

Shaping Your Agile Adoption Path

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Example: If the **green** statement sounds more like you, go sit at an **green** table with 4 other **green** people

I like building relationships and working with people who empathize with my position by showing they understand where I'm coming from. I'm practical and like to focus on results and don't like it when people criticize others. I like logical outcomes as long as the logic has meaning behind it.

I like to focus on facts and the less complex the solution, the better. I don't like vague statements or buzzwords so much and brainstorming bothers me when there are no outcomes generated. I like to make decisions based on facts and data.

I don't like playing the political game or working with people who are pushy. I like to make sure everyone has an opportunity to voice their opinion and I like to have fun at work by doing interactive meetings and brainstorming sessions. It's important to me that people get along with each other.

I don't like being given the solution and would rather figure them out myself. I like generating lots of options but don't much care for the details once all the options are on the table.

Draft Your Mission Statement

The software giant MegaCorp has selected your group to lead an Agile Adoption at MegaCorp.

In your groups, create a mission statement for the adoption. The mission statement should spell out the overall goal, guide actions and decision making and provide a path. Your mission statement provides "the framework or context within which strategies are formulated"

An example (sort of):

“Our goal is to make the world a better place. We’ll do this by providing new and exciting products that will delight our customers. No sacrifice is too big if someone else makes it. We’ll take care of ours first and then theirs if we must.”

Help Your CIO

As the new CIO, Iris's first goal involves rolling out Agile to the IT department. The teams seemed excited about the change. However she's noticed that the managers are very cautious around her, as they were with all the other executives. She tries to elicit feedback from the staff, explore their concerns, and examine their suggestions to find out why their previous attempt to adopt Agile failed.

She finds out most managers simply 'rode out' the change knowing it wouldn't stick because they felt "nothing ever changes at MegaCorp". The 'Business' folks blamed IT for not being 'Agile' enough and the 47 person development group largely felt 'Agile' was an excuse for doing no planning and changing requirements whenever the business felt like it.

Iris decides to hire your firm to rollout Agile, you know MegaCorp has been around for decades, has 3 lines of business and 5 products in the B2C space. There are a total of 126 people in IT and 429 across the whole organization.

Using your mission statement, draw a picture showing what Iris should do and the strategy she might employ to start to rollout of Agile in the IT department considering the situation she has been brought into.

Now the Fun Part!

Red and Orange teams only!

Nominate a messenger for your team and exchange plans

Red Teams: Exchange your plan with a Green Team

Orange Teams: Exchange your plan with a Blue Team

Think about it

- what parts of the plan made you say “right on!”?
- what parts of plan raised red flags for you?
- what did you notice about your reaction or the reaction of others?

Handouts

- www.donaldegray.com/downloads
- www.agilecoach.ca/downloads
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