The Dojo – where IT and Business teams unite. Target’s journey continues…
a bit about Target and us

350,000+ team members
1,835 stores
39 distribution centers
6 HQ locations
5% Target profit goes to communities
56 years of service

Travis Klinker
Director, Agile & Engineering Enablement

Amy Walters
Agile Coach
our story begins with common themes
the creation of the Dojo
the Dojo experience

dojo.target.com
<table>
<thead>
<tr>
<th><strong>PRODUCT</strong></th>
<th>apply technology, design, acquisition and monetization strategies to address real <strong>customer needs</strong> within real constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEAN</strong></td>
<td>deliver products and services that are valuable, capable, available, adequate, flexible and deliver <strong>maximum value with minimum waste</strong></td>
</tr>
<tr>
<td><strong>AGILE</strong></td>
<td>deliver value in the shortest amount of time possible through <strong>iterative development</strong> and on-going customer feedback</td>
</tr>
<tr>
<td>innovation</td>
<td>delivering new <strong>'expect more' moments</strong> for our guest, team, and operations</td>
</tr>
<tr>
<td><strong>DEVOPS</strong></td>
<td>a professional and cultural movement emphasizing empathy, <strong>collaboration and experiential learning</strong> in the delivery of products and services</td>
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</tbody>
</table>
a new chapter brings new challenges
changing the way we work...again
<table>
<thead>
<tr>
<th>#</th>
<th>Mnemonic</th>
<th>Picture</th>
<th>Meaning</th>
<th>#</th>
<th>Mnemonic</th>
<th>Picture</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Done</td>
<td>🧵</td>
<td>Satisfy customer deliver valuable features</td>
<td>7</td>
<td>Measurement</td>
<td>📈</td>
<td>Working features are the primary measure</td>
</tr>
<tr>
<td>2</td>
<td>New</td>
<td>📧</td>
<td>Welcome changing requirements</td>
<td>8</td>
<td>Rate</td>
<td>🚗</td>
<td>Sustainable development pace</td>
</tr>
<tr>
<td>3</td>
<td>Frequently</td>
<td>🔬</td>
<td>Deliver working features frequently</td>
<td>9</td>
<td>Design</td>
<td>🎨</td>
<td>Technical excellence, good design</td>
</tr>
<tr>
<td>4</td>
<td>Door</td>
<td>🏰</td>
<td>Work together daily</td>
<td>10</td>
<td>Zen</td>
<td>🖋️</td>
<td>Simplicity: maximize the work not done</td>
</tr>
<tr>
<td>5</td>
<td>ALIVE</td>
<td>🔴</td>
<td>Motivated individuals, trusted &amp; supported</td>
<td>11</td>
<td>ELEVEN</td>
<td>🎆</td>
<td>Self-organize</td>
</tr>
<tr>
<td>6</td>
<td>PICS</td>
<td>🍎</td>
<td>Face 2 face</td>
<td>12</td>
<td>DELVE</td>
<td>🧨</td>
<td>Inspect &amp; adapt</td>
</tr>
</tbody>
</table>

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set the foundation
If you build it, they will come.
re-establish a cadence
value streams
“Our team is now completely Agile, and we’re seeing really outstanding results across the board.”

"1st 3-day sprint accomplished what would have taken 1-2 months to complete."

“You introduced us to and helped us refine a lot of skills” and “I now publish training content daily”.

“Our Dojo Coach stewarded an important shift in how we work. We affectionately refer to it as Agile for Business. Agile for Business was born from the idea that Agile principles and practices could help clarify and prioritize our work, enable more effective communication and tightly knit teams."

“I will absolutely share my Dojo experience with others. I am a huge advocate for using agile methodologies and truly believe they can be applied to any business functional area or application.”
what is success?

just married
keep it simple

YOU
GOT
THIS

dojo.target.com
keep in touch

BETTER OUTCOMES THRU EXPERIENTIAL LEARNING

CO-LOCATION SPACE  COACHING  TOOLS & ENGINEERING  CONNECTORS

Amy Walters  dojo.target.com  Travis Klinker