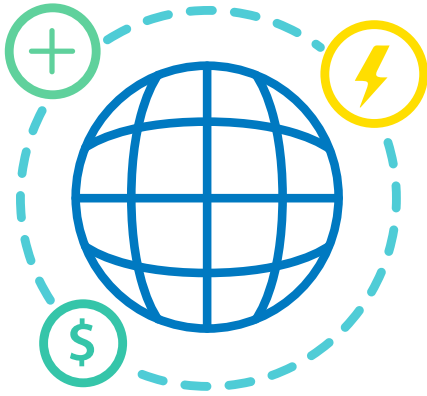




# Agile Transformation



# It's a hyper-competitive and ever-changing business world out there.

To stay competitive in this evolving landscape, organizations are embarking on an Agile Transformation journey in order to change the way they approach and conduct business. It's not just about technology, it's about embracing an all new way of thinking throughout the organization. Headspring's tailored Agile Transformation solution helps you to adapt and evolve in a collaborative, fast, and flexible way. We get you where you need to be now, while setting you up for sustained growth.

## 5 Pillars of Agile Transformation

These are the building blocks to unlock the true value of an organization, guiding teams in implementing and executing with agility.

Leadership engagement and change management

Integration of product development and IT operations

Encompassing strategy and vision

Appropriate organizational structure, clarity around roles and governance

Agile way of working – culture of collaboration

# Agile Organizational Dimensions

To successfully drive organizational shift, the approach must be holistic and comprehensive. Headspring focuses on five key organizational dimensions.



## PEOPLE

- ✦ Small and dedicated teams
- ✦ Empowerment over management
- ✦ Key motivations
- ✦ Integrated learning



## PROCESS

- ✦ Agile practices and behaviors are embraced by all team members
- ✦ Flexible agile methodologies and frameworks
- ✦ Enabling of decision makers at all levels



## TECHNOLOGY AND OPERATIONS

- ✦ Central architectural strategy
- ✦ Core design patterns
- ✦ Flexible and appropriate tooling
- ✦ Collaboration between development and operations



## CULTURE

- ✦ Freedom to try and fail
- ✦ Cross-functional collaboration
- ✦ Transparency and accountability
- ✦ Leaders as champions








## OPERATING MODEL

- ✦ Venture style budgeting
- ✦ Product-driven organization
- ✦ Reduction of project portfolio management

# Agile Maturity Model

An Agile maturity model is a tool to assess your organization's current practices and identify actions to take to build a path towards greater maturity in agility. The model identifies the next biggest hurdle and sets expectations along the way, ensuring not only that immediate goals are reached but that your organization continues to grow into the future.

 <b>AD-HOC</b>	 <b>AGILE FUNDAMENTALS</b>	 <b>AGILE SUSTAINABILITY</b>	 <b>AGILE OPTIMIZATION</b>	 <b>AGILE FUTURE</b>
<p>Agile not used or used inconsistently</p> <p>Variable quality</p> <p>Testing is manual</p>	<p>Consistent Agile practices and tools</p> <p>Scrum, Kanban, XP</p> <p>Team exhibits agile habits</p>	<p>Consistent roles and responsibilities</p> <p>Disciplined, repeatable processes with high quality results</p> <p>Focus on continuous improvement</p>	<p>Mature agile habits at scale</p> <p>Test and build automation is highly enabled</p> <p>Business value realization is tracked</p>	<p>Lean and Agile are part of organizational culture</p> <p>Continuous organizational learning and optimization of work process</p>

## BENEFITS

- Greater visibility into team's work
- Increased productivity
- Low defects with high productivity
- Team ships on business cadence
- Higher value deliveries
- Speedy decision making
- Cross team learning
- Better organizational decisions

# Goals

The goal of Agile Transformation is to improve your organization's current baseline ability to deliver, and to put processes in place that will help actualize your ability to grow in your market and respond quickly to changing customer needs. Achieve lasting results to:

- **Create an organization that is flexible, manageable, and can deliver software in a predictable manner**
- **Increase product quality and delivery speed**
- **Increase frequency by utilizing incremental delivery to the business**
- **Enable business value prioritization**
- **Reduce time to market**
- **Improve responsiveness to changing market demands and business needs**