



MoveIT

Agile adoption: How to avoid failure?

6 DECEMBER, 2018 | Bert Fabry





Mike Cottmeyer

LeadingAgile





PREMISE



AGILE MANIFESTO



4 VALUES

**AGILE
MANIFESTO**



4 VALUES

12 PRINCIPLES

**AGILE
MANIFESTO**

BUSINESS VALUE

12 PRINCIPLES

4 VALUES

**AGILE
MANIFESTO**



WHY DOES AGILE FAIL?



Culture

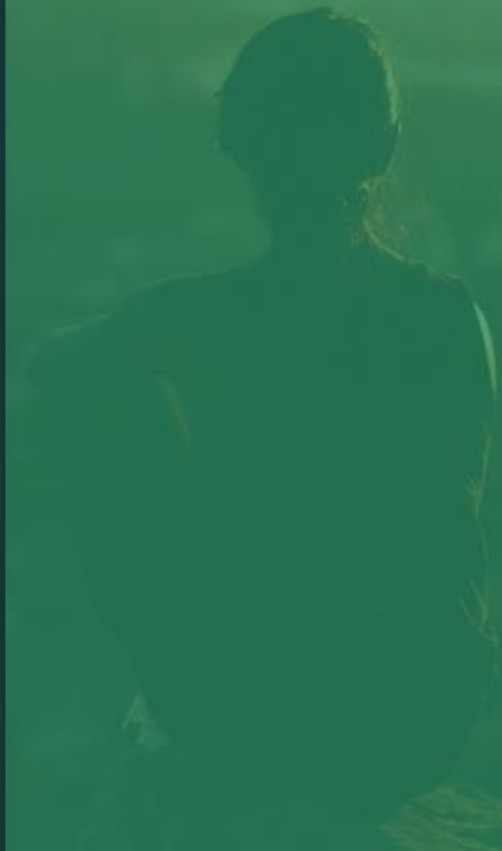
Practices





Resistance to
change

Culture



Resistance to
change

Culture

Organisation
issues

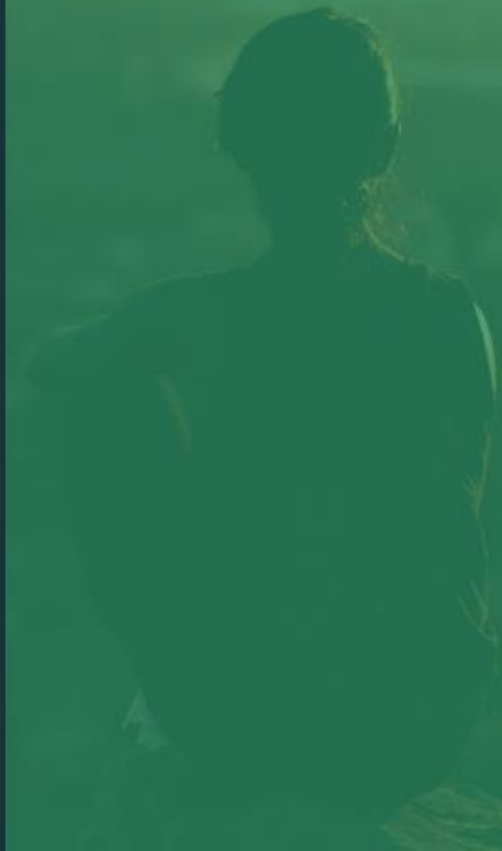


Resistance to
change

Culture

Organisation
issues

Reduced
motivation



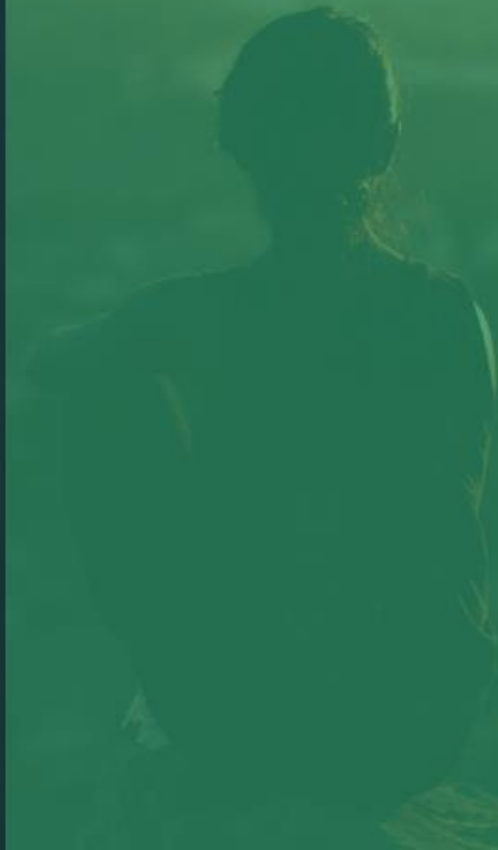
Resistance to
change

Cargo Cult
Agile

Culture

Organisation
issues

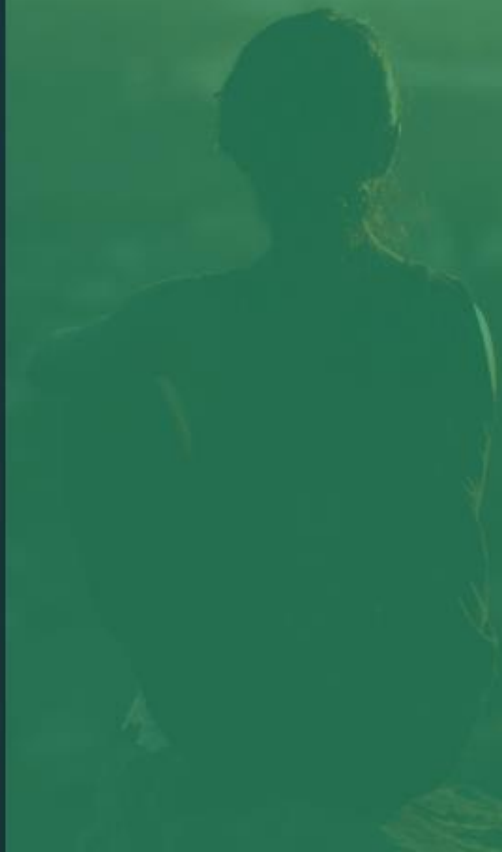
Reduced
motivation





**Training &
Support**

Practices



**Training &
Support**

Practices

**Identify
Impediments**

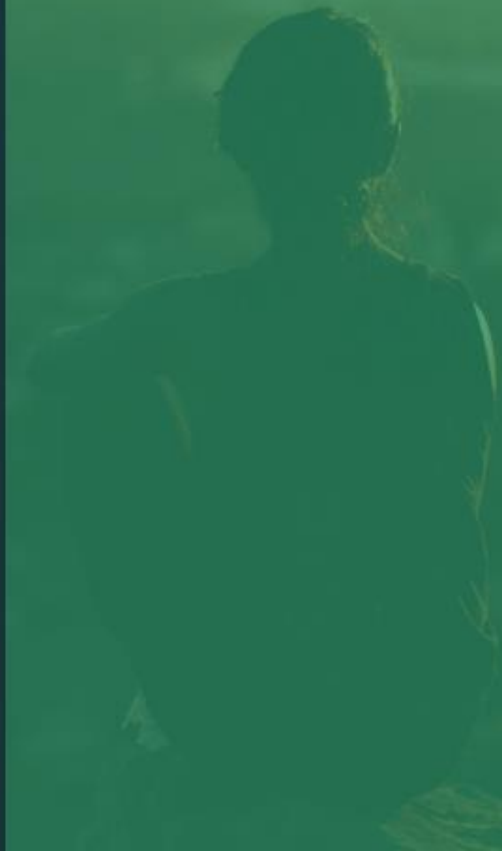


**Training &
Support**

Practices

**Identify
Impediments**

**Resolve
Impediments?**



Training &
Support

Cargo Cult
Agile

Practices

Identify
Impediments

Resolve
Impediments?



Culture

Practices





**REMEMBER... YOU DID
PROMISE US A WAY TO
AVOID FAILURE.**

Culture

Practices

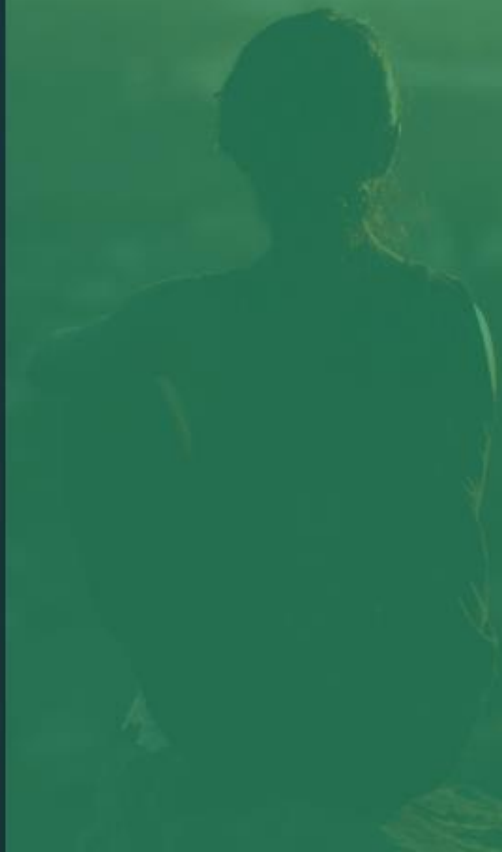
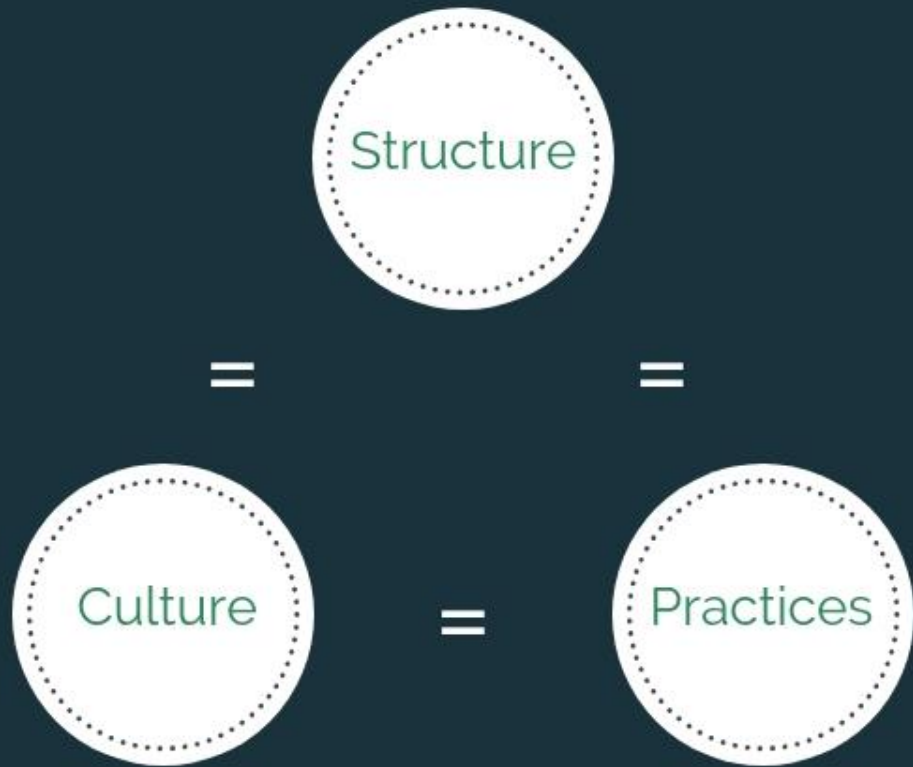


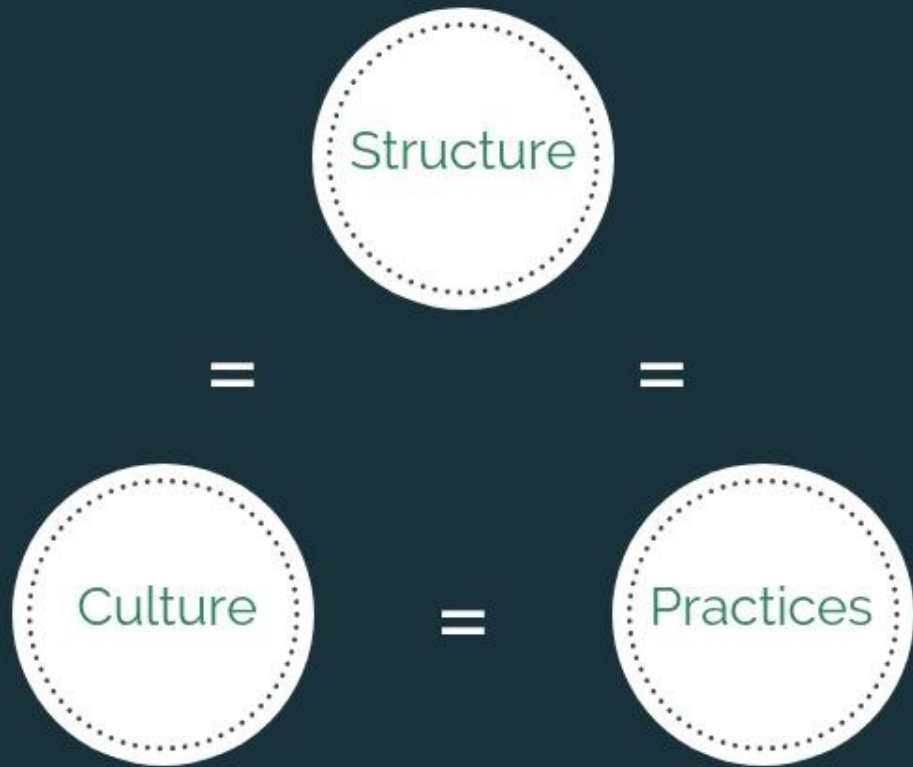
Structure

Culture

Practices







START ?



The image features a dark green horizontal band across the middle, containing the text "WHAT IS STRUCTURE?". The background is a dark, moody photograph of a mountain range with snow-capped peaks. The text is centered and rendered in a bold, white, sans-serif font.

WHAT IS STRUCTURE?

STRUCTURE



BACKLOGS

STRUCTURE



BACKLOGS



TEAMS

STRUCTURE



BACKLOGS



TEAMS



WORKING TESTED
PRODUCT

STRUCTURE



BACKLOGS

INVEST
Small enough



TEAMS

everything and
everyone necessary
to deliver



WORKING TESTED PRODUCT

meet acceptance
criteria
no known defects
no technical debt

STRUCTURE



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BACKLOGS



TEAMS



**WORKING TESTED
PRODUCT**



WHY ARE THEY IMPORTANT?



CLARITY



ACCOUNTABILITY



MEASURABLE
PROGRESS

WHY ARE THEY IMPORTANT?



CLARITY



ACCOUNTABILITY



MEASURABLE
PROGRESS

WHY ARE THEY IMPORTANT?



CLARITY



ACCOUNTABILITY



MEASURABLE
PROGRESS

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PRODUCT



MOTIVATIONAL DRIVERS



PURPOSE



AUTONOMY



MASTERY

MOTIVATIONAL DRIVERS



PURPOSE



AUTONOMY



MASTERY

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PURPOSE



AUTONOMY



MASTERY

PURPOSE

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PRODUCT



WHAT DO THEY LOOK LIKE AT SCALE?



GOVERNANCE



ORGANIZATIONAL
STRUCTURE



METRICS & TOOLS

WHAT DO THEY LOOK LIKE AT SCALE?



GOVERNANCE



ORGANIZATIONAL
STRUCTURE



METRICS & TOOLS

WHAT DO THEY LOOK LIKE AT SCALE?



GOVERNANCE



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STRUCTURE



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PRODUCT**



DEPENDENCIES



DEPENDENCIES

TECHNICAL DEBT &
DEFECTS



DEPENDENCIES

TECHNICAL DEBT &
DEFECTS

MATRIXED
ORGANIZATIONS

DEPENDENCIES

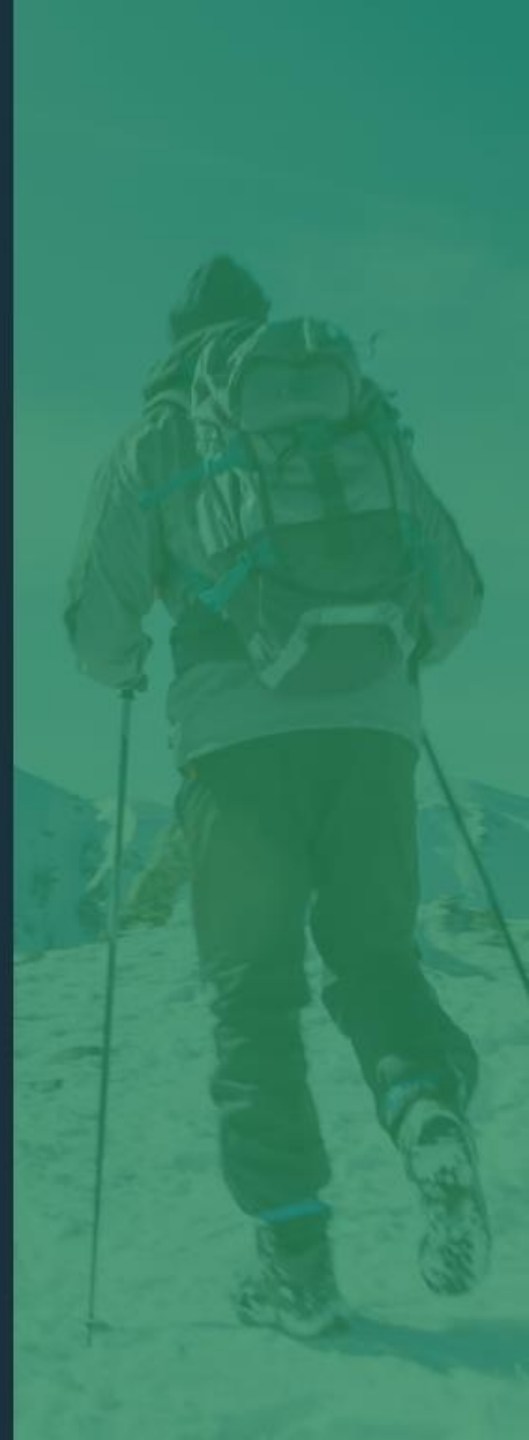
TECHNICAL DEBT &
DEFECTS

MATRIXED
ORGANIZATIONS

LIMITED ACCESS TO
SUBJECT MATTER
EXPERTISE

A person wearing a floral dress is standing in a field, with their back to the camera. The scene is dimly lit, possibly at dusk or dawn, with a dark sky and silhouettes of trees in the background. A solid green horizontal band is overlaid across the middle of the image, containing the word 'SUMMARY' in white, bold, uppercase letters.

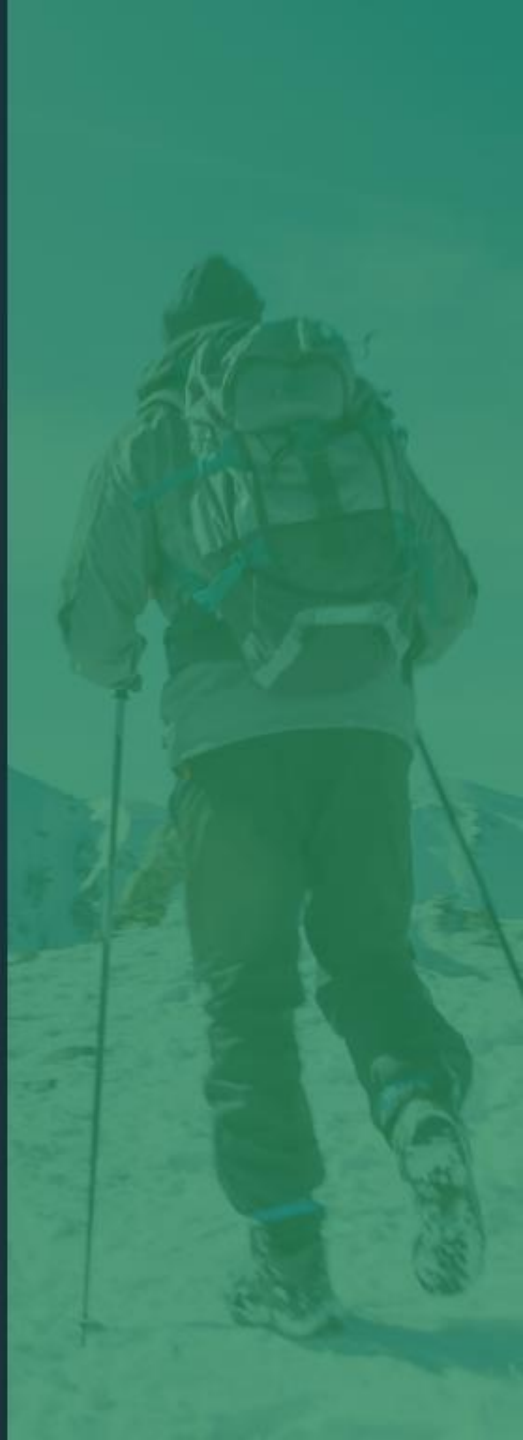
SUMMARY



Structure

Culture

Practices





BACKLOGS



TEAMS



**WORKING TESTED
PRODUCT**



CLARITY

ACCOUNTABILITY

MEASURABLE
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PURPOSE

AUTONOMY

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GOVERNANCE

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DEPENDENCIES

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EXPERTISE

A person is running on a path, with mountains in the background. The scene is overlaid with a semi-transparent white filter. The text 'THANK YOU!' is written in large, bold, green capital letters across the center of the image.

**THANK
YOU!**