### A tale of two companies: Slow vs Rapid Business Agility

PAUL WYNIA | SENIOR DIRECTOR | TERADATA

#### Paul Wynia That Agile Guy

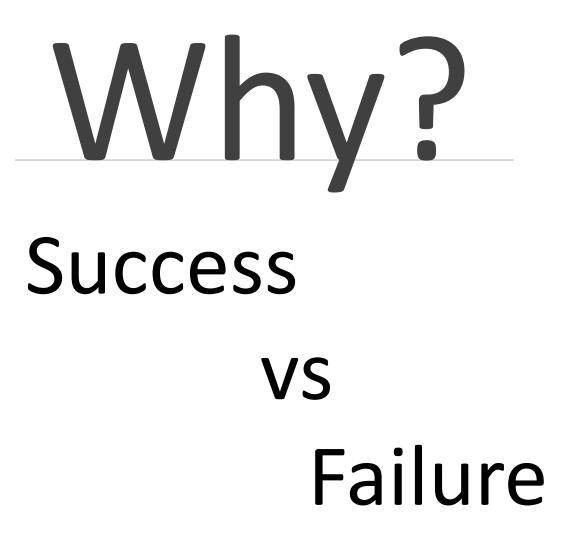


#### Paul Wynia Agile Consultant

WORK AGILE







### Two Companies

### irdeta

#### Building a Secure Future.™

**Content Security** 

Founded 1969

75+ Countries

\$20.1 Billion annual revenue (Naspers)

Dutch Headquarters

### teradata.

**Databases and Analytics** 

Founded 1979

75+ Countries

\$2.3 Billion annual revenue

**US Headquarters** 

### Two Companies

### irdeta

#### Building a Secure Future.™

On Prem and Hosted

Globally distributed dev teams

2 year lifecycle

Disruptors

Increased Rate of Delivery

### teradata.

On Prem and Hosted Globally distributed dev teams 18 month lifecycle Disruptors

Increased Rate of Delivery

#### 75% 64% 55% **49**% 46% 46% 42% 37% 28% 25% 24% 18% 17%

Accelerate software delivery Enhance ability to manage changing priorities Increase productivity Improve business/IT alignment Enhance software quality Enhance delivery predictability Improve project visibility Reduce project risk Improve team morale Improve engineering discipline Reduce project cost Increase software maintainability Better manage distributed teams

\*Respondents were able to make multiple selections.

#### 2018 State of Agile Survey CollabNet Version One

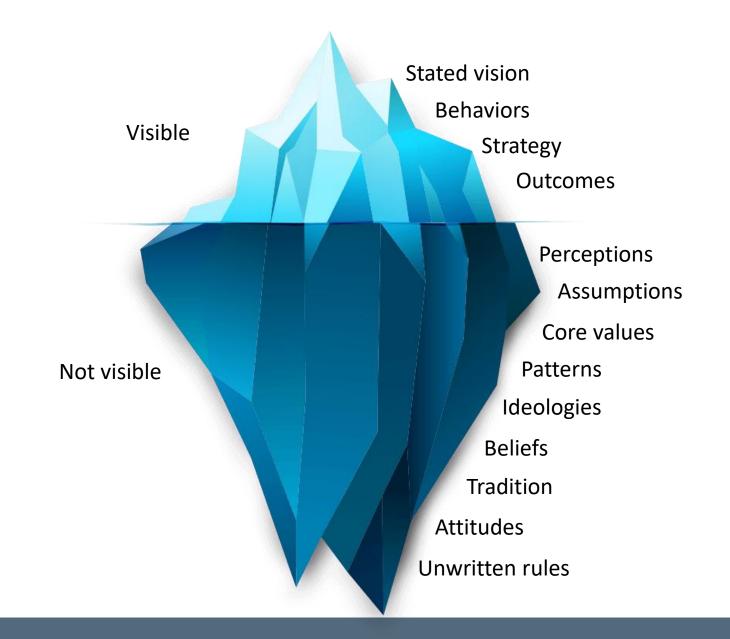
#### Challenges Experienced Adopting & Scaling Agile

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".

Organizational culture at odds with agile values General organization resistance to change Inadequate management support and sponsorship Lack of skills/experience with agile methods Insufficient training and education Inconsistent processes and practices across teams Lack of business/customer/product owner availability Pervasiveness of traditional development methods Fragmented tooling and project-related data/measurements Minimal collaboration and knowledge sharing Regulatory compliance or government issue

53» 46» 42» 41» 35» 34» 31» 30» 24» 21» 14»

#### Cultural Iceberg



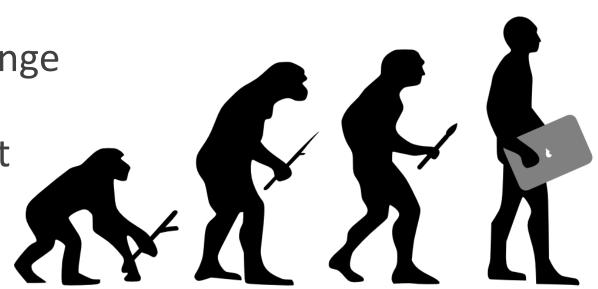
First Approach

Slow roll out

Measured, evidence based change

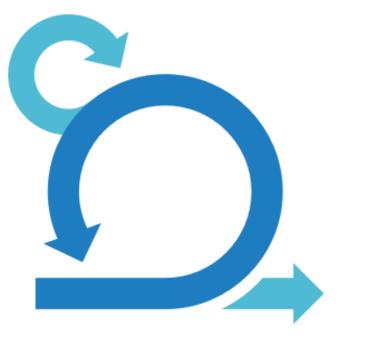
Direct Senior Level engagement

Pay attention to Culture



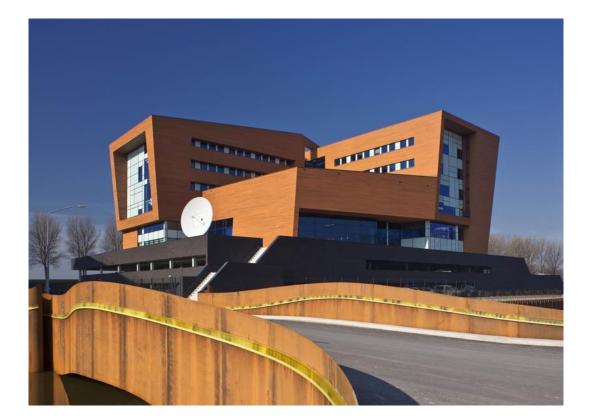


















#### Minnesota!



# irdeta

- 2 year cycle to 6 month
- First End to End product
- 5 locations
- 2 external vendors
- \$10 million ROI on first customer





Second Approach

Rapid roll out

Rapid change

All at once

"SAFe" style





150+ teams

7 main locations

Proxy SMs & POs

2 internal coaches









### **Culture Ignored**

**Team Maturity Assessment** Team A: 4.22 **Product Definition Health** Team B: 2.64 100% 80% Team C: 3.33 **Planning Health Technical Health** 20% Team Score Team Health Execution Health Scrum Master Score -Coach Score

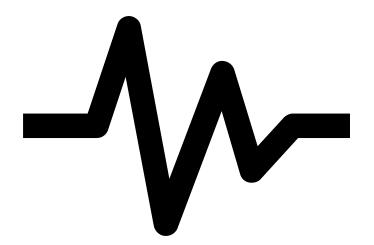


2 Years

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



Two teams

3 months

**Dedicated Coaching** 

Scrum Master Mentoring

Attention of Senior Leadership



#### Business Agility

### Fast Vs Slow

