Sparking Mission Agility with End to End Value Stream Teams

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Three Essential Shifts – Left, Right and Up

1. Shift left with Agile Business Units
2. Shift right with DevOps
3. Shift up with Leadership and Scaling

To truly enable end-to-end agility, adopt the sparks and incrementally shift your organization to Agile.

The Essential Business Agility Sparks

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Mission Agility: Flow, Feedback and Continuous Learning

How fast can we learn and improve?

“Successful organizations are able to pivot and implement quickly in order to achieve competitive advantage.” – Steve Deming via PMI Pulse of the Profession 2015
Problem: Current organization and process not responsive enough

- Long, linear process
- Unidirectional information flow
- Large, infrequent deliveries
- Silo-ed interactions, many handoffs, lack of integration
- Unclear product ownership
- Planning is inflexible and is tied to a rigid annual funding cycle

...Extended to Value Stream Teams

- Seamless delivery
- Effortless point of sale
- Flexible viewing channels

Each value stream has all/most of the functions necessary to deliver value to end users.

Each value stream has:
- Product Management/Owners
- User Experience
- Discovery/Refinement/Delivery
- Run Support
- Prototyping R&D
- Digital Measurement support
Standing Teams Ecosystem

Credit: David Blair, USCIS

Closing the Loop: Customer to Mission Success
Acceleration Results

Initial Assessment

1st Acceleration

Time to Market

Cost

Customer Satisfaction

Agile Approaches to Change

The Human Dimension
Agile PDCA Processes

- **Process** – Assessing current practices, comparing to Standard Work, and team experimentation to continuously improve practices and processes.
- **People** – Role development and equipping teams with the skills to successfully implement Agile practices.
- **Product** – Product discovery, execution, measurement and learning.

The Satir Change Curve
Agile Champion Role

• **Central point person** for the overall Agile adoption effort
• **Own a centralized budget** for the implementation of Agile. Treat the centralized Agile budget as a project portfolio to maximize returns: customer satisfaction, financial performance, and associate satisfaction
• **Oversee business satisfaction, progress, associate satisfaction, and budget performance** reporting across all Agile projects
• **Act as the “program glue”** that will bring the various silos together to address issues in the Agile program
• **Grow Agile capability internally** to operate with minimal external support

Agile Center of Excellence (COE)

Provide **overall leadership and direction** for the Transformation

Monitor the **value stream** (all pilot project/product related activities across organizational stovepipes) to ensure delivery of business value to Business customers

Assist in the **identification and selection of pilot projects**

Perform **prioritization of projects** by business value

**Communicate ongoing status** of the Agile pilot program

**Highlight successes** on the Transformation to generate buy-in and enthusiasm

**Manage expectations** of the Transformation to avoid confusion and misunderstanding