

# 5 SUGGESTIONS FOR AGILE TRANSFORMATION

ROY SCHILLING, NOV 2020

# Five Suggestions

- \* Grow thick skin: Change is emotional, people won't like you, be ready
- \* Baseline: How can you tell if you are getting better without it
- \* Get air cover: People will resist, you need support from above
- \* It's not just about IT: The entire organization gets involved
- \* The goal line moves: What you think you want is not what you will get

# Now: Let me explain each one more

- \* Put a bit of flesh on each one.
- \* There's lots more I might have said.
- \* And each one could be discussed and acted on at length

# Grow Thick Skin

- \* Transformation is about values, principles and behaviors
- \* You are changing a belief system
- \* It is massively emotional. People will be afraid and often react badly.
- \* Use fact-based discussions. Try to minimize the emotion
- \* You will not be the most popular person
- \* Make sure you have someone you can talk to

# Baseline

- \* Understand where you are today and define the problem
- \* Determine where you would like to be – remember this will change
- \* Track if you are moving the needle in the right direction
- \* Some things will get worse before they get better
- \* Transformation is an investment - show the ROI

# Get Air Cover

- \* You will be ruffling a lot of feathers; you need someone with a stick
- \* Change is enabled by leadership; without them it will be exponentially more difficult
- \* Get public statements from leaders
- \* Keep leaders engaged

# It's not just about IT

- \* You may start here, but this is a fraction of the work
- \* The real return is in the business
- \* It's not just about business buy-in, its about changing them too
- \* Speak in business terms: ROI, value, growth, goals, capabilities

# The Goal Line Moves

- \* You may have a vision of what the end state looks like; you will be wrong
- \* Take the lessons you learn along the way and change accordingly
- \* When you think you are done, there is a lot more to do
- \* Remember it's "continuous improvement". It never ends.

# Number six

- \* Not everything should be a battle
- \* Let others take credit for your great ideas
- \* Change is not about process; it's about people
- \* Advertise successes and market how you can help others
- \* Eat your own dog food
- \* Start with yourself

# Contact – Roy Schilling

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