

SCALING AGILE

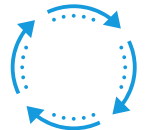
Have you done what you can do to
reinvigorate your organisation?



BROAD ALIGNMENT ON PURPOSE

CHECKLIST

- ☐ Have you run an OKR session to set goals to achieve and key metrics for measurement?
- ☐ Can the OKRs be cascaded down to the squads to deliver as Themes and Epics?
- ☐ Do we have a process in which OKRs are reviewed on a regular basis?
- ☐ Do we have a space where strategic priorities, roadmap and progress can be made transparent to the teams?
- ☐ Is there senior leadership support?



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CERTAINTY OF TEAM AND FUNDING

CHECKLIST

- ☐ Do we have persistent teams to bring work to?
- ☐ If the teams are unable to be 100% dedicated, do we have deliberate mechanisms to minimise impact?
- ☐ Have we given the appropriate tools and technologies to enable their collaboration and work delivery?
- ☐ Have we had a team norming session to establish the team culture and ways of working?
- ☐ Did we lay out a clear funding process in which new teams can be formed and launched?



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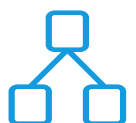
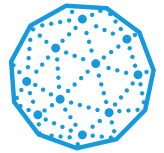
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AUTONOMY AND COLLABORATION

CHECKLIST

- ☐ Do we have a redesigned organisational structure that supports the Agile ways of working? E.g. Tribes, Agile teams, Centres of Expertise (CoE), Chapters
- ☐ Have we defined the design principles to guide our decisions in designing an Agile organisation?
- ☐ Have we identified how the Agile teams will be grouped around? E.g. Customer, products, customer journeys etc.
- ☐ Does each Agile team have a team mission?
- ☐ Have we clarified the Agile organisational structure reporting lines?



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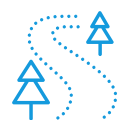
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EMPOWERED PEOPLE WITH AUTHORITY

CHECKLIST

- ☐ Have we developed a Job Description (JD) to recruit potential Agile roles into the organisation?
- ☐ Have we communicated the responsibilities of the various Agile roles in an Agile organisation? E.g. Product Owner, Chapter Lead, Team Member
- ☐ Do we have a structured case interview to select the right Agile coaches for the organisation?
- ☐ Do we have a comprehensive onboarding plan to engage new team members?
- ☐ Do we have a defined career progression pathways for the various Agile roles?



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GROWTH MINDSET CULTURE WITH EMBEDDED TEST AND LEARN BEHAVIOURS

CHECKLIST

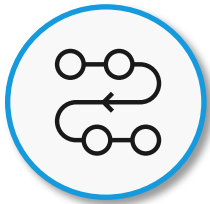
- ☐ Do we have a prioritisation framework to determine the priority of the work to be delivered?
- ☐ Have we built in a test-and-learn mechanism to ensure that we improve our ways of working and delivery?
- ☐ Do we conduct periodic Agile maturity assessment to measure and improve our Agile maturity over time?
- ☐ Do the Agile coaches have a coaching plan to drive Agile maturity?
- ☐ Have we established a feedback loop in the products or services developed for our customers?



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SUSTAINABLE AGILE AND LEAN PRACTICES

CHECKLIST

- ☐ Have we established a process to translate strategy into work?
- ☐ Have we set up the relevant Agile ceremonies?
- ☐ Have we prepared the relevant Agile artefacts?
- ☐ Do we have scrum masters that can help facilitate these ceremonies?
- ☐ Are the teams trained to write user stories?
- ☐ Have we established an interaction model for Tribes to interact with CoE?



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FLEXIBLE ARCHITECTURE AND INTEGRATION

CHECKLIST

- ☐ Do we have the necessary technology in place to drive work planning and progress?
- ☐ Do we have the platforms to allow teams to work with minimal dependencies?
- ☐ Are the teams trained to use the necessary technologies and platforms?
- ☐ Have we built in a test-and-learn mechanism to ensure that relevant technologies and platforms are tailored and customised to the needs of the teams?



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