Dan Diep

Upping your Agile transformation game with Organizational Excellence
Introduction

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“Journey of a thousand miles begins with a single step”

- Lao Tzu
Exercise 1

**Time:** 6 minutes

**Instruction:**
At your table and as a group, identify your transformation aha’s and discuss what can be potential blockers.

Be prepared to debrief.
Transformation Approach

- Goals
- Agile Transition Committee
- Budget
- Scrum at OpenX
- Consulting
- Agile Metrics
Executive Sponsorship
C-Suite commitment to Agility is everything!!

Source: “THE ELUSIVE AGILE ENTERPRISE: How the Right Leadership Mindset, Workforce and Culture Can Transform Your Organization”
Exercise 2

The room is divided into two sections that represent two different organization design structure. Find and go to the one that best describes your org and discuss the Pros and Cons.

Be prepared to debrief.

DYNAMIC
Teams form around projects and disbanded when complete

DEDICATED
Teams are kept together for as long as possible and take on projects as needed
Dynamic vs Dedicated Team

- Dynamic Team 1
- Dynamic Team 2
- Dynamic Team 3
- Dedicated Team
Organization Design Matters
Organization Design Matters
Exercise 3

Time: 5 minutes

Instruction:
At your table, shout out how you’ve applied Agile outside of technology / engineering.
Organizational Excellence
Excellence means greatness — the very best. Achieving excellence is never easy to do.
Core Themes

- Continued pursuit of greatness
- Collaborative and Self-organizing
- Stronger ability to embrace and thrive in a fast changing environment
- More effectively deliver value to OpenX and our partners
OpenX Tech

CURIOUS
RESPONSIVE
PROACTIVE
HUMBLE
CONSTRUCTIVE
K.I.S.S.
A shift in mindset

**Fixed Mindset**
- Avoid failure
- Desire to Look smart
- Avoids challenges
- Stick to what they know
- Feedback and criticism is personal
- They don’t change or improve

**Growth Mindset**
- Desire continuous learning
- Confront uncertainties
- Embracing challenges
- Not afraid to fail
- Put lots of effort to learn
- Feedback is about current capabilities

Source: webinar presentation by Ahmed Sidky
Alignment Leads to Autonomy

![Graph showing alignment and autonomy levels]

- **Command and Control**: Low alignment, low autonomy
- **Self-organizing**: High alignment, high autonomy
- **Do Something!**: Low alignment, high autonomy
- **Are we working on the right thing?**: High alignment, low autonomy

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Invest in your Leaders
“It wasn’t learning about Agile, it was about transforming how I think and unblock myself and my org.”

“There was definitely a good amount of aha moments for me and I learned a good number of tips/help to lead a team in a productive way.”

“It was refreshing to dig deeper into our collective problems, and work through them.”

Everyone has strong desire for us to succeed and do better!!
Organization KPIs
Scrum Team Agility Assessment Results

Your results are shown in terms of the degree to which your selected data set differ from the surveys in the comparative benchmark. If your score differs by a positive number, then your answers for that dimension are “better than” the average answers in the comparative benchmark. If your score differs by a negative number, then your answers for that dimension are “worse than” the average answers in the comparative benchmark.
Exercise 4

**Time:** 2 minutes

**Instruction:**
At your table, write one or two things you’ve learned or going to try. Turn to the person next to you and share what you wrote.
FOCUS ON THE FOREST AND NOT THE TREES
Q&A