Agile Transformation
Observations

Blazing your path to Continuous Business Value Delivery

cirrus labs

Agile adoption is manageable when smaller organizations attempt a transition. However, when companies are global or have multiple locations, a mix of contractors and full time employees, time zone differences, a multi-million dollar portfolio embedded with traditional project management, the challenges of implementing agile at the enterprise scale level is not a simple straightforward process.

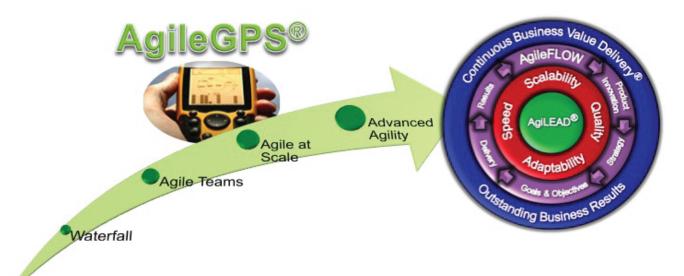## CirrusLabs transformation observations

1. **Business as usual is not a winning strategy:** Leaders who embrace change always challenge the status quo. They want efficiency and effectiveness, more importantly they want to create value. CirrusLabs AgiLEAD® services gives leaders the ability to objectively assess their organization's capabilities with respect to speed, scalability, quality and adaptability to make informed decisions that can transform your organization. Our proven methodology is the difference.

2. **Culture of Commitment is critical to agile sustainability:** All agile frameworks align around a team's ability to implement a "pull model" - i.e., the team is empowered to determine what and how much they can accomplish. We have observed that the sustainability of a transformation to agile is highly correlated to an organization's ability to inject a Culture of Commitment into their DNA. Are your leaders making commitments without significant input from the delivery teams? If so, "agile" will soon become the dirty word throughout the office hallways. Continuous Business Value Delivery® advisory services can ensure your transformation has the right focus to make a Culture of Commitment a reality in your organization - top to bottom.

3. **Release orientation is a strategy for establishing cadence and synchronization in your enterprise:** Different agile frameworks evangelize frequent software releases for customers for fast feedback. Release orientation done right at scale allows your organization to minimize overhead and maximizes your organizations' ability to execute initiatives. Is your organizational design set up for achieving release orientation? Our consultants have applied our AgileGPS® services to transform large financial services and health care organizations to achieve release orientation.

4. **DevOps is the heartbeat of your agile organization:** Investment in developing DevOps capabilities allows your entire organization to fail fast. This rapid learning from timely feedback provides insights that enable everyone to take immediate corrective actions. It allows developers to be more productive and reduces the time from idea generation to value creation significantly. A leading online bank has benefited from CirrusLabs DevOps advisory and execution services.

5. **Agile transformation is 80% people transformation and 20% process transformation:** What you really want out of your agile transformation is to deliver the right products to your customers faster than ever before and with better quality. Your team, your knowledge workers are the fuel to achieve these outcomes. Your teams and your leadership need to be able to make the mental shift from the old way of delivering solutions to the agile way. Is your move to agile too heavily focused on process changes and implementation of rituals rather than your team? CirrusLabs's AgiLEAD® services ensures that your people AND process transformation results in abundant levels of four key core competencies - speed, scalability, quality, and adaptability.

6. **Chose when to be "religious" about your agile practices:** Agile-aligned frameworks like Scrum have introduced multitudes of software teams to practices that lead to real outcomes. For software delivery teams using Scrum, we have found the best performing teams follow the Scrum fundamentals "religiously", at least to start. However, does your agile transformation team need to follow every practice to the tee? No, these teams can benefit from using most of the practices that help them lead the transformation. CirrusLabs do not "coach you to death." Our real-life experience leading top-notch software delivery teams guides our very pragmatic approach to your agile transformation. Let us help you blaze your path to an objective-driven transformation.

7. **Measure, but pick your metrics carefully:** Like any change effort, an agile transformation does require investment. When implementing a people, process, and technology change like an agile transformation, you need to understand which investments are most impactful towards reaching your transformation goals, in comes metrics. Have you considered the cost of producing transformation metrics and the subtle, yet potentially harmful, side effects of what you are measuring? We have observed that the best transformations are informed by lean metrics that carefully consider, and monitor for, side effects that could derail you from your path towards the outcomes you desire. Our AgileGPS® services advocate the right metrics throughout your entire transformation journey.

Agile Training

- Leadership Immersion for Lean and Agile Transformation
- Lean Product Management
- Effective Product Ownership
- Focused Scrum Master
- Scrum/XP Team Foundations
- Agile Technical Practices
- Enterprise DevOps
- Leading the Lean-Agile Software Enterprise with the Scaled Agile Framework®
- Customized training designed to meet your organizational needs

Agile Advisory Services

CirrusLabs's advisory services have guided leadership of large enterprise scaled clients in online transaction banking, consumer finance, credit card and mortgage companies and global healthcare information technology software delivery. We have proven experience in creating roadmaps and executing agile transformation for large enterprises in highly regulated industries in the United States. Here are some of our valued customers whom we have the privilege of serving:

Thought Leadership

- AgiLEAD® assessment services bring tailored leadership, process, and tools for amplifying key core competencies of speed, scalability, quality, and adaptability.

- AgileGPS® transformation services provide a unique set of tools and techniques that guide clients to maximize solution delivery and minimize the time required to get to an organization's desired end state.

- Continuous Business Value Delivery (CBVD)® is an organizational design and advisory service for arriving at your destination to continuously deliver the right products at the right time.

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