

A tale of two companies: Slow vs Rapid Business Agility

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Paul Wynia

That Agile Guy



NOKIA



irdeto
Building a Secure Future.™



teradata.



Microsoft

Paul Wynn
Agile Consultant



Walmart 

intuit®

Hunter®





Why?

Success

vs

Failure

Two Companies



Building a Secure Future.™

Content Security

Founded 1969

75+ Countries

\$20.1 Billion annual revenue (Naspers)

Dutch Headquarters



Databases and Analytics

Founded 1979

75+ Countries

\$2.3 Billion annual revenue

US Headquarters

Two Companies



Building a Secure Future.™

On Prem and Hosted

Globally distributed dev teams

2 year lifecycle

Disruptors

Increased Rate of Delivery



On Prem and Hosted

Globally distributed dev teams

18 month lifecycle

Disruptors

Increased Rate of Delivery



*Respondents were able to make multiple selections.

2018 State of Agile Survey

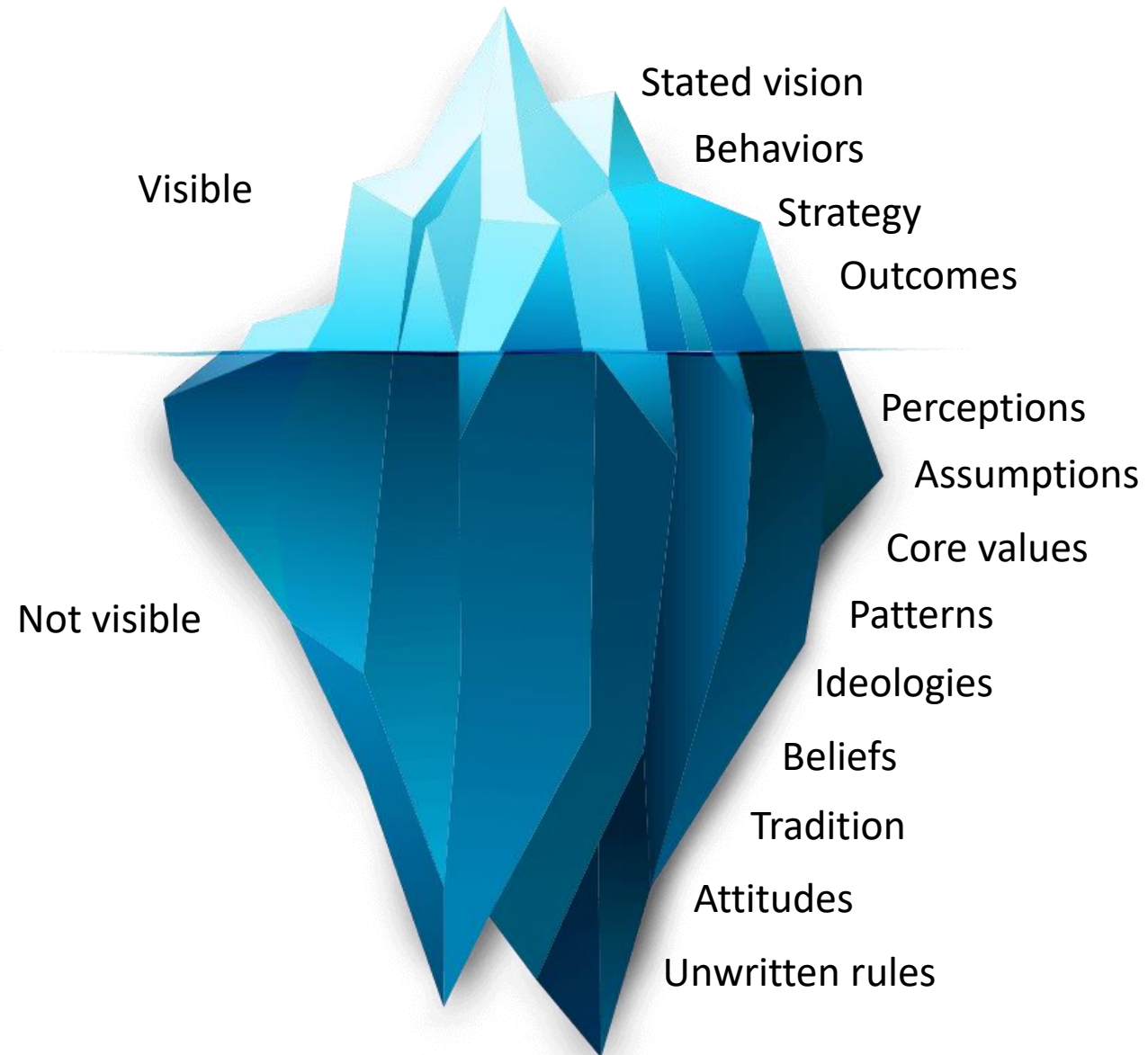
CollabNet Version One

Challenges Experienced Adopting & Scaling Agile

From last year to this year we saw a decrease in respondents citing “organizational culture at odds with agile values” and “lack of business/customer/product owner availability” as challenges for adopting and scaling agile. Barriers that were cited more this year include “fragmented tooling”, “inconsistent processes across teams” and “general resistance to change”.



Cultural Iceberg



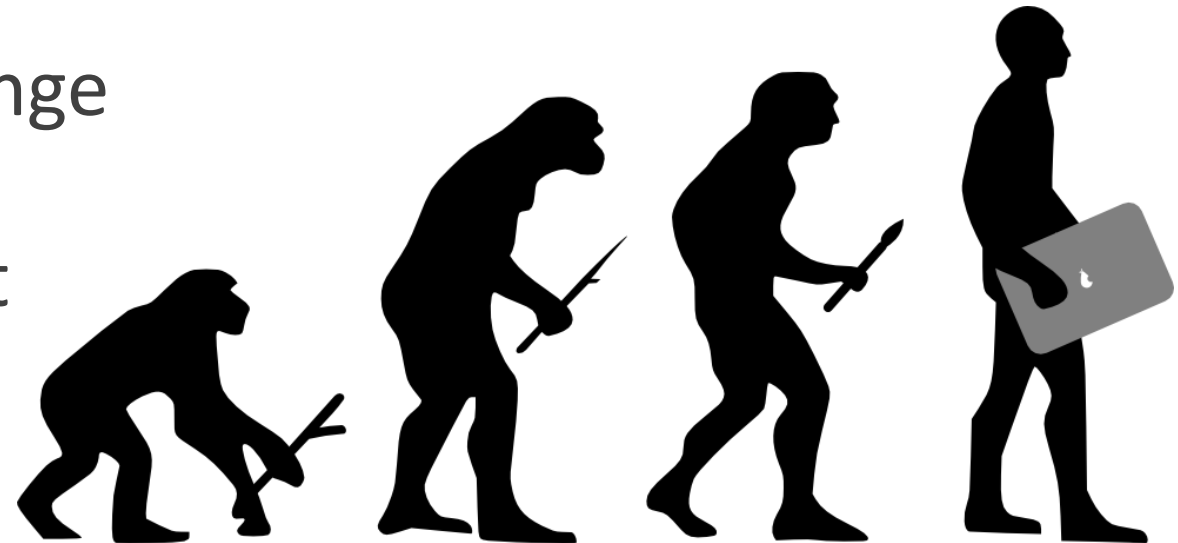
First Approach

Slow roll out

Measured, evidence based change

Direct Senior Level engagement

Pay attention to Culture

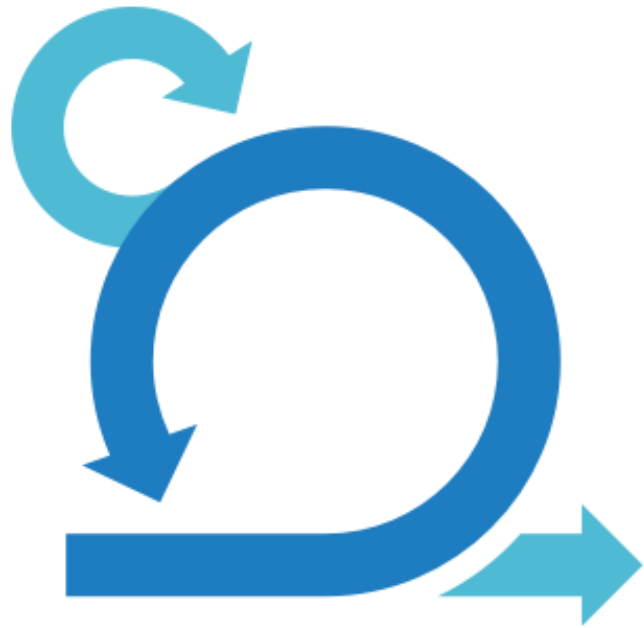




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Minnesota!

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2 year cycle to 6 month

First End to End product

5 locations

2 external vendors

\$10 million ROI on first customer

The logo for Indeto, featuring the word "indeto" in a bold, purple, lowercase sans-serif font. The letter 'i' has a small green square at its base. The letter 'e' has a small green square at its top right. The letter 'o' has a small green square at its top right.



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Second Approach

Rapid roll out

Rapid change

All at once

“SAFe” style



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150+ teams

7 main locations

Proxy SMs & POs

2 internal coaches



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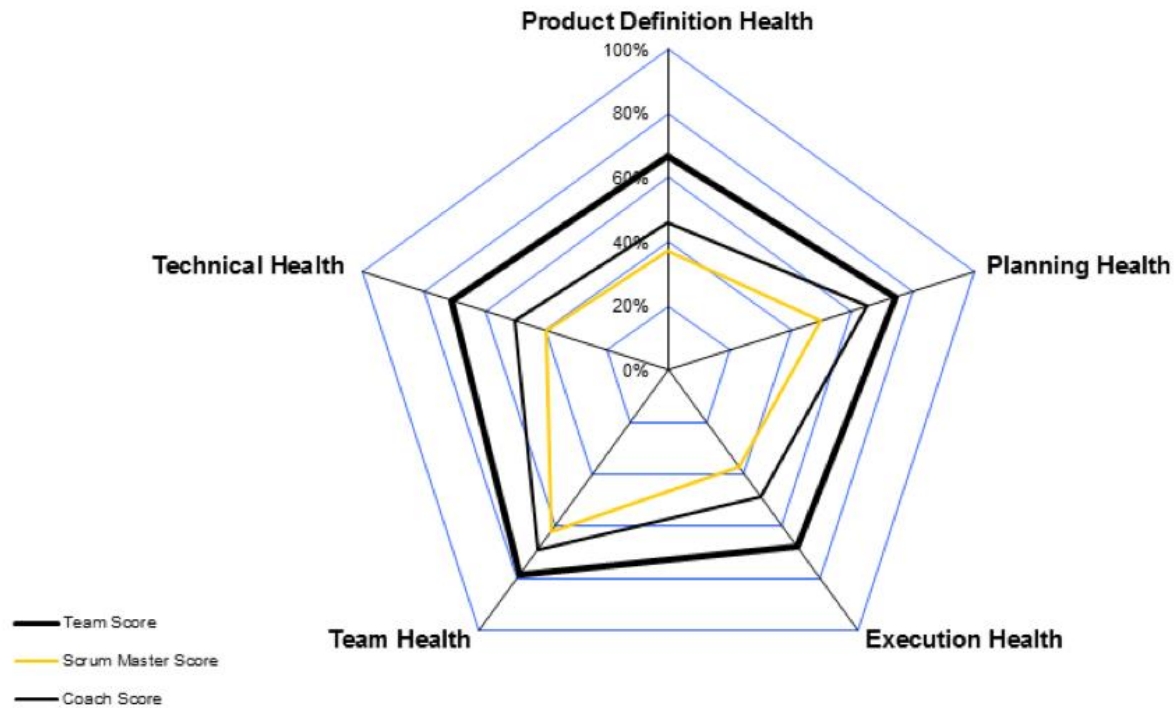


Culture Ignored



Team A: 4.22
Team B: 2.64
Team C: 3.33

Team Maturity Assessment



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2 Years

Big Room Planning

Targeted Training

Increase coaching

Leadership coaching

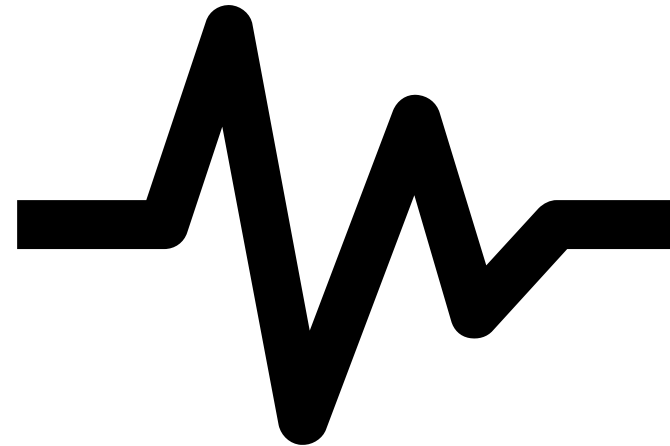
Business Agility





Health Check

- Team involved
- No Scores
- No Shared Results
- Focus on Team Identified Improvement



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Two teams

3 months

Dedicated Coaching

Scrum Master Mentoring

Attention of Senior Leadership



Business Agility

Fast

Vs

Slow

