Lost in Transformation
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Who We Are

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Introductions and Objectives

• Transformation Journey – Where are we today?
• Explore the Integral Agile Transformation Model™
  • Integral Theory
  • LaLoux Cultural Model
  • SAFe
• Develop Transformation Backlog/Roadmap

This is an experiential workshop – meaning there will be active group discussions and silent reflections.
Table Sharing: Where Are We Today?

At your tables, introduce yourselves and share what you are observing/experiencing:

1. Is your company/organization on an agile journey? Thinking about it?
2. What has been tried so far?
3. What do you feel is missing? Working well?
Transformation is a Journey

- Getting Predictable & Improving Productivity
- Breaking Dependencies – focus on DevOps
- Define value streams
- Innovation Focused
- Determine our Why (KPIs)
- Whatever comes next...
Why Transform?

- Technology is continuously becoming more accessible, disrupters enabling radical change
- Customers (external & internal) expect to be delighted daily, reliable services including real time access to insights
- Competitors (traditional/new disruptive) are moving fast in the digital arena
- Talented employees are demanding an attractive work environment
- Value is being enabled through data that results in fast decision making, new integrated processes & business models
Key Elements of Successful Transformations

Engagement

- Build good habits; script the critical moves
- Apply an Agile mindset to the transformation

Culture

- Understand pervading culture
- Create a learning organization

Practices

- Apply the “teach to fish” model; insource key roles
- Metrics to measure progress

Systems / Environment

- Build around program execution
- Invest in infrastructure
Reflection: Facets of your Organization

• Using the slider handout, take a few minutes to think about the transformation approach and adoption in your organization
• Mark an “X” at the current state
• Mark an “O” where you want it to be

Understood / Embraced by All

Vision - The Why
Explore the Integral Agile Transformation Model™?
We Start with...

**Integral Theory**

Ken Wilber

- **I** (Subjective)
  - thoughts, emotions, memories, states of mind, perceptions and immediate sensations

- **IT** (Objective)
  - material body (incl. brain), visible and measurable behaviour, competencies and skills

- **WE** (Intersubjective)
  - shared values, meanings, language, relationships and cultural background

- **ITS** (Interobjective)
  - systems, networks, technology, government and the natural environment

**LaLouz Cultural Model**

Frédéric LaLouz
Integral Agile Transformation Framework™

Michael Spayd & Michele Madore

- How will I be supported in my own goals?
- Where do I fit into the org?
- What am I afraid of?

- How does the org respond to change?
- What do we value as an organization?
- What are the consequences of failure?

- What is our process what steps do I follow to release a product?
- How do I know when work is done?
- How do I prioritize work?

- What is the org structure?
- What are our policies?
- How do we innovate?

Source: http://www.trans4mation.coach
Brief Introduction to the Scaled Agile Framework™

- Frameworks fall in the ITS quadrant – “Doing Agile”
- Answers the “how”
- Offers a way to scale beyond individual teams
- Start by identifying the flow of prioritized value through the organization
- Identifies roles, practices and processes
Rotating Flip Charts: Map your Altitude

- Around the room are 4 flip charts, each representing one of the quadrants.
- Pick the quadrant you want to explore first and walk to that flipchart. Bring your handouts including your roadmap for notes and reference.
- As a group, read and discuss your responses to the questions. (3-5 min)
- Rotate to the next quadrant and repeat
A few questions for reflection

✶ What have you discovered about your transformation since we started this session?

✶ Have you uncovered new knowledge? If so, what was that? How can you use it for next steps?

✶ What is your primary take-away?

✶ What are the top 5 items that need to be addressed in your context?
Final Thoughts
Thank you!

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HANDOUTS
Develop Transformation Backlog/Roadmap
INTEGRAL QUESTIONS
Integral Agile Transformation Framework™
“I” or “Leadership & Mindset” Questions

• What does change really look like for you?
• What motivates your team members?
• Do leaders understand their role in the Transformation? Are they willing to do what it takes?
• What is important to you as a leader?
• Why do people want to work at your company?
• What is your vision for the Transformation? How will you know if you’re achieving it?
• Are people in your company ready for this change?

Source: http://www.trans4mation.coach

Michael Spayd & Michele Madore
“WE” or “Organizational Culture & Relationships” Questions

- What in the culture will enable the Transformation? What will impede it?
- Are leaders modeling the culture desired?
- What kind of language do you and those around you use when interacting with each other?
- Are people having fun? How do they show it?
- Is there an approach to sustaining a healthy team culture? What is it?
- What politics are at play? What is the climate like?
- What is the relationship towards other teams and the company like?

Source: http://www.trans4mation.coach
Integral Agile Transformation Framework™
“IT” or “Practices & Behaviors” Questions

- What are your practices & processes?
- Are processes aligned with organization values?
- How are decisions made?
- How does accountability show up?
- How do we navigate conflict?
- Do people get all the education they need?
- How do we experiment?
- How do we evaluate individuals? How are ranks/levels established? How do those influence individual behaviors?

Source: http://www.trans4mation.coach

Michael Spayd & Michele Madore
Integral Agile Transformation Framework™
“ITS” or “Organizational Architecture” Questions

- What is the maturity level of the technical practices across the company?
- Explain the value streams within your company.
- How much do teams interact with customers?
- What metrics are collected? How are they used?
- How does the organization define and measure value?
- How does the structure of the company evolve and adapt?
- Is your company in tune with the environment? If so, how does that show up?

Source: [http://www.trans4mation.coach](http://www.trans4mation.coach)

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