gearing up
Organizational Structure

Cross-Functional Collaboration

Ways of Working

Mindset

Team Agility
Individuals  Group  Team
scale agile and apply product

Enterprise Business Agility

Strategic Agility

Operational Agility

Team Agility

Product Agility

Ways of Working

Mindset

Cross-Functional Collaboration
team of teams

Product 1

Product 2

Product 3
Organizational Structure

Cross-Functional Collaboration

Ways of Working

Mindset

Strategic Agility

Product Agility

Team Agility
contributing to a strategy
Organizational Structure

Cross-Functional Collaboration

Ways of Working

Mindset

Operational Agility

Strategic Agility

Product Agility

Team Agility
Network teams focused on customer experience

Customer Experience
the future is ours

Enterprise Business Agility
- Operational Agility
- Strategic Agility
- Product Agility
- Team Agility

Organizational Structure

Cross-Functional Collaboration

Ways of Working

Mindset
start **NOW**

it's a *journey* that takes time,
no need to wait

**be CURIOUS**

seek *feedback* and *experiment* often

**exec SUPPORT**

Employ *executive leaders* that get it and *shield* your teams

**see RESULTS**

*Show* the organization tangible wins every week
executing
target.com
enterprise
business
agility

BETTER OUTCOMES THRU EXPERIENTIAL LEARNING

CO-LOCATION SPACE

COACHING

TOOLS & ENGINEERING

CONNECTORS

dojo.target.com
contributing to a strategy
choosing your battles
the evolution of coaching focus
the merge of IT and business
the evolution of IT
IT and Business become One
the journey begins and continues with …
zombie projects consuming time, money, and people

loss of agility

and involves not so unique challenges ...

gineers feeling devalued, frustrated

silos, silos, and more silos
apply agile and product learning to business
evolution of coaching
**Objective:**
Teams have worked with key partners to identify work that delivers the most value.

Examples:
- Business Value
- Utilization

**Objective:**
Teams are focused on technical quality and stability.

Examples:
- System Uptime
- Quality
  - Defects
  - Incidents
  - Problems

**Objective:**
Teams are happy working together, delivering whatever will make their Guests happy.

Examples:
- Team Satisfaction
- Guest Satisfaction

**Objective:**
Teams are delivering new Features as quickly as possible.

Examples:
- Cycle Time
- Lead Time
- Deployments/Change Frequency
it's all about product management
a football analogy - teams
a football analogy – senior leaders
a football analogy – security & compliance
a football analogy – coaching
a football analogy – we all work together
Organizational Structure

- Org Focus
  - Enterprise
  - Corporate Divisions
  - Strategic Initiatives
  - Products
  - Teams
  - Individuals

Cross-Functional Collaboration
- Ways of Working
- Mindset

Agility Level
- Enterprise Business
- Operational
- Strategic
- Product
- Team