SEVEN CIRCLES OF AGILE TRANSFORMATION HELL

LACKING LEADERSHIP

1 Lack of leadership buy-in is a common theme of failed Agile implementations. An organization can only be as agile as its leaders. Individuals at any level of the organization can become change agents, but it is infinitely harder to realize without leadership support.

NO CLEAR VISION FOR THE TRANSFORMATION

2 Organizations can't expect team members to completely transform the way they get work done without a defined vision for the transformation in mind. It's imperative that organizational leadership defines the "why" so that all levels of the organization have the same goal in mind.

JUST GOING THROUGH THE MOTIONS

3 It's not enough to adopt a framework, send employees to three days of training, and assume the organization is magically "doing Agile." The organization must wholly embrace Agile culture and mindset from the top down, while believing and embodying the values and principles consistently in practice.

TRANSFORMATION HAPPENING TOO QUICKLY

4 Business Agility doesn't mean speed. It takes time for employees to learn and embrace new ways of working, and patience is key. Organizations that are perpetually pivoting – trying things and abandoning them just as quickly when they don't work the first time – leaves everyone frustrated and falling back to old habits.

PRODUCT DEVELOPMENT HANGOVERS

5 Development teams stuck in endless approval loops, legacy testing processes bogging down time to market, and managers focusing on functional KPIs instead of adding customer value — these "hangover" challenges from the old days can stop an Agile transformation before it even gets started.

LOW LEVELS OF TRUST

6 Whether it's lack of trust between team members, siloed teams killing transparency, or stakeholders not trusting the Agile process or competence of the organization, this common Agile transformation challenge will have all levels of the organization running back to their "waterfall" ways.

LACK OF COLLABORATION

7 Collaboration is key to Business Agility. When teams struggle to act like true teams, siloes hinder innovation, and departments are too busy pointing fingers to solve problems, the Agile transformation is sadly doomed to fail.

LEARNING TREE
INTERNATIONAL

1-888-843-8733
info@learningtree.com
LearningTree.com