

NASHVILLE, TENNESSEE | AUGUST 5-9, 2013



Gerri Schneider Winters

Business Structures, Rewards, and Why Your
Company is not Successfully Adopting Agile

Your Speaker

Geri Schneider Winters

- The Idea Generator, President, and CEO of Wyyzzk, Inc.
- MS Computer Science
- Full software lifecycle experience (including marketing, sales, and delivery)
- Strong business background (Executive Management, Business Architecture, Small Business)
- Methodologist and Thought Leader
- Author
- Consultant worldwide



What Does Agile Adoption Mean?

Many companies make an impulsive decision to “go Agile”
without thinking through the implications and without really
knowing what that means

They think it is “only an IT thing”

Which causes pain to those of us in the trenches, since Agile
affects all parts of the organization



It is not a Perfect World

A colleague complained “as long as we have job titles, we will never be Agile”

In some sense he is right

In another sense he is wrong

Agile describes a continuum of behavior

We can be more or less Agile, but most anyone can claim to be at least somewhat Agile

Most major corporations will never be able to go “completely Agile” – it requires too much change, and it not clear that the cost is worth it



Continuum

Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.



Find the Pain

Let us examine some of the pain points and look for ways to explain to management how they can better achieve Agile adoption

- Don't expect to get everything

- Pick your battles for the things you want most

Executives and BOD

Finance

Product Line

Center of Excellence

Legal and Compliance

Product Development

IT

Facilities

HR

Operations

Sales

Customer Support



AGILE2013
CONFERENCE

Identify Pain Points

5 Minutes

Grab stickies and pens

In 5 minutes write as many pain points about your Agile adoption as you can and post them under the appropriate department / organization that is causing the pain

Do NOT put your company name!!!

On the blank sheets, add another department or organization that is causing you pain that I have not thought of

Work fast, fast, fast



Vote on Highest Pain

10 minutes

Get a sheet of 6 dots

Review the pain points

Use your dots to vote on those that cause you the most pain



Identify Highest Pain

One person by each sheet

What is the largest number of dots you see (not what is the item,
the number of dots)

Anyone have anything higher?

For the highest dots, read out the pain point and I'll type it in

Highest Pain Points

We'll discuss as many of these as we can in the remaining time.

Why it is painful for Agile and what it is preventing us from doing

What practice would be better

How to get from today's practice to a newer, more Agile practice?

If we make this change, what is the impact on the organization, will we break Waterfall?

Can we partially make the change and still get benefit?

Is the change worth the benefit?

- * Lack of flexibility for scope on projects
- * Colocation
- * Can't modify workspace
- * Executive Top-down support

Transcripts of the discussion will be posted as blog posts over the coming weeks at:

<http://www.tomandgeriscrum.com>



Contact Geri

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