

# Agile Transformation

## description

The unexpected events in recent years, such as the pandemic, increasing global risks, and the economic recession, have radically changed our lives and the way we do business. These rapid changes and complexities are now parts of our lives and there is an imminent need to address them. We live in a VUCA world, where we must accept that volatility, uncertainty, complexity, and ambiguity are here to stay, and set a new parameter in the way we do business.

The only way organizations can adapt to change and uncertainty is by embracing them through business agility and a corporate cultural transformation. Organizations' ability to transform themselves is solely possible when both leaders and employees have a strong sense of urgency to change, which is a constant response to VUCA and its unknowns. Focusing on a vision that defines your future company and not losing faith when faced with roadblocks is where agile transformation coaching comes into play. When you begin your journey of agile transformation with us, you step into a world where we utilize the correct frameworks, tools, and processes and tailor them accordingly to let you succeed in your transformation initiative.

Besides, we provide the right coaching and mentoring for the cultural change both at the team and the enterprise levels. We guide companies in governing the transformation process in an agile way, allowing them to inspect and adapt their cultural and structural model along the way.

## assessment

Any agile transformation journey begins with the assessment stage, which gives an overview of the current situation and helps identify the problems. Our goal is to define the status beginning at the highest level and understand the problems of each team involved in the agile transformation. We use various assessments to better evaluate teams/organizations and ensure a healthy execution of processes.

### Tooling



Miro



Jira

## enterprise & agile team coaching

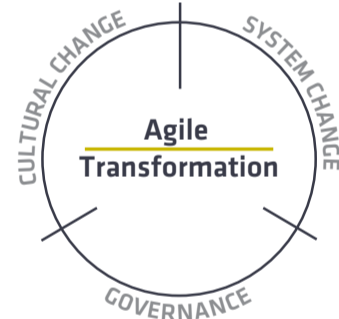
The change management and transformation coaching that we begin with leaders sets the tone for the whole governance and development of the process. On the team level, we focus on establishing agile teams by selecting the right framework and tools like Scrum, Kanban, or XP, depending on the way of working in the teams. Teams should feel comfortable working with new frameworks and be able to deliver quick and high-quality results. Once all systems go, we operate and improve the system with the teams to reach higher maturity levels and better results.

## trainings

Once we have established a solid ground with Scrum or Kanban, the next step is to develop and enhance the level of agile practices and autonomy in teams. As such, we provide agile trainings related to all known frameworks such as Scrum, Kanban, and put emphasis on participant interaction and gamification for a better and permanent learning experience. We also provide agile leadership training, as well as OKR and strategy trainings at the management-level.

## experience

We continuously develop our agile transformation model based on the experience gathered from many transformation journeys undergone by the big players in different industries. Our model is continuously improved with all the new experiences and know-how comprising opportunities for refinement.



## motivations

- ▶ Long time-to-market (TTM) for products
- ▶ Demotivated teams
- ▶ High turnover
- ▶ Inability to catch up with competition in terms of speed and market-fit products
- ▶ Siloed organizations; intense bureaucracy and hierarchy, causing damage to the company
- ▶ Long hand-offs, approvals and idea-to-market times
- ▶ Knowledge loss and long relearning times

## prerequisites

- ▶ Willingness to change
- ▶ A strong sense of urgency that demands a reason to change today
- ▶ A powerful sponsorship for the initiative and resilient management support

## references

- ▶ MSD
- ▶ Mercedes-Benz
- ▶ AgeSA

## deliverables

- ▶ Organizational and team-level agility assessment reports that provide an insight into the current challenges, problems, and coaching recommendations.
- ▶ A complete OKR and KPI ecosystem, designed to generate an alignment across the whole organization, departments, and teams, which is customized to the organization's needs and enriched with our experience and best practices.
- ▶ Organizational agility through our Agile Transformation Model designed to self-improve, which is tailored to your needs and governs all cultural and structural aspects of the transformation.
- ▶ Team-level agility with Scrum or Kanban, team objectives, metrics, and coaching.
- ▶ An agile product management system, consisting of product discovery and design, effective feature prioritization, and backlog management.

- ▶ TRT (Turkish Radio and Television Corporation)
- ▶ TÜRİB (Turkish Mercantile Exchange-TMEX)

## contacts



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