Kathi Paquet, Ph.D.
@kathipaquet
kathi.paquet@centricconsulting.com

Traveling the Agile Base Camps to Scale
Constantly re-evaluate approaches and strategies.
Positioning support.
Constantly re-evaluate approaches and strategies. Positioning support.
What are Base Camps?
Ad Hoc Overview

Setting up Camp: What does Ad Hoc Agile look like:
• Variable quality
• Predominantly manual testing
• Heroic individual effort

Typical Anti-Patterns
• Internally focused (i.e on Story Point estimating)
• Teams work in silos and rarely communicate with their team members
• Standups are not daily, demo’s are triggered by releases, retrospectives do not exist (or only after large events)
Doing Agile

Things are taking shape but you are early: What Doing Agile looks like:

- Teams start to exhibit consistent Agile habits
- Knowledge sharing begins to occur across teams
- Agile tools and practices is common
- Quality improves

Typical Anti-Patterns

- Too large stories and uncompleted work that promotes a culture of blame
- Too much is ‘someone else’s role’
- Too many PO’s with challenges to align
Being Agile

Starting to do things at a new level: What does Being Agile looks like:

- Responsibilities are consistent across teams
- Disciplined, repeatable processes with high quality results
- Respect for people and continuous improvement occurring

Typical Anti-Patterns

- Separate teams ensure the code commit is right with many one off script
- Architecture makes decisions independent of the backlog and team
- Select Unicorn team members must be on a team for team to succeed
Thinking Agile

The teams just get it and are spreading. What Thinking Agile looks like:

- Agile habits at a high maturity across the organization
- Measurement systems in place to track business value realization
- Test and build automation is highly enabled

Typical Anti-Patterns

- Holding major feature sets in long-running branches
- Deploys are occurring, but they contain a small percentage of the actual new Done work
- Not collectively delivering value as a whole
Culturally Agile

You made it, now try not to fall off: What Culturally Agile looks like:

- Lean and Agile are part of the organizational culture
- Perfecting waste reduction and a smooth flow of delivery
- Sustainable pace of innovation
- Continuous organizational learning and optimization

Typical Anti-Patterns

- No business outcome to stories
- Team is becoming stagnant
- Stop striving to make processes better
Team Assessment

Team Competencies:

- Team Enablement
- Product Ownership
- Team Practices
- Engineering Practices
- Organizational Alignment
- Continuous Learning
Team Practices
Continuous Learning
Think of one team and complete the assessment to the best of your knowledge

Review your team assessment - share feedback and challenges
A Case Study

From a group of individuals trying to prove themselves to a team moving in one direction.
4 month team change.

- Increase in automation
- INVEST applied
- Continuous PO Collaboration
- New ideas/innovation
- Increased knowledge sharing
Activity – 10 mins

Review team assessment and identify recommendations for improvements
Next Steps/Questions