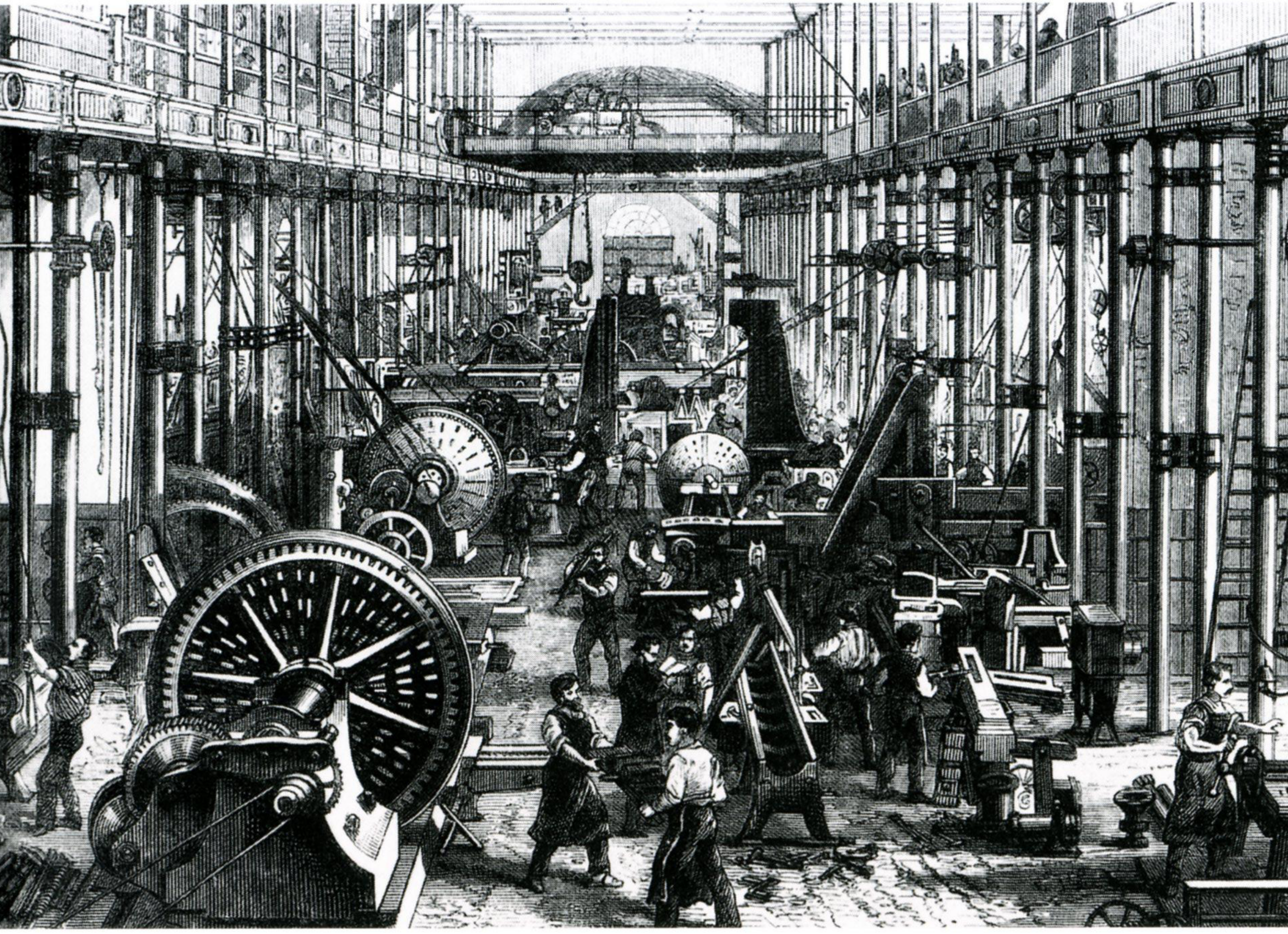
THE LAST KNIGHT

Survive

Respond to the Unknowable

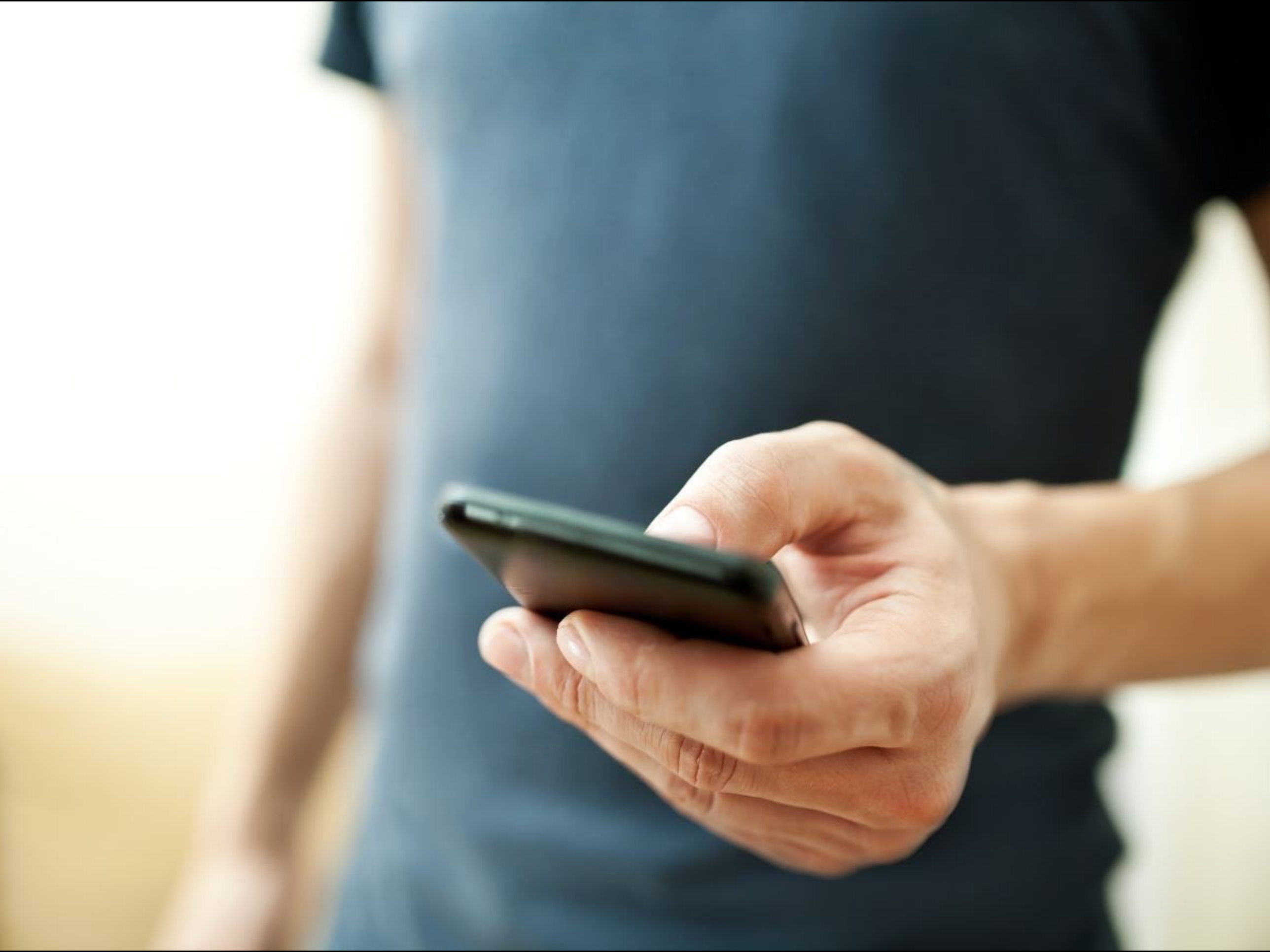
Craftsmanship

Define and repeat standard practices



Productivity

Solve engineering problems



Customisation

Experiment with products and services

com > altair > cls > web > registrar > client > CreateClientControllerIntegrationTests

SessionLogSessionDAOIntegrationTests.java | CreateClientControllerIntegrationTests.java | DefaultRole.java | CreateClientController.java | SessionLogSessionDAOImp

```
73
74
75      @Before
76      public void setUp() throws Exception {
77          jdbcTemplate = new JdbcTemplate(dataSource);
78
79          mockHttpServletRequest = new MockHttpServletRequest();
80          mockHttpServletResponse = new MockHttpServletResponse();
81      }
82
83      @Test
84      public void testOnSubmitCreatesSchoolWithNoParent() throws Exception {
85          Organization organization = invokeCreateOrganziationWithType("-1", ClientType.School, new School());
86          assertHasAllDefaultSchoolRoles(organization);
87          School school = (School) organization;
88          assertDefaultGradeRangeSet(school);
89          assertSpecialRoomsCreated(organization);
90          assertDefaultUserDataInputFields(organization);
91          assertMenuAndCalendar(organization);
92      }
93
94      @Test
95      public void testOnSubmitCreatesAdministrationOrganizationWithNoParent() throws Exception {
```

Software?

Log

Output

```
INFO: Initializing Coyote HTTP/1.1 on http-8090
Apr 9, 2013 8:54:00 AM org.apache.catalina.startup.Catalina load
INFO: Initialization processed in 398 ms
Apr 9, 2013 8:54:00 AM org.apache.catalina.core.StandardService start
INFO: Starting service Catalina
Apr 9, 2013 8:54:00 AM org.apache.catalina.core.StandardEngine start
INFO: Starting Servlet Engine: Apache Tomcat/6.0.29
Apr 9, 2013 8:54:00 AM org.apache.coyote.http11.Http11Protocol start
INFO: Starting Coyote HTTP/1.1 on http-8090
Apr 9, 2013 8:54:00 AM org.apache.jk.common.ChannelSocket init
INFO: JK: ajp13 listening on /0.0.0.0:8009
Apr 9, 2013 8:54:00 AM org.apache.jk.server.JkMain start
INFO: Jk running ID=0 time=0/16  config=null
Apr 9, 2013 8:54:00 AM org.apache.catalina.startup.Catalina start
INFO: Server startup in 93 ms
Apr 9, 2013 8:54:10 AM org.apache.catalina.startup.HostConfig deployDirectory
INFO: Deploying web application directory manager
[2013-04-09 08:54:32,984] Artifact cls:war exploded: Server is not connected. Deploy is not available.
/Users/tadlambjr/rlp/iqity/apache-tomcat-6.0.29/bin/catalina.sh stop
Disconnected from server
Error: Password file read access must be restricted: /Library/Java/JavaVirtualMachines/1.6.0_37-b06-434.jdk/Conte
```

```
8:50:50 AM Frameworks detected: Hibernate, Spring frameworks a
8:53:56 AM All files are up-to-date
8:53:58 AM All files are up-to-date
8:54:32 AM All files are up-to-date
8:54:48 AM All files are up-to-date
8:55:34 AM All files are up-to-date
8:55:57 AM All files are up-to-date
8:56:26 AM All files are up-to-date
8:58:18 AM Application Server was not connected before run con
           Unable to ping server at localhost:1095
```

ges | Application Servers | Problems

Experiment with products and services

Solve engineering problems

Respond to the Unknowable

Define and repeat standard practices

Experimentation

Engineering

Resilience

Standards

BOYCOTT
UNITED
We
Demand
Change!
#UnfriendlySkies

2
3
4
5
6
85
119
99
119
119
119
VEG PRODUCTS
NON-VEG PRODUCTS

DROID 3 by MOTOROLA

COMPARE

DROID X2 by MOTOROLA

COMPARE

MOTOROLA PHOTON™ 4G

COMPARE

MOTOROLA XPRT™

COMPARE

MOTOROLA TITANIUM™

COMPARE

MOTOROLA TRIUMPH™

COMPARE

MOTOROLA ATRIX™ 4G

COMPARE

DROID BIONIC

COMPARE

MOTOROLA CLIQ 2™

COMPARE

DROID 2 Global by Motorola

COMPARE

DROID Pro by MOTOROLA

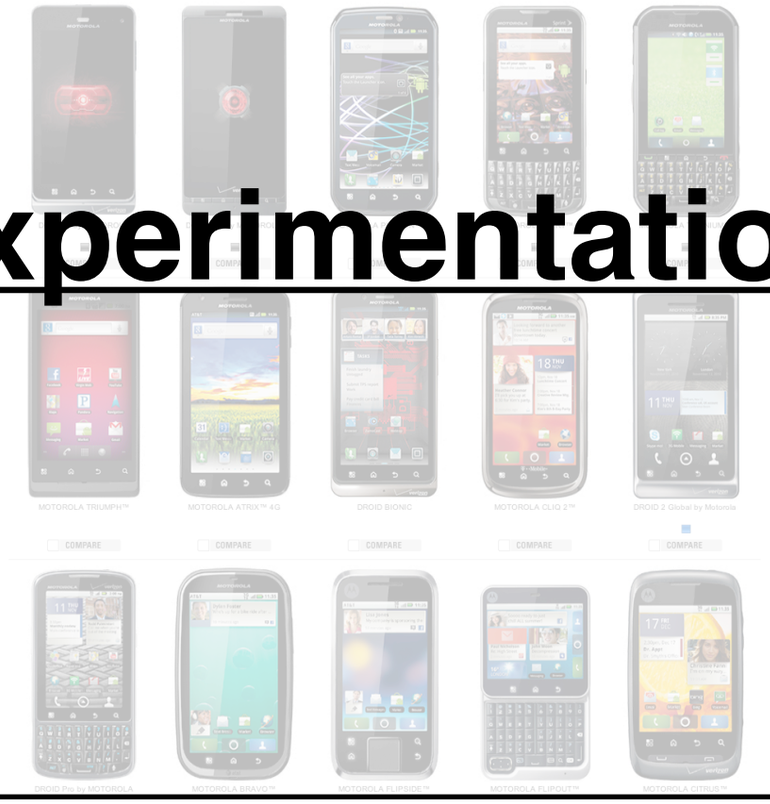
MOTOROLA BRAVO™

MOTOROLA FLIPSIDE™

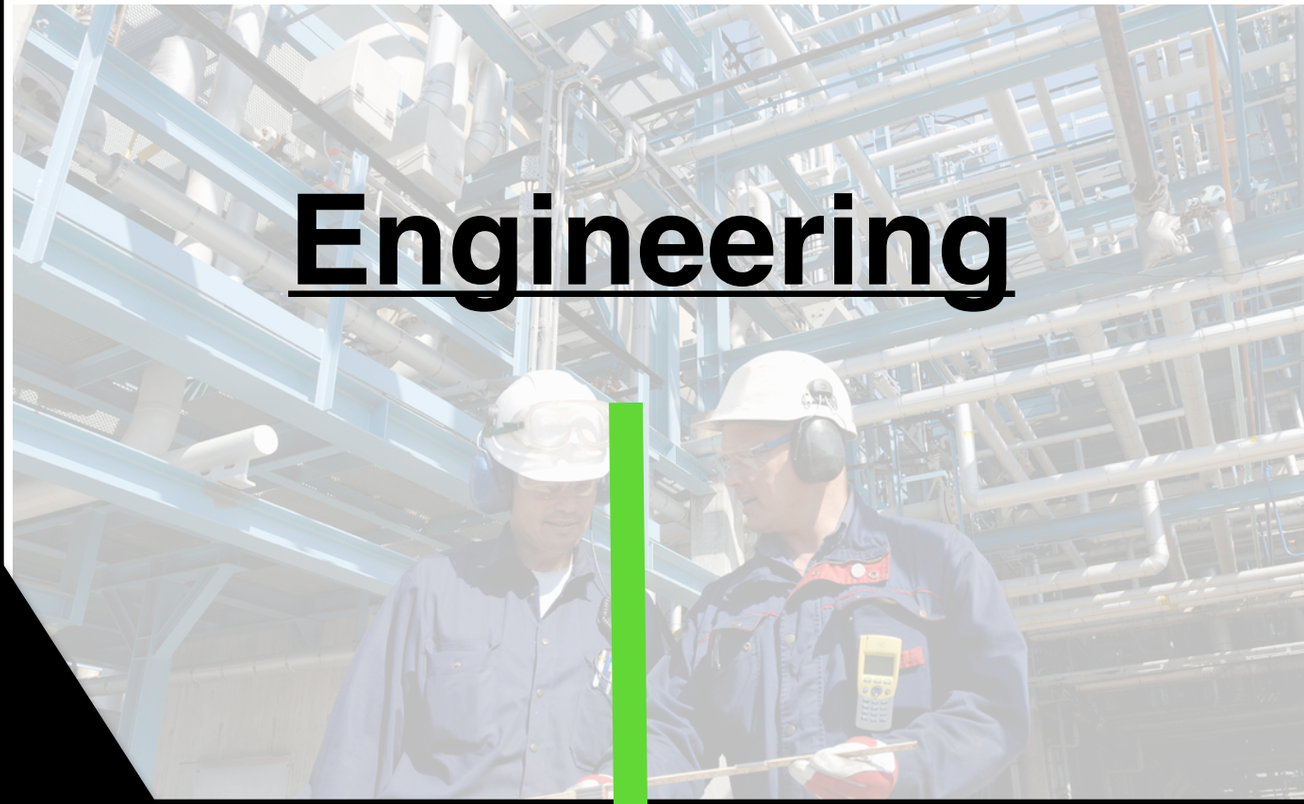
MOTOROLA FLIPOUT™

MOTOROLA CITRUS™

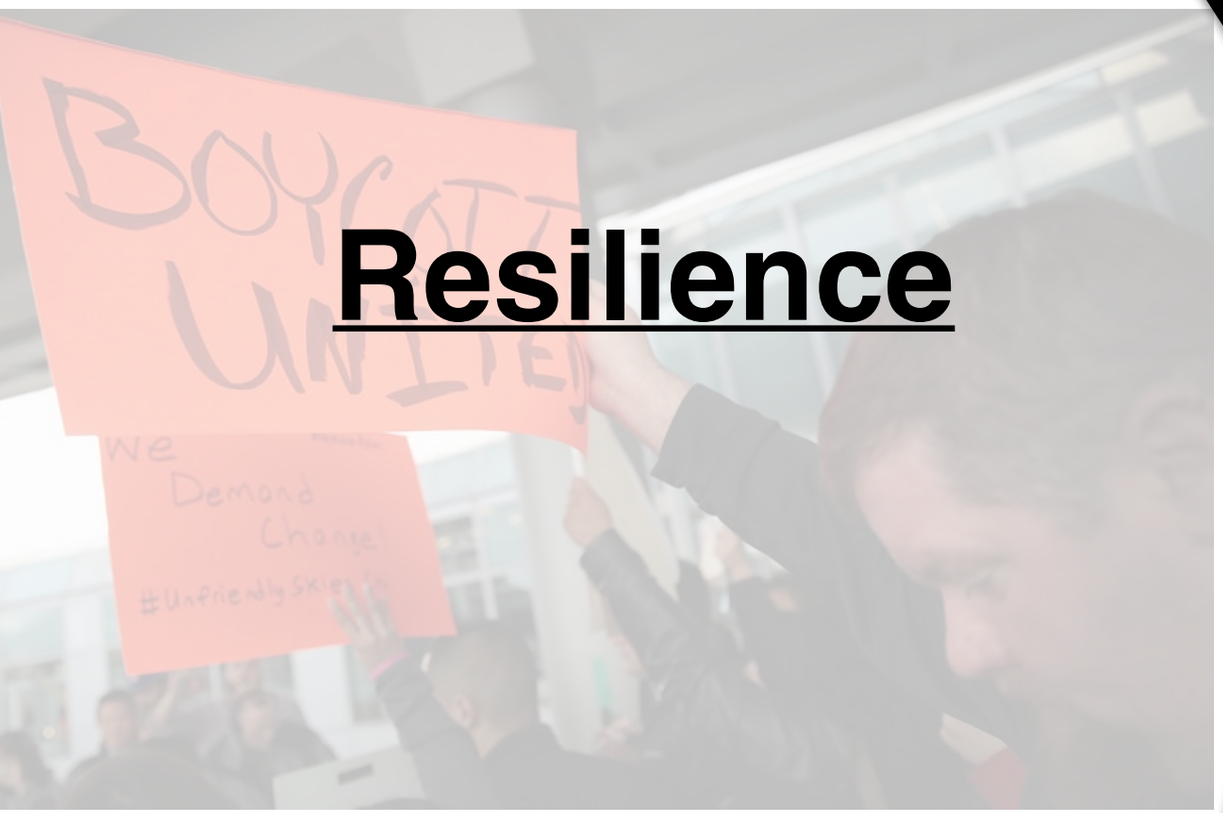
Experimentation



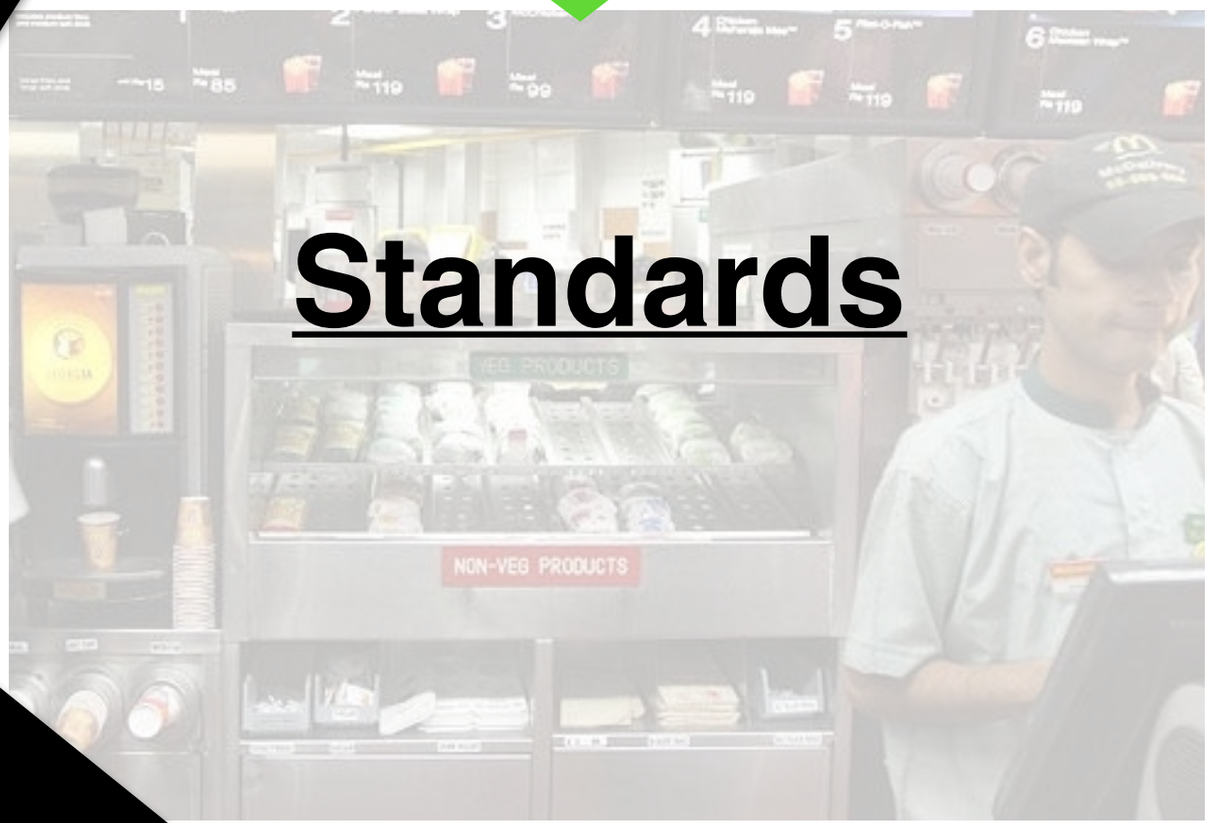
Engineering



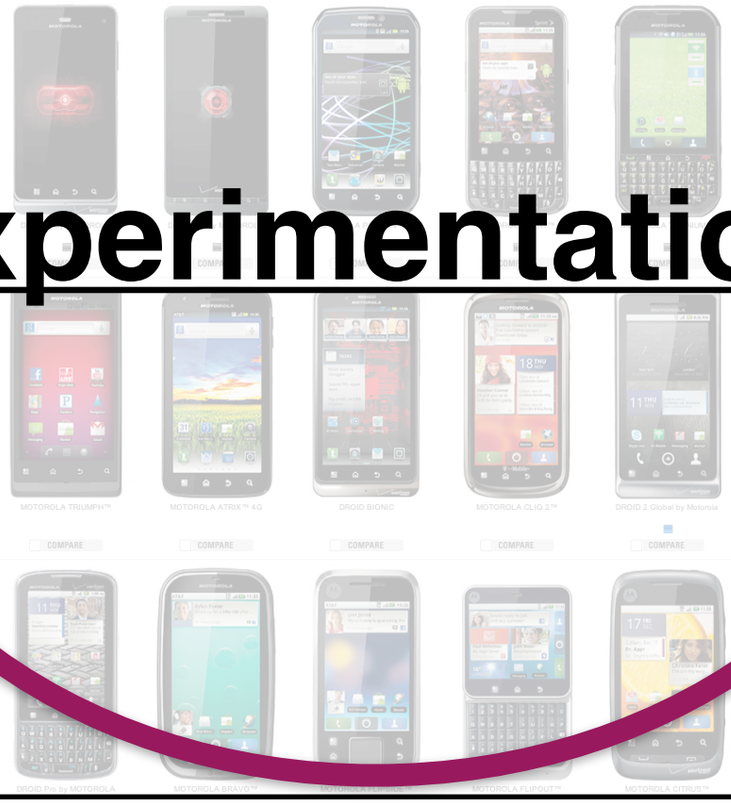
Resilience



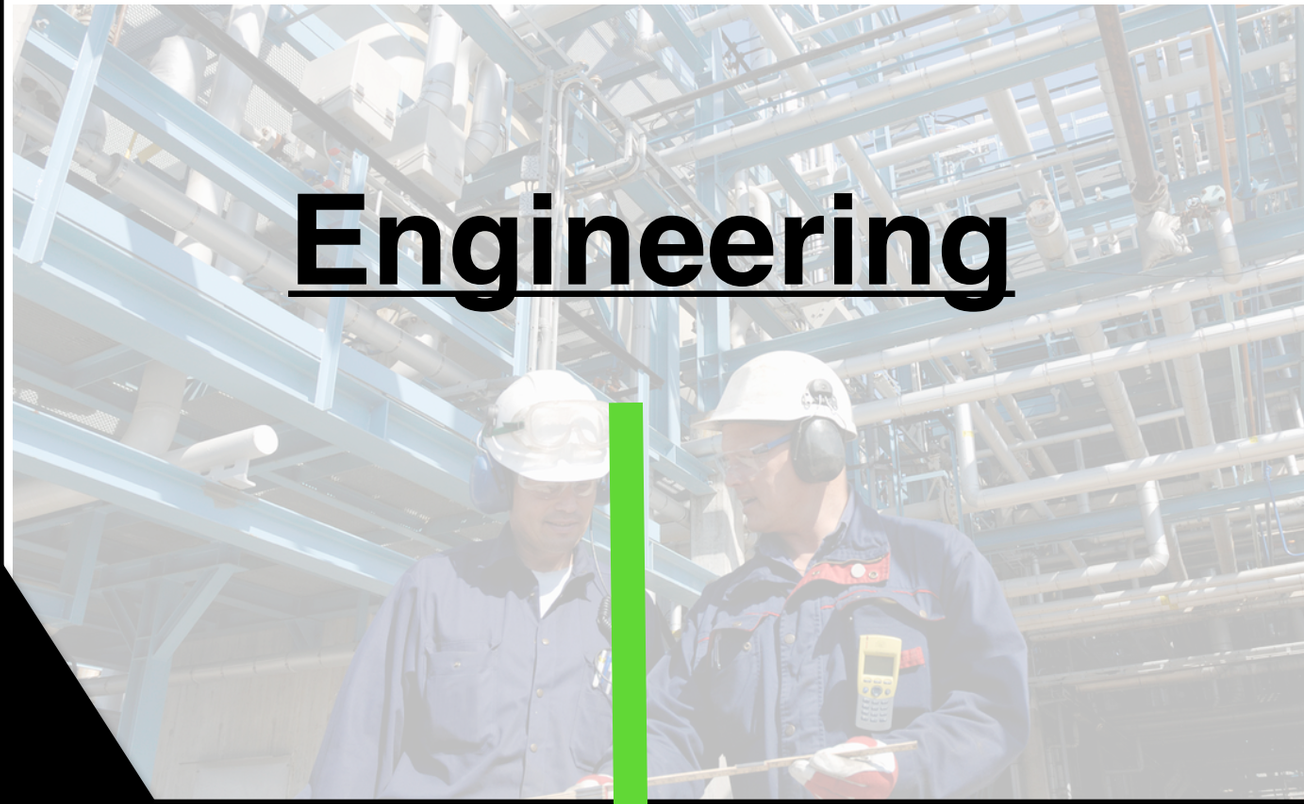
Standards



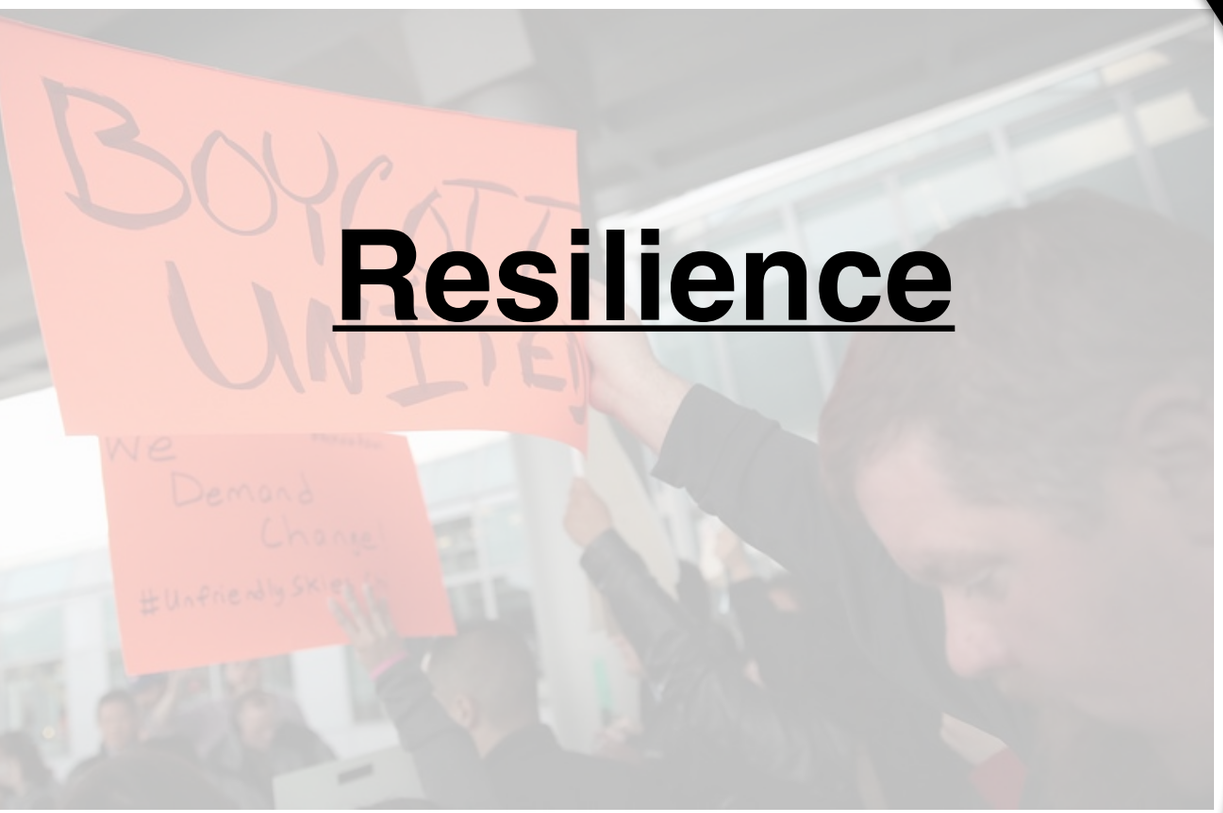
Experimentation



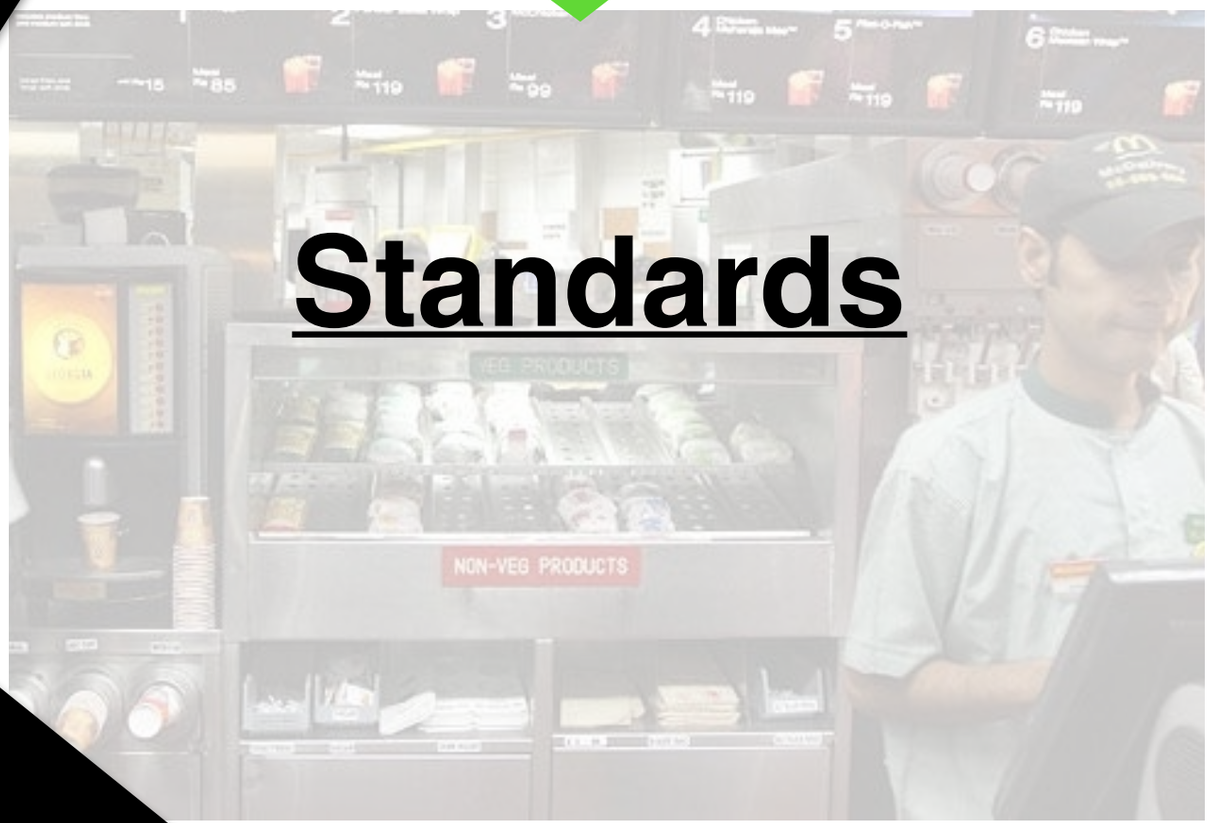
Engineering



Resilience

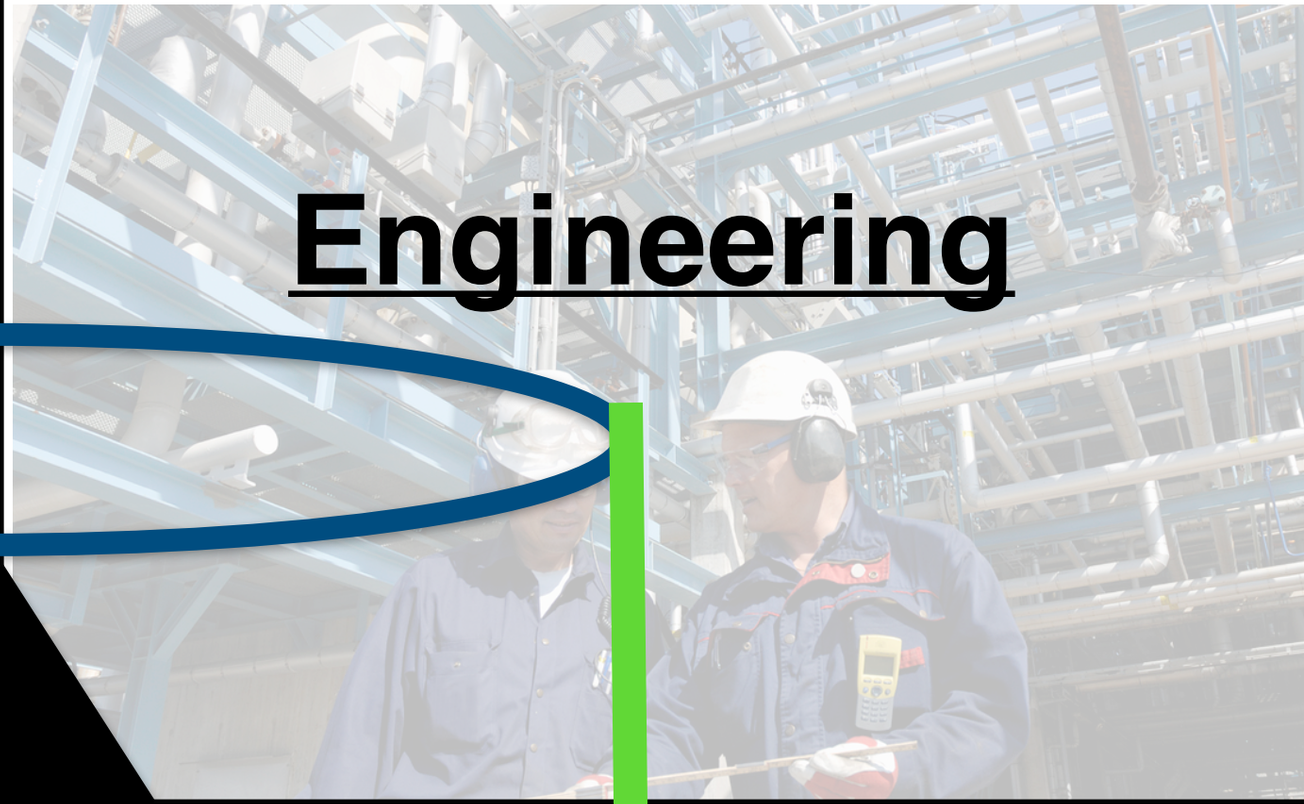


Standards

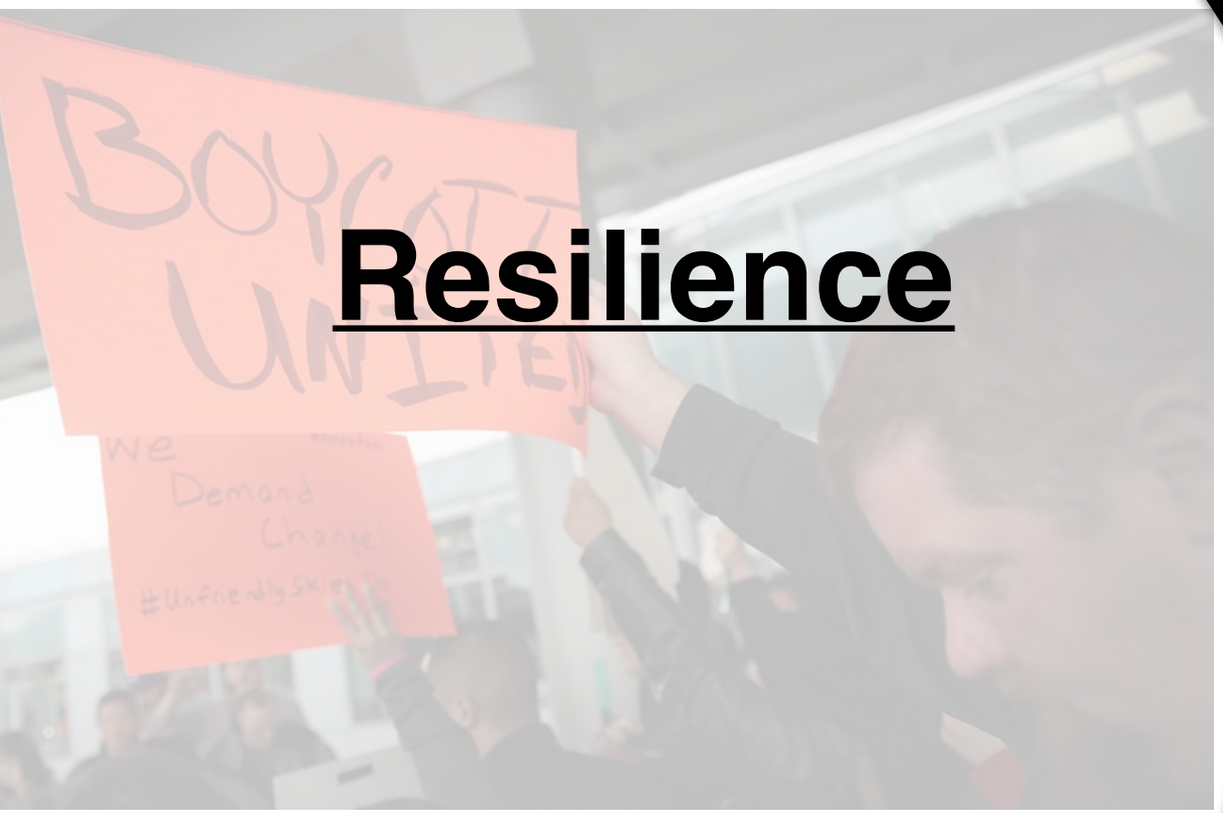


Experimentation

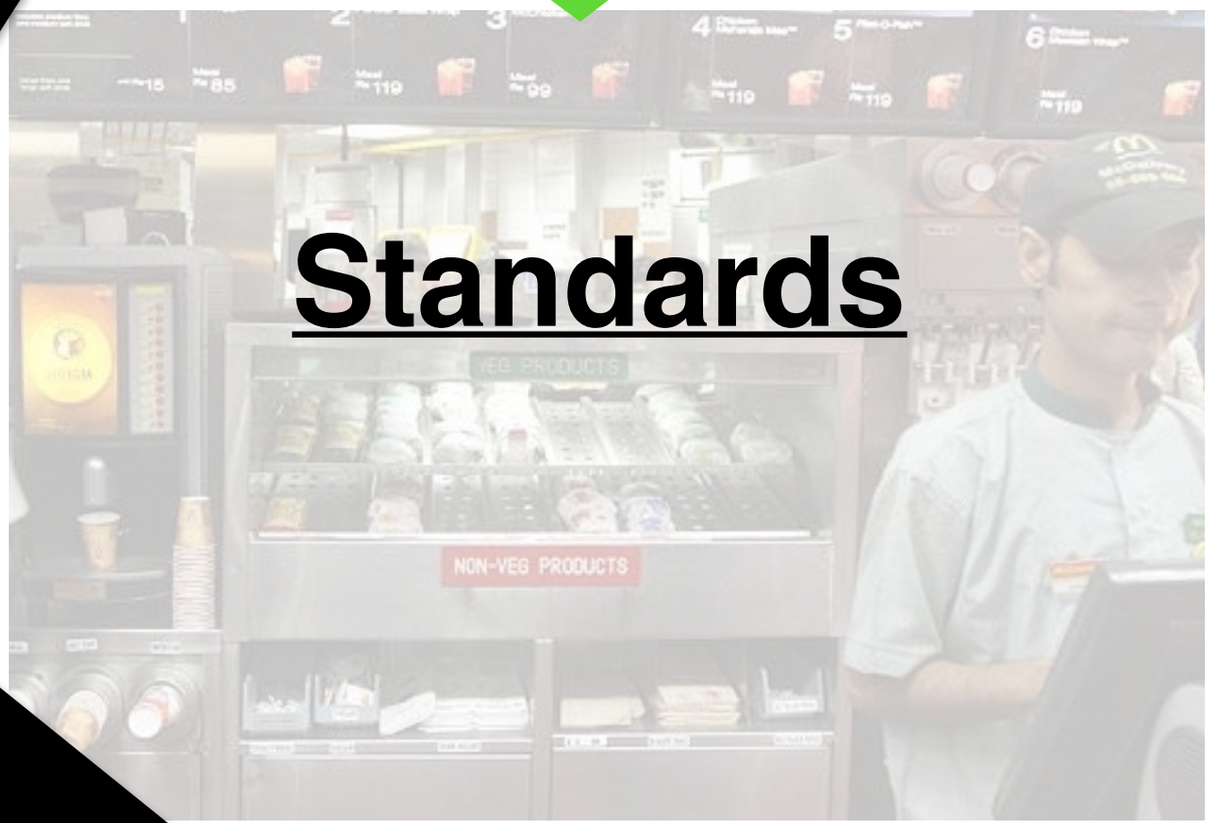
Engineering



Resilience

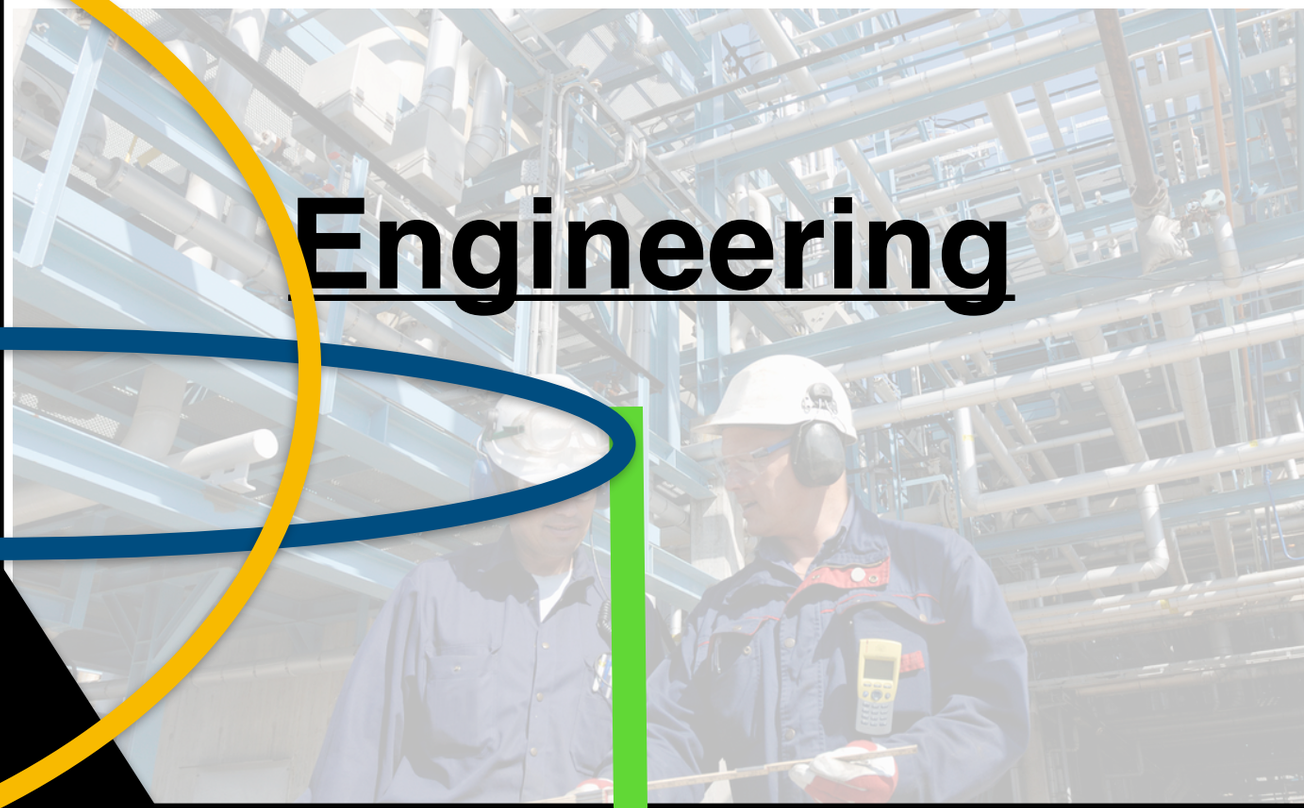


Standards

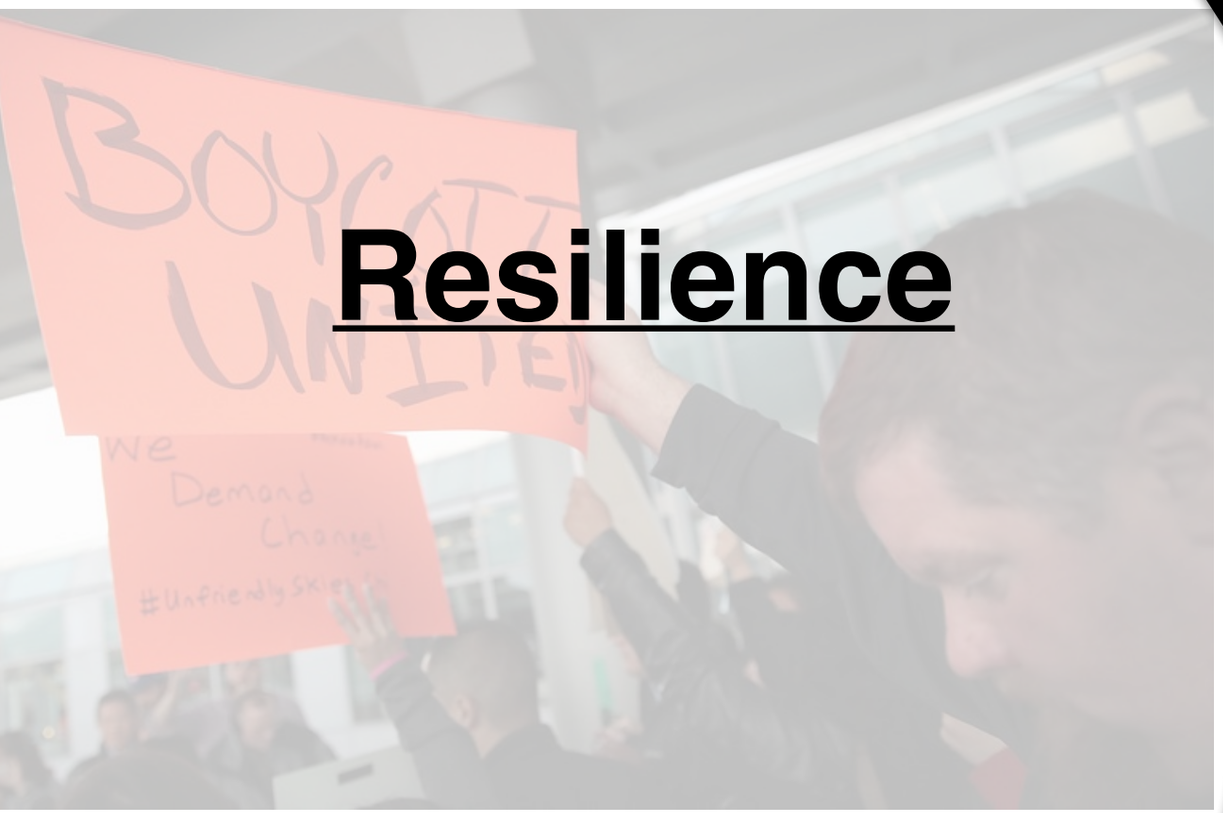


Experimentation

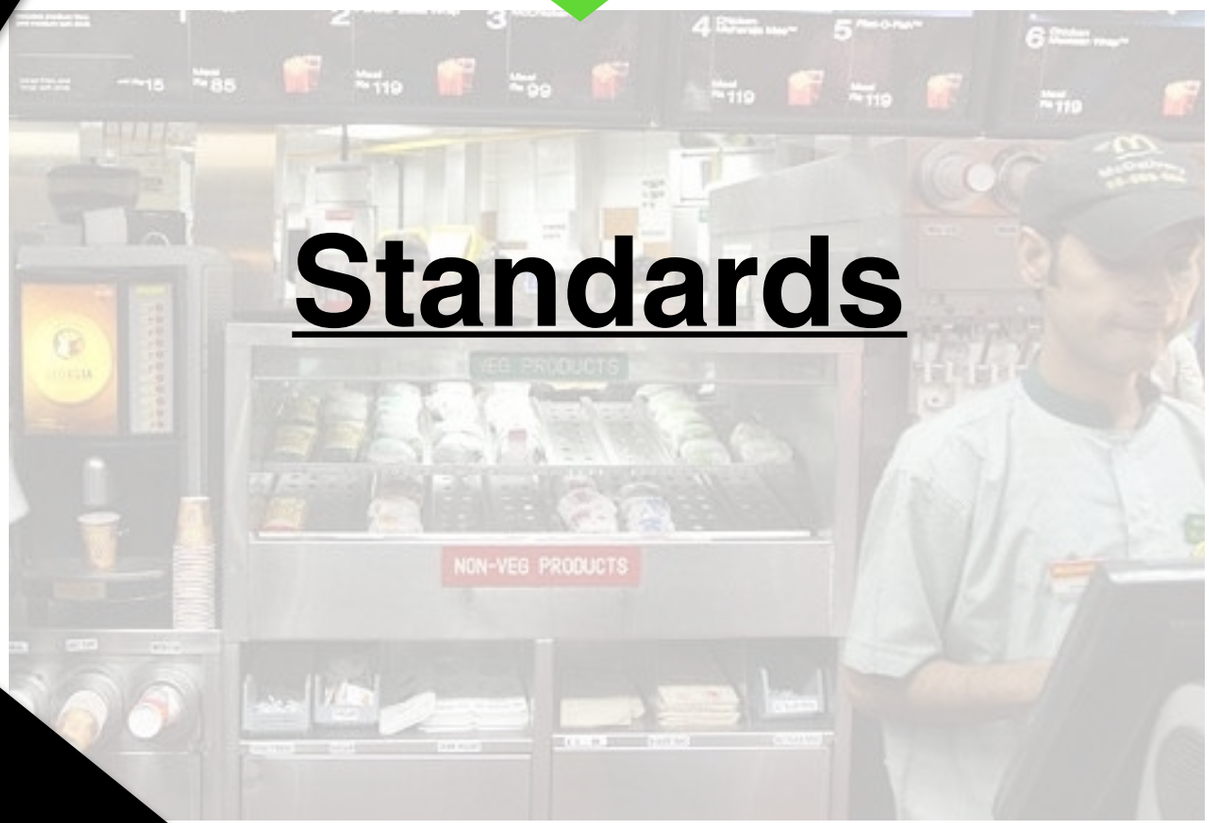
Engineering



Resilience



Standards

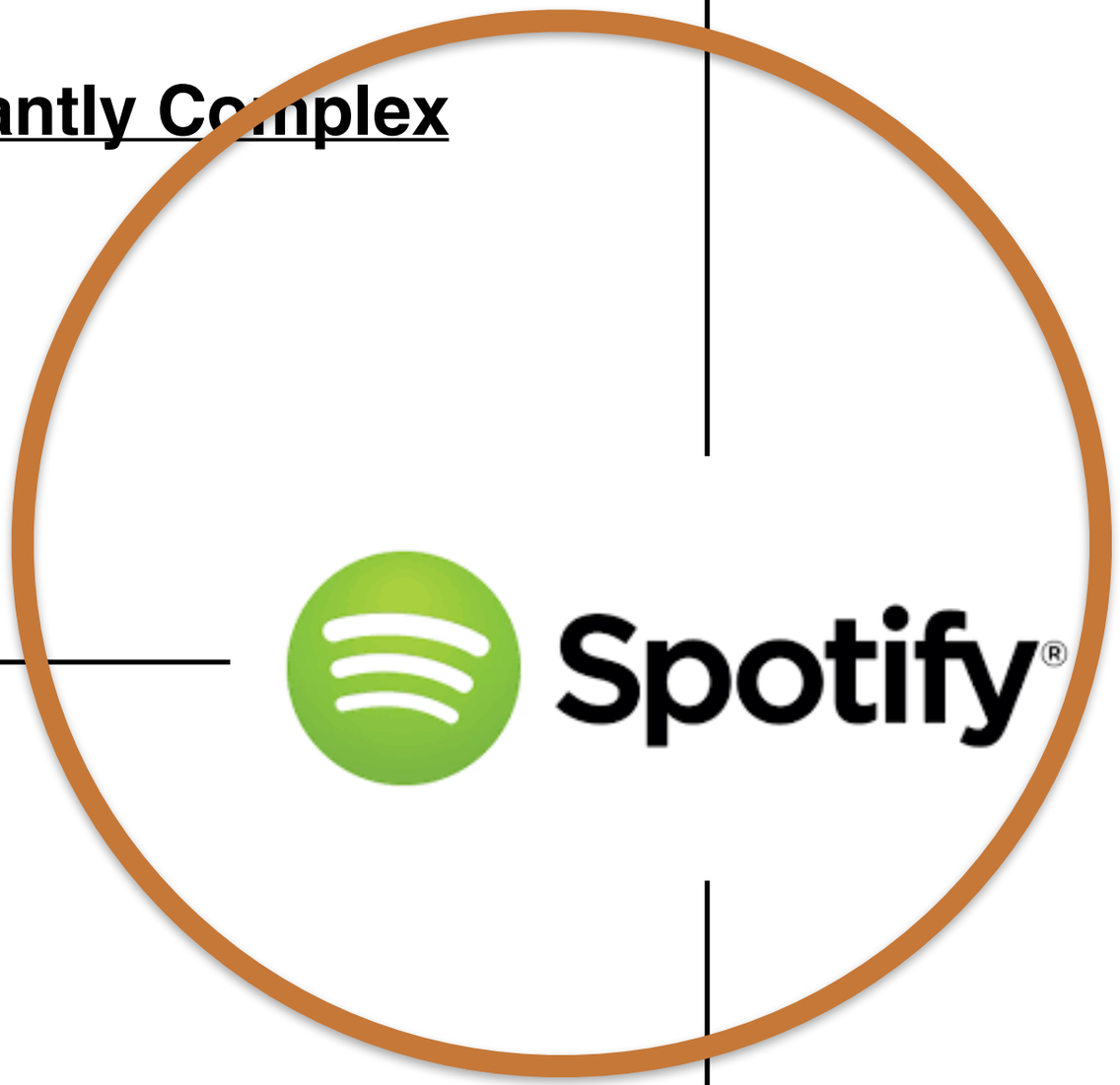


Dominantly obvious

Dominantly Complicated

TOYOTA

Dominantly Complex



Operate for resilience

ING

Experimentation

Engineering

Crisis management

Standards

Experimentation

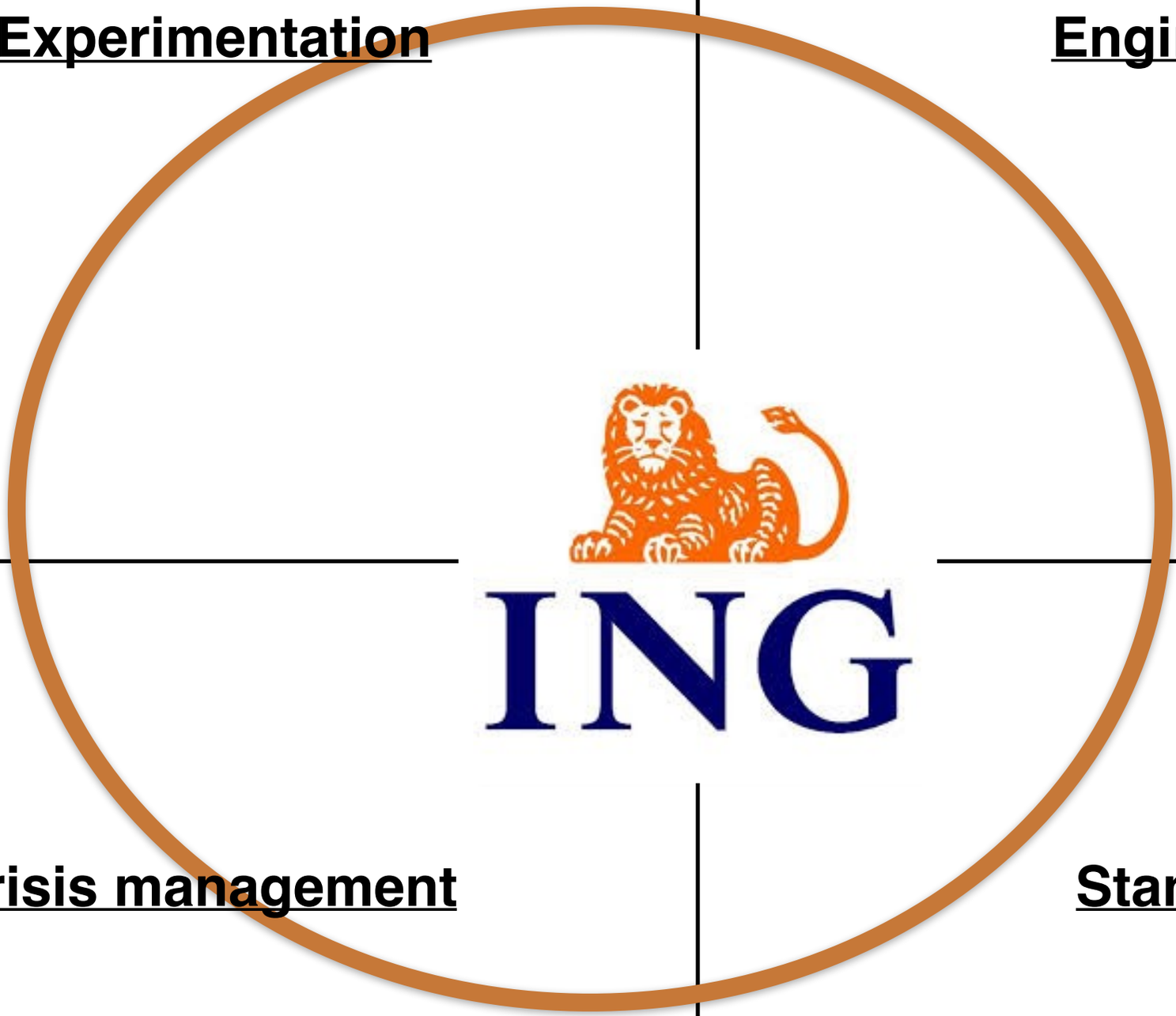
Engineering

Crisis management

Standards

Experimentation

Engineering



Crisis management

Standards

“All organisations can grow their capabilities in all quadrants …

… for many it can be useful …

… for some it will be possible.”

Social systems

Purpose

Behaviour

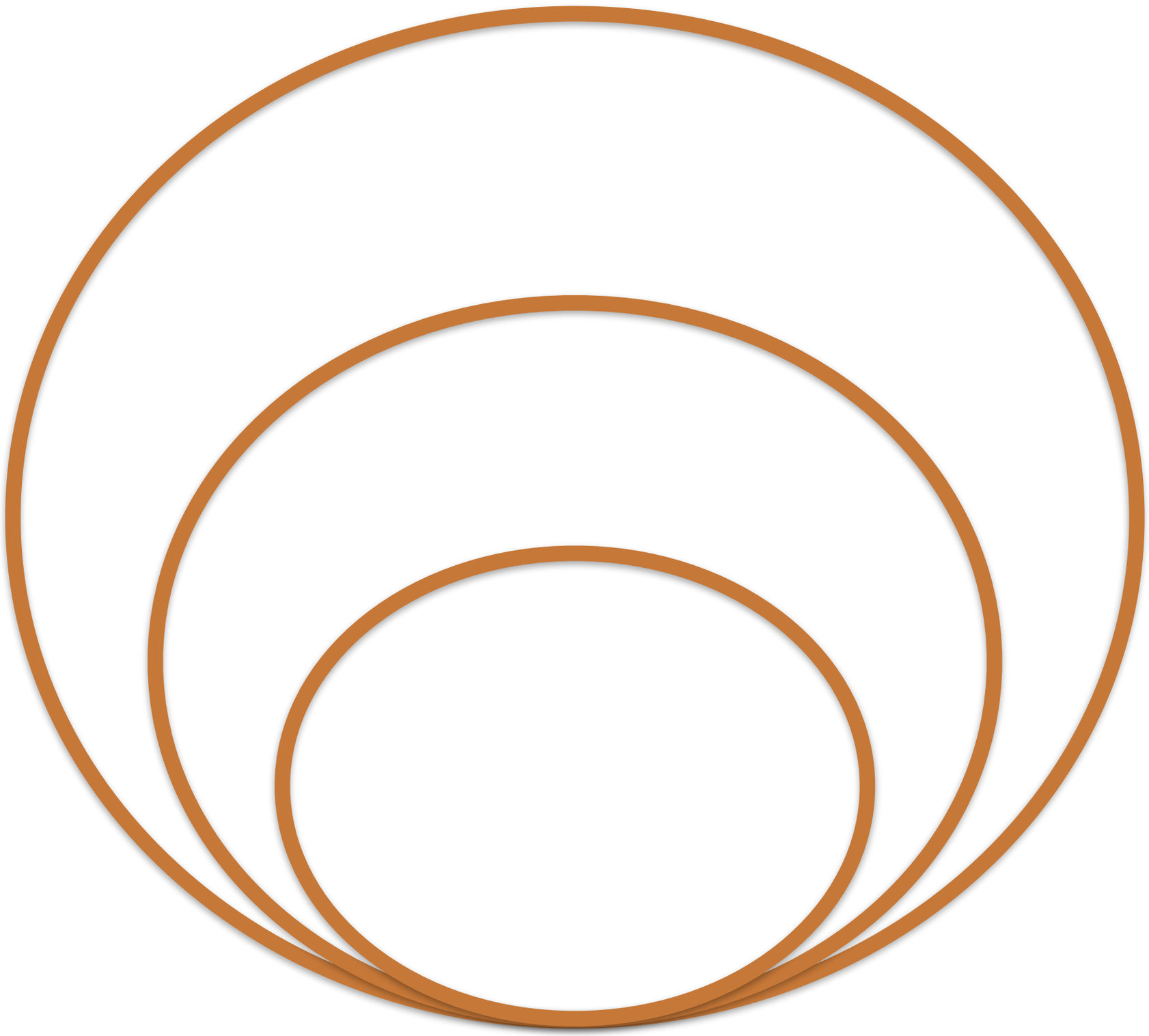
Geography

Identity

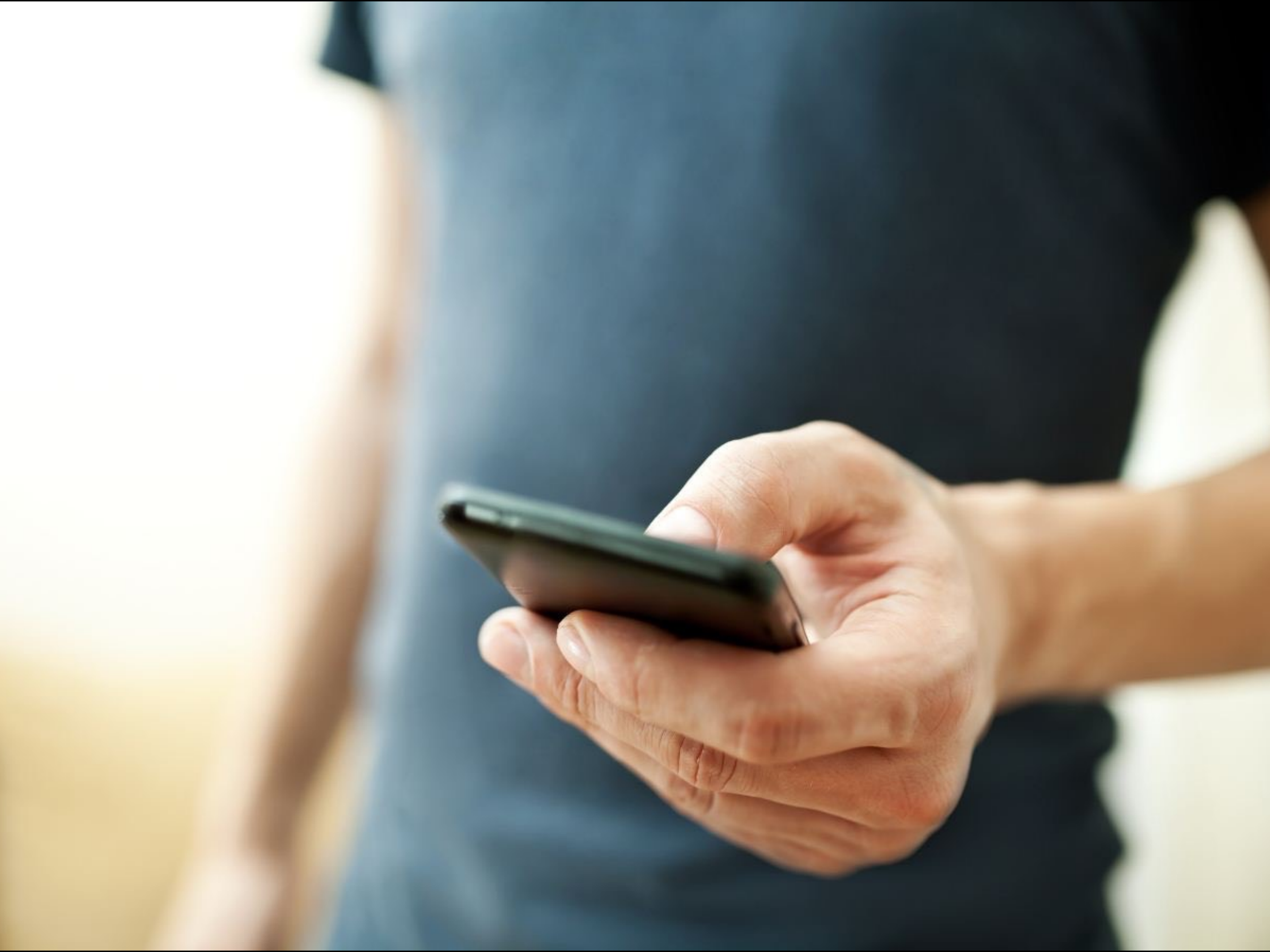
Organisations

Purpose

Purpose



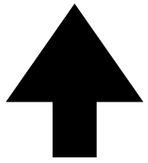
Why?



Red Bull
ENERGY DRINK
8.4 FL OZ
250 mL

Process

Purpose



Behaviour

Scrum

Structure

Purpose

Behaviour

Geography

Culture

Purpose

Behaviour

Geography

Identity

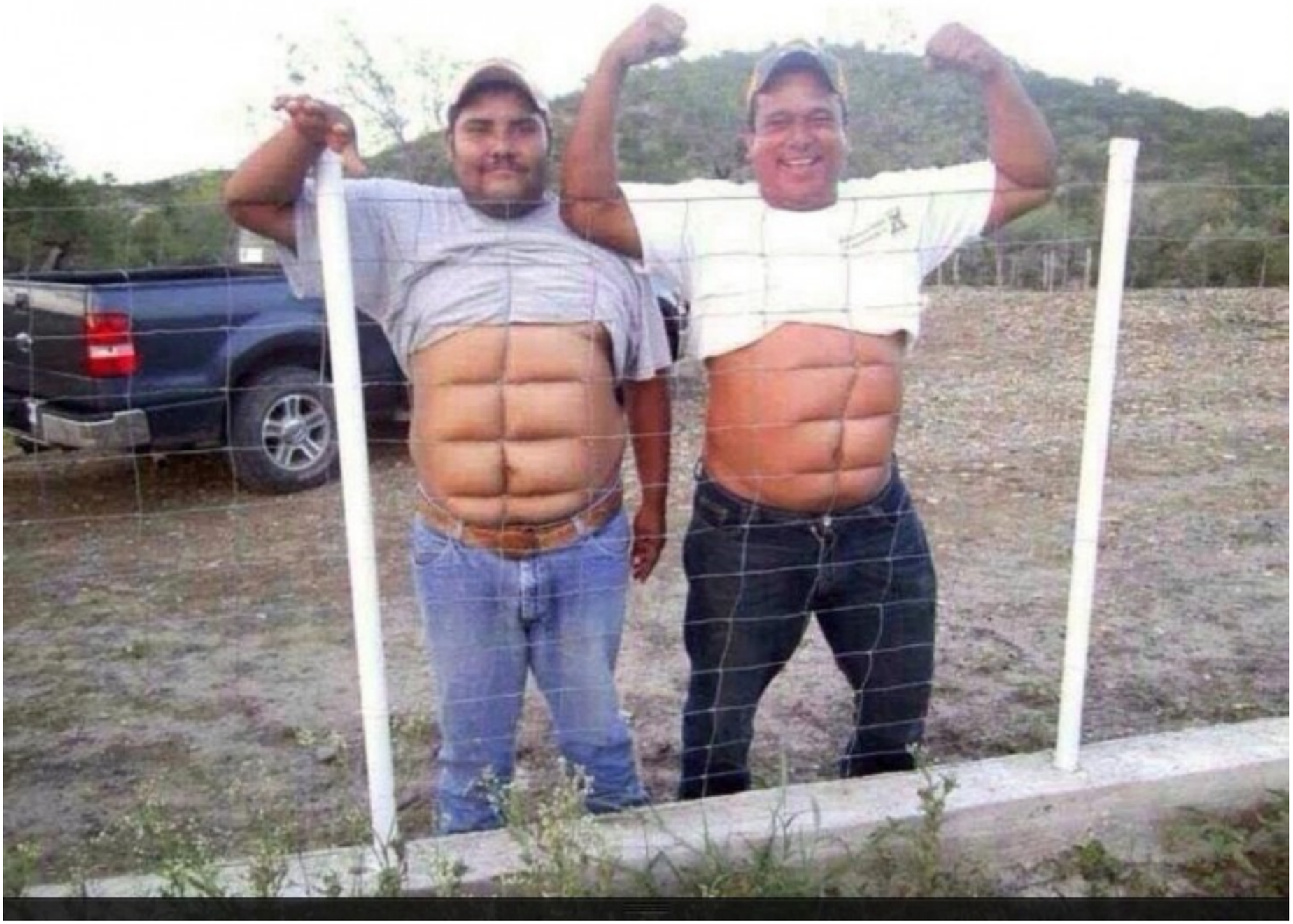
Forget about Agile transformations

Is not respectful

Fear

False expectations

Fake results



Revolution

vs.

Evolution

Grow experimentation capabilities

Do not transform …

...experiment and Grow

Angel Diaz-Maroto
@adiazmaroto
www.angeldiazmaroto.com