VIDERITY
STRATEGIC, CREATIVE, TECHNICAL



Agile at Scale

How to scale agile working to the next level.

September, 2019

Table of Content



Agile is the new default way of working

What is agile working?

A new mindset for your organization – based on common values and principles – to achieve better outcomes.

The goal is to produce the best possible outcomes for your customers

Key success factors are

Coach your leaders to embrace servant leadership and to apply and teach the lean-agile mindset

Unlock the motivation of your knowledge workers by providing autonomy through empowerment and trust as well as purpose for your teams

Focus on quality and continuous improvement by optimising your organisation and its processes as a whole utilising system thinking

Ensure that your teams can produce value continuously and sustainably, by limiting work in progress and making it visible



Why are organisations adopting Agile?

Organisations struggle to keep up and are adopting new ways of working.

Slow speed to market

- Multi-year transformation and project delivery approaches involving big bang, waterfall and heavyweight/rigid governance processes, where decisions are slow and made by committee
- Organisational complexity created by traditional component delivery models that results in functional silos, handoffs and waste
- Long lead times for planning and funding impacting the ability to quickly respond to changing customer needs

Increasing competitive pressures

- Disruption from global innovators competing in new ways, targeting niche and lucrative segments that previously sat within the domain of incumbents
- Technology is evolving rapidly, lowering the barriers to entry and enabling smaller players to compete at scale
- New opportunities requiring capabilities to innovate and experiment in order to rapidly achieve product/market fit



Low employee engagement

- Leadership with a command and control management style discourages innovation, creativity and the adoption of new work practices for continuous improvement
- Hierarchical organisational models take accountability away from employees and create a lack of trust
- Static delivery ecosystems that are unable to adapt or improve inevitably reduce employee engagement due to frustration and lack of impact/progress

Lack of value and poor customer outcomes

- Customer experience is a key competitive differentiator, however traditional delivery methods lack customer focus and limit the ability to generate fast feedback loops
- Hierarchical organisational models reinforce bureaucracy and a focus on processes or status, rather than customer outcomes
- Traditional delivery of understanding of customer needs and demands does not take into account human centred design thinking and customer research/insights

Agile at scale

As organisations adopt Agile beyond IT and for complex initiatives, team-level Agile is still great—but no longer sufficient on its own.

Organisations should avoid scaling Agile as long as possible, but once the Rubicon is reached they should cross it swiftly with a proven framework and experienced guides.

When should you scale by adopting a framework?

There are different signals …

When you need a common approach for all teams in your organisation to benefit from synergies and improved collaboration as everyone speaks the same language

When you have to coordinate solution development across multiple Agile teams, especially considering aspects like end-to-end integration and testing

When you want to extend Agile beyond your IT organisation to advance towards enterprise agility or shift from a project to a product approach



When you want to accelerate your organisation’s Agile transformation and you do not have to reinvent the wheel, a framework will help you focus on the most challenging aspects of change

When you have reached a point where traditional funding processes hinder value delivery and you plan to transition to the funding of value streams and lean budgets

When – last but not least important – your organisation has to comply with regulation and industry standards, frameworks provide guidance and best practices

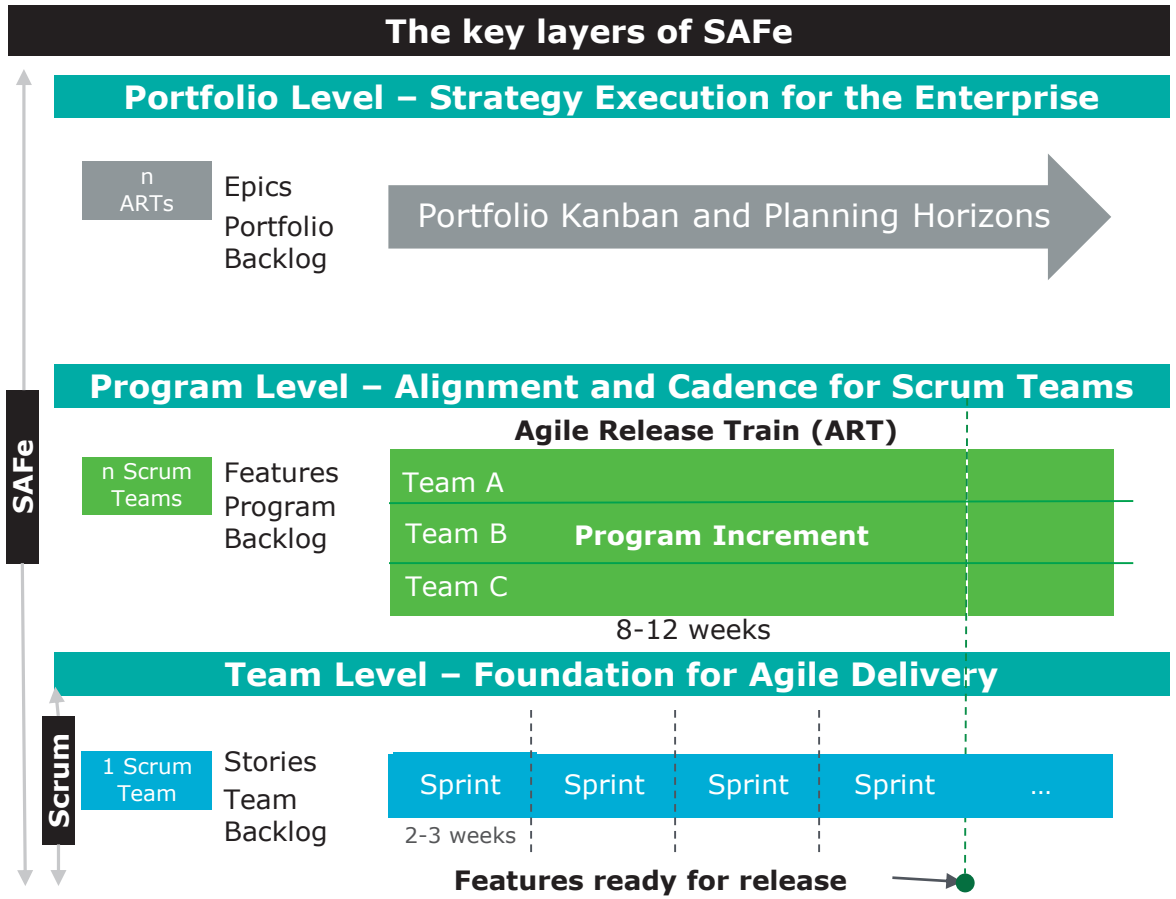
What is SAFe?

SAFe is a mature and proven framework, providing end-to-end tools and practices to scale Agile for programs and the enterprise.

SAFe can look complex at first glance – but it can be distilled down to three core layers, which enable the successful scaling of Agile

SAFe ensures alignment while enabling autonomy and decentralised decision-making on each layer within defined guardrails and with a common delivery cadence

SAFe provides a complete toolkit for organisations implementing Agile – especially for organisations where multiple Agile teams need to work together to deliver solutions





Why do we think SAFe is right for you?

SAFe is the leading framework for the scaling of Agile and there are good reasons for this.

1. SAFe combines Agile, Lean and DevOps into a holistic framework
2. It is already used by many organisations across industries, including financial services, technology, automotive, aerospace, aviation and the public sector
3. Combines the necessary theoretical underpinning with tools and best practices
4. SAFe comes with an implementation roadmap that has been proven to support a successful rollout of SAFe in organisations
5. Provides a structured training program to support the adoption of SAFe



Our approach

Our way of working.
It is all about the outcome.

People centric
Training and coaching for your leaders and teams

Collaborative
Working with you to tailor the framework to your specific needs

Incremental
Generating quick wins is key for any successful transformation

Accelerated
Using the SAFe implementation roadmap as a starting point for faster results

Holistic
Considering your context to help you maximise value



What we offer

Why Viderity.
Our value proposition.

We know
Agile

Viderity uses its Agile expertise to help clients in a wide range of industries to achieve better outcomes

We know your
Industry

We have deep knowledge of your industry and its unique challenges.

We know
Technology

Viderity is a leader in applying new technologies to help you transform the way you work

We have the
Ecosystem

We are part of a global network of Agile practitioners and partners



We can help you scale.

From an assessment of existing Agile practices to training and coaching and implementation consulting.

Discover

We assess your current practices and maturity across software engineering, product development, architecture and your organisation's agility.

We offer workshops and simulations on the new way of working from executive workshops, to value stream analysis and DevOps.

Implement

Our certified SAFe Program Consultants will guide you along the SAFe implementation roadmap. Our trainers facilitate SAFe courses with certifications:

- Leading SAFe
- SAFe for Teams
- SAFe Product Owner/Product Manager
- SAFe Scrum Master
- SAFe Advanced Scrum Master
- SAFe for Architects
- SAFe DevOps
- SAFe for Government
- SAFe Lean Portfolio Management

Sustain & Improve

Our coaches support your leaders and teams not only during the transition, but also during the sustain and improvement phase.

Once you have reached a level where you want to extend your practices, we will provide guidance and training e.g. when you add a layer of SAFe or just want to implement Agile tooling.



© 2020 Viderity Tax & Consulting

Get in touch

Ready to scale?

We’re looking forward to working with you



Rachel Everett PMP, MBA, MS | CEO

reverett@viderity.com

(800) 690 9170 ext. 5



Carolina Wosiack PMP, MS | Service Leader

cwosiack@viderity.com

(855) 851-9133 ext 8

VIDERITY

STRATEGIC, CREATIVE, TECHNICAL