

ABCD of Agile Transformation

2 Returns



Introduction

- Gaurav Rastogi
- Agile Coach & Consultant
 - SPC 4.0, CSM, CSPO, CSP, ICP-ATF, ICP-ACC
- An Enterprise Agile Coach & IT professional for 17 years and have worked with clients in Transportation, Retail & e-Commerce, Investment Banking across United States, UK and Asia India and helped large enterprise teams transform into Agile mindset, create Innovative culture & feel empowered.

Key Ventures:

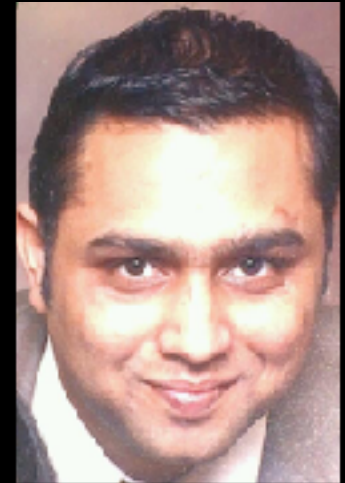
Franchise Owner, STG
Employee: Infosys & Fidelity International Limited
Founder: Systmatik – A Product Company
Founder: Poorav Consulting International
Agile Coach, IRIS - Current
Agile Coach, RBS - Past
Agile Coach, Fidelity International Limited - Past

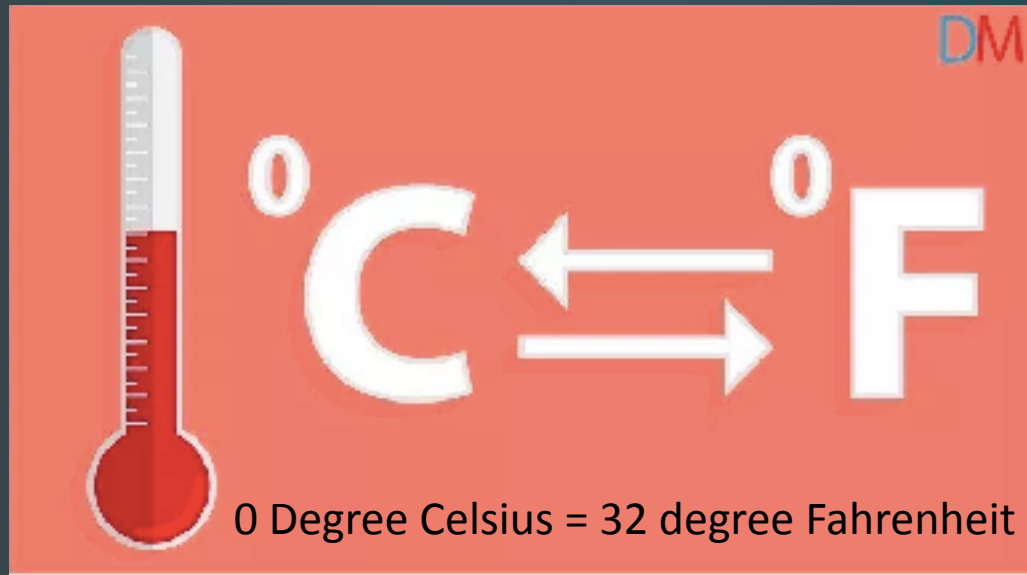
Agile Journey Since 2008

Worked in Domains like: Transportation, Retail (e-Commerce), Financial, Banking
Currently Working in Core Banking Department on Agile Transformation
Lived in USA, UK & India
Co-Creator of Vendor Management Manifesto
(www.vendormanagementmanifesto.org)
Co-Creator of Exepedia Coaching Model
(www.exepediacoachingmodel.com)

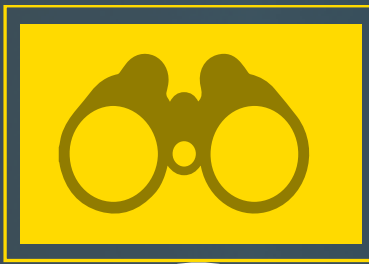
Personal

Currently Living and working in Delhi India
Married to Priti Singh(Sr. Manager Railtel) and Have three Daughters (6 year old and 1 year Twins)





Sports Story



Analyse

Believe



Commit



Deliver





Analyse



Believe

Key Business Driver

Build Capability

List of Change Agents

Current Problems

TRANSFORMATION CANVAS



Commit



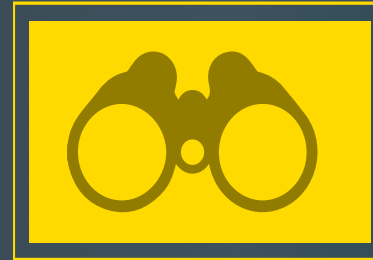
Deliver

Agile Definition

Impediments list

Failures List

Success Measure



Analyse 'WHY' Change is needed , Key Business Drivers

Analyse existing IT Landscape

Analyse gaps and identify pain areas to improve



Analyse

Key Business Driver

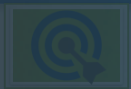
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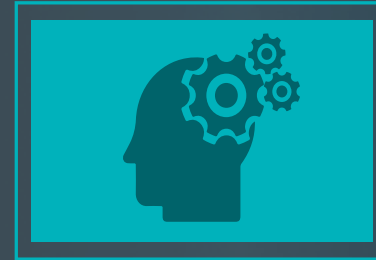
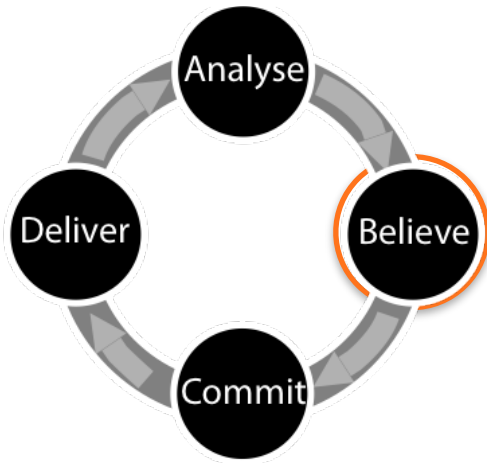
Impediments list



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Success Measure



Believe the change is possible

Believe in people and build up people

Build a powerful coalition of change agents

Build a roadmap



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Agile Definition

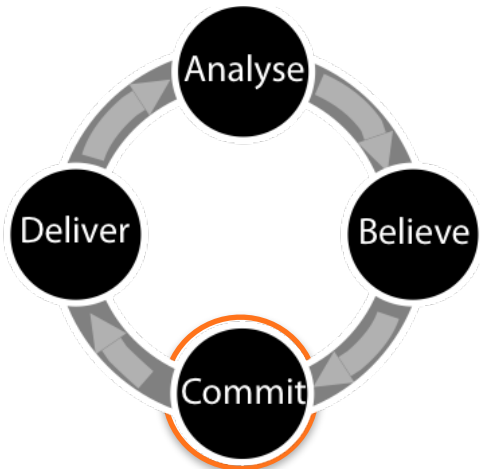
Impediments list



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Success Measure



Create a conducive environment

Clear obstacles or make them visible

Create Coaching community

Create your own definition of Agility

Commit to change roadmap



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Agile Definition

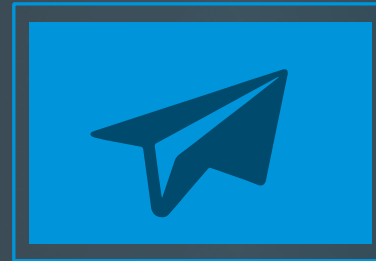
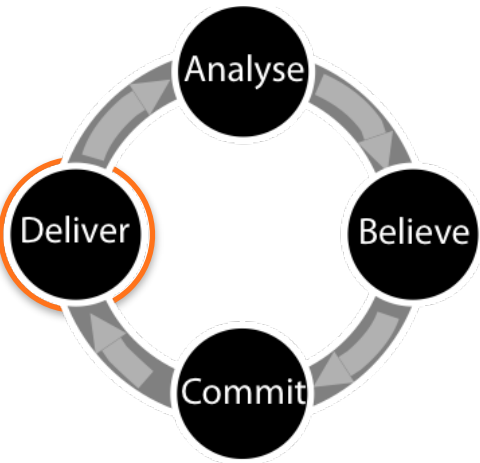
Impediments list



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Success Measure



Develop a sense of urgency

Do whatever it takes

Define and measure success

Don't be afraid of failure



Analyse

Key Business Driver

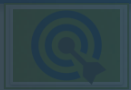
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Transformation Framework

Transformation	Theme	Description
Organise the Work	Visual Flow	All Teams track the visual flow from business Idea to Production Implementation with Lead times and wait times Identifiable . This is to measure "Idea to outcome" Cycle time which is an Overarching Measure of "Time to market" for Business
	Backlog Management	Backlog Exists which is prioritised and Visible to all Stakeholders & teams . All Project, Program requirement, BAU, Support work fed into this backlog
	Release Based Delivery Model	Teams deliver In a Release Based Model . Releases will always take place at fixed intervals agreed with stakeholders , with scope alone being variable

Transformation Framework

Transformation	Theme	Description
Organize the people	Long Living Teams	The organization is a collection of small long living teams Promote cross skilling within teams , All teams developing in a Synchronized and cadence manner
Speed up the work	Automation	Automation of application NOT project
	Teams Impediments	This is to drive continuous improvement by Identifying and removing systemic blockers at platform level, This is not related to project or business risks

UNLEARN MANTRA

FAIL FAST

Vs

COMPREHENSIVE PLANNING

SEQUENTIAL

Vs

MULTI - TASKING

TAKING WORK TO PEOPLE

Vs

TAKING PEOPLE TO WORK

HOW MUCH IS LEFT

Vs

HOW MUCH IS DONE

CULTURE MANTRA

From RIGID MINDSET

To

OPEN MINDSET

From QUESTIONING

To

ASKING QUESTIONS

From COMMAND & CONTROL

To

SERVANT LEADERSHIP

From INDIVIDUAL REWARDS

To

TEAM REWARDS

Thank you

 Please send feedback to:

gauravrastogi123@gmail.com

