A Roadmap Towards an Agile Transformation

Skip Angel, Chief Pathfinder, Agility Services Excellence

Andrew Sales, Principal Agile Consultant
Purpose

Leverage Agile and Lean practices to create a transformation roadmap that is aligned with the goals and outcomes of your organisation.
5: The entire organization is part of the transformation.
4: Multiple business units are transforming to agile.
3: At least one business unit has made the transformation.
2: There are some isolated areas of agile activity.
1: We haven't started our agile transformation.
Why a Transformation Roadmap?

- Identify our starting point
- Focus on where we have the greatest need
- An incremental and experimental approach
- Continue to develop the roadmap as we learn more
- Ensure we can celebrate quick wins and build momentum
- Communicate the direction of travel to ensure alignment
What Are We Trying to Achieve...

Outcomes

Goals

Activities

Waves
What is important to consider in a transformation roadmap?

Results driven & Have measurable outcomes

KPIs:

1. Productivity
2. Quality
3. Responsiveness
4. Customer Satisfaction
5. Employee Engagement
6. Predictability
Step 1: What Outcome Are You Seeking?

- What is the biggest issue you are currently facing?
- Choose the outcome that you are seeking.
- Select the cards for the chosen outcome.

TIMEBOX = 5 MIN
Step 2: What Goals Are You Trying to Achieve?

- Review the cards for your selected outcome.
- Create a timeline representing the path you wish to follow.
- Add in additional Goals if required.

**TIMEBOX = 10 MIN**
Example Activities

Stable and Sustainable Solutions
KPI: Quality

- Rigorous refactoring, code reviews and unit tests
- Determine standards for consistent code reviews
- Guidance and refinement on good coding standards
- Training on good test pairing practices
- Conduct coding dojos to gain expertise in safe environment

OUTCOME

GOAL

ACTIVITIES
Step 3: What Activities Will Deliver On These Goals?

• Create a list of activities that will help move towards the goal.

• Prioritise these activities from top to bottom.

TIMEBOX = 20 MIN
Step 4: Identify Your First Two Waves

- Slice your roadmap into ‘releasable’ chunks.
- Identify the theme of each wave.

TIMEBOX = 10 MIN
Retrospective

• What were the most powerful learnings?
• What were the surprises?

TIMEBOX = 5 MIN
Next Steps

• Set a regular cadence for the transformation team
• Manage the transformation WIP
• Make the transformation roadmap visible
• Involve everyone
Thank You

Skip Angel
skip.angel@ca.com
@skipangel
skipangel

Andrew Sales
andrew.sales@ca.com
@andrewnsales
andrew-sales