

Agile transformation

From vision to execution

experience expertise



Enhance value creation with an agile transformation

In a rapidly changing market, successful organizations must be quick to customize products and services to meet new demands. This often occurs in complex contexts where the solution is uncertain. Agile organizations gain an advantage by leveraging specialized knowledge across the entire organization, delivering solutions in short sprints, and testing and optimizing products effectively. For particularly complex organizations, scaling agile processes is essential to enable seamless collaboration among diverse teams and departments, ultimately driving value creation. By undergoing an agile transformation, often utilizing frameworks like SAFe[®], organizations can embrace agility regardless of their size. Impact of successful agile transformations

5-10 times faster

in driving change and decision making

#1

in driving innovation among peers

30% increase

in customer satisfaction

https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-impacagility-how-to-shape-your-organization-to-compete#/

Benefits and impact

Why should you go through an agile transformation?

An agile transformation is not a goal in and of itself, but a means towards the goal of achieving benefits within quality, – streamlining, – or information. An agile transformation can help you achieve:

Higher quality of your end products.

Agile teams can identify and address quality issues more quickly, resulting in better overall product quality.

Accelerated time to market

Agile teams break down work into smaller, manageable pieces, delivering value in short iterations. This approach enables faster product launches compared to traditional methods.

Enhanced team effectiveness

Agile methodologies promote close collaboration, breaking down silos and cultivating a culture of collaboration and communication. This fosters an engaged and motivated workforce, leading to improved productivity and better outcomes.



Market adaptability through flexibility

Adopting an agile approach empowers organizations to swiftly and seamlessly adapt to evolving market conditions, customer needs, and internal priorities. This ensures competitiveness and staying ahead of the curve.



Reduced risk

Embracing incremental changes instead of big-bang approaches reduces vulnerability to errors. Adopting a "fail fast" mindset helps mitigate risks effectively.



Case:

Problem

Following a recent merger, the organization recognized the need to enhance and solidify its shared execution, reporting, and management models. Streamlining agile principles and methods became a key priority. However, the organization lacked a governance model for prioritizing projects, tasks, and incidents, and the agile development models were not adequately described in the project framework. As a result, the agile approach was inconsistently applied across departments and project teams, leading to varying levels of agile experience among participants in development projects.

Solution

The implementation plan included the development of a well-described IT governance model for IT development, ensuring clear interfaces and role distribution between Product Lead (PL), Product Owner (PO), and the business. Additionally, emphasis was placed on the application of Agile Value Streams. emagine's consultants successfully delivered an implementation plan that enabled and optimized effective agile execution within the organization.

From discovery and vision to implementation and execution

Our work with agile transformations – regardless of size – takes its starting point in our agile transformation model. Here, the focus is not only on implementing an agile form of work, but just as much on continuously adjusting it to fit the outlined benefits for the transformation work. With the model it is ensured that you make it all the way through scoping and establishment of a roadmap to execution and benefits assessment. Among other things, we do this through:

Discovery

- Transformation Vision
- Communication Plan
- Current State Analysis
- Pilot Scope & Plan
- Pilot Outcome Metrics
- Go/No Go

Pilot

- Agile Coaching & Training
- Measure, Improve Communicate
- Scalability Scope & Plan

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• Go/No Go

Scale

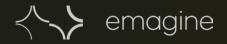
- Agile Coaching &
 Training
- Measure, Improve, Communicate

Sustainability

- Exit Plan Execution
- Coach the Coach
 Develop internal agile coaches from change champions to replace emagine coaches
- Promote a learning culture & build communities of practice

Agile Maturity Convergence

- Organisational Design
- Operating Model
- Outcome Metrics
- Portfolio Planning
- Roadmap
- Communication Plan



Want to know more?

Get in touch

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