

Enterprise Agile Transformation 7 Common Pitfalls to Avoid While Becoming Agile



A DEFINITION OF AGILE

Improving both efficiency and effectiveness are two of many expected results of using agile methodologies. On top of these it's the key behind higher employee satisfaction. While agile is making its way to the corporate landscape, it is originally developed for IT related departments.

Agility can be characterized by the division of tasks into short phases of work and frequent reassessment and iterations.

COMMON REASONS FOR ENTERPRISES TO INITIATE AGILE TRANSFORMATION



**Aligning
IT&Business**



**Increasing team
motivation and
productivity**



**Faster Decision
Making**



**Accelerating
Software Delivery**



**Increasing
Software Quality**



**Managing changing
priorities effectively**



**Minimizing
Time-to-Market**



**Increasing customer
satisfaction**

At adesso we've partnered with enterprises on their digital transformation journeys and drive agile culture by focusing on people rather than processes. Here is a list of some of the missteps that can be eliminated before starting your agile transformation.

KNOWN PITFALLS AT ENTERPRISE AGILE TRANSFORMATIONS

1

People See Agile As Mere Processes



Doing agile and being agile are different, cultural shift is more important than solely changing the way things are done. Individuals and interactions over processes and tools.

2

People Believe Agile Means 100% Resource Utilization, But It's Not!



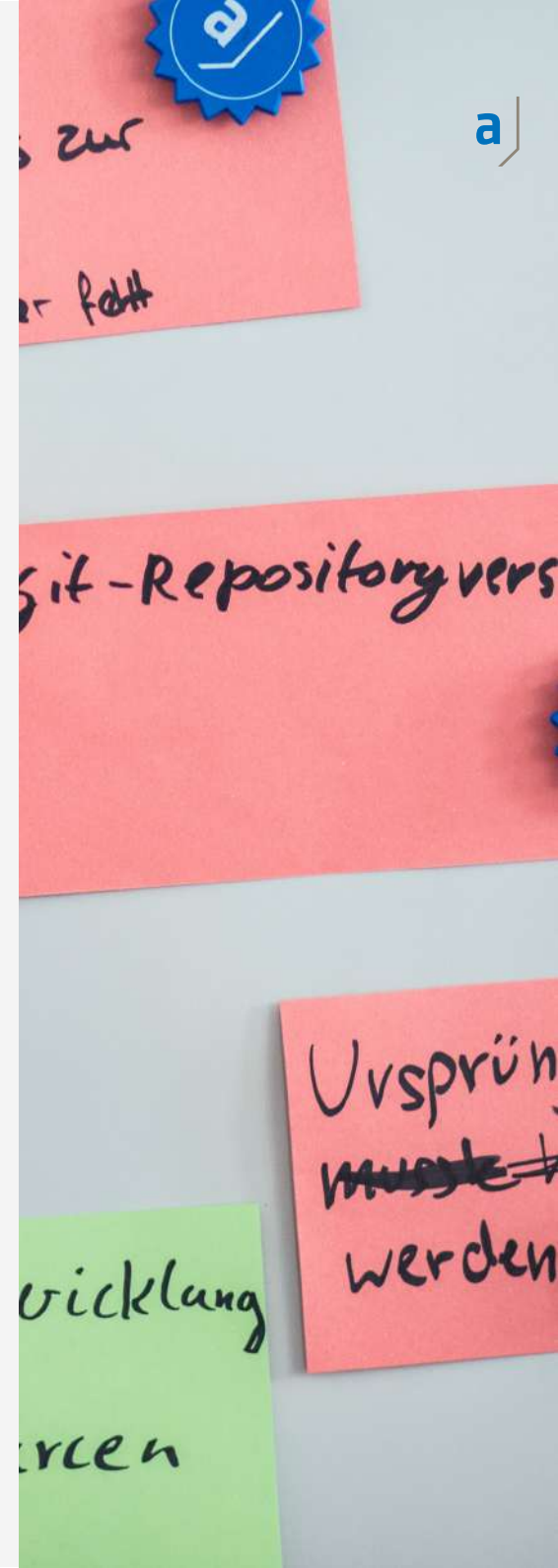
People need room to absorb change.



Servant leader should create a Safe-To-Fail environment and prioritize learning.



Supported teams and prioritized learning results with happy and committed individuals.





3

Lack Of Alignment At All Levels



Explain the why behind the change.
Communicating the vision and goals to everyone is key.



Try to remove silos between IT and business.
Establish a Transformation Team and declare them as change agents.

4

Not Having a Stable and Mature Backbone to Support Agile



Agile teams also require the ability to deploy technology assets rapidly.
Outcomes of agility, such as innovation and reduced time to market, require changes in management processes.

5

Ignoring Technical Practices



Continuous Integration and Continuous Deployment are key elements in transformation.
Keeping designs simple is an essential part of agile.
Test Automation and TDD practices save a lot of time for long term projects.

6

Abusing Transparency



Use transparency tools to improve team confidence.



For high team morale and improvement:

- Use data for improvement.
- Support teams managing their own work.
- Transfer ownership of code and quality.
- Let the team handle issues on their own.

7

Developing With Component Teams



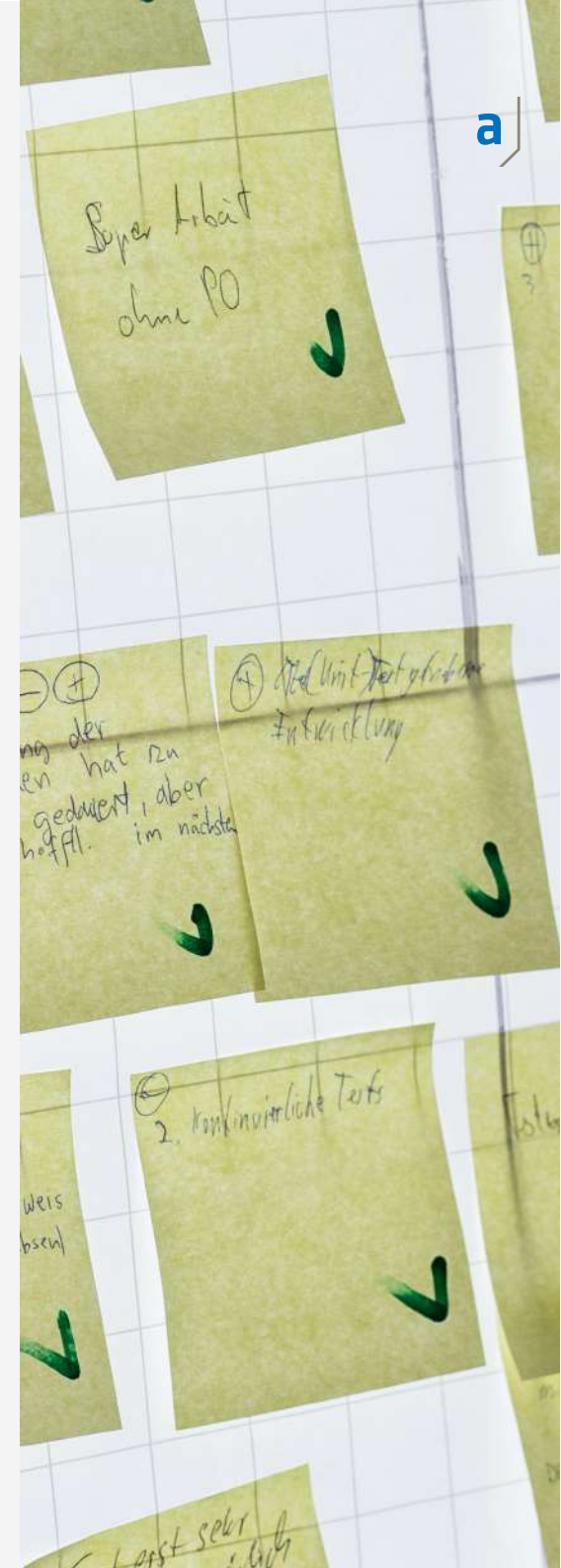
Cross-functional teams learn faster due to increased communication and collaboration.



Feature oriented teams deliver value with each increment.



If a team is not code based but product/feature based, dependencies to other teams are limited.



ABOUT ADESSO TURKEY

Established in 2013, adesso Turkey is a fully-owned subsidiary of adesso SE, a leading IT service provider in Central Europe. We focus on the core business processes of companies by providing both consultancy and customized software development services. Creating and delivering digital solutions for both Turkish and global markets, we are particular among adesso group companies with our nearshore capability branded as SmartShore and our Research&Development Center.

ABOUT ADESSO AGILE LAB

Each organization has a unique working environment, structure and culture. In adesso agile Lab, we deliver tailored solutions for sustainable agile transformation through people and practice-oriented frameworks to ensure successful and sustainable agile transformations and smooth transitions.

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