

Three Focus Areas for Agile Transformation:

KNOW WHAT'S CRITICAL TO CONTINUOUS IMPROVEMENT IN TECHNOLOGY DELIVERY



Introduction

Agile technology practices have become the new business norm for organizations regardless of industry — and with good reason. Agile is not merely about speed of delivery or how quickly you can pivot. By transforming into an Agile organization, you can offer a distinct competitive advantage and create customer-centric solutions that are fueled by a culture of continuous innovation. Of course, being quicker to market doesn't hurt, either.

Simply adopting Agile practices doesn't guarantee success. In fact, studies show that less than 10% of senior executives believe their organization is highly agile today.

The reality is that Agile isn't a one-size-fits-all solution. You must adapt Agile methods to your unique workforce and processes and vice-versa. But while this ongoing journey will be different for every organization, there are some key factors that are critical to successful Agile transformation.

On the following pages we've outlined three core focus areas that are key to achieving the Agile outcomes you want and expect, from modern technology delivery to continuous improvements that meet user demands.

According to a recent Gartner survey, 63% of respondents said they adopted Agile for accelerated product delivery, 60% reported better alignment between IT and business, and 54% sought enhanced abilities to react to changing priorities.

Three Focus Areas to Success

IN ORDER TO BE SUCCESSFUL, YOU MUST BE WILLING TO CHANGE THE WAY YOU THINK AND OPERATE. THIS INCLUDES REALIGNING TEAMS AROUND STRATEGIC OUTCOMES AND REDEFINING GOALS AND FOCUSING ON SMALLER, INCREMENTAL UPDATES THAT CONSISTENTLY DELIVER VALUE, WHETHER THAT COMES IN THE FORM OF A NEW FEATURE OR A STABILITY UPDATE.



1

FOCUS AREA 1

Create the ability to respond faster to user needs

At its core, Agile methodology offers a reliable, repeatable way to rapidly turn new ideas into solutions that deliver value to your userbase. You must be prepared to act fast to turn those needs and ideas into solutions.

Align your processes and efforts with strategic objectives.

- Identify and prioritize goals based on business strategy: what do you want your technology to achieve? Which of these goals are most important?
- Build small Agile teams around each of these goals.

Adopt a continuous delivery philosophy.

- Rethink the idea of “completion.” When is your app, service, or product complete? In a continuous improvement / continuous delivery (CI/CD) paradigm, the answer is essentially “never.”
- Break down large initiatives — like building a new feature or migrating an application — into smaller goals that you can deliver more rapidly. This enables faster delivery overall as you are constantly testing and launching iterations, evolving your services and products on a persistent basis.



2

FOCUS AREA 2

Empower teams to perform at the highest level

Cross-functional teams are at the heart of Agile transformation. They are the engines that drive innovation, deliver value, and execute the iterative, continuous improvement that is essential to business agility.

Clearly define roles and combine the right mix of skillsets.

→ Agile training is essential to make sure everyone has the process knowledge, tools, and understanding of the team goals so they can be ready to execute on their role to achieving them.

Instill a strong sense of ownership.

→ Each team member owns their piece of the process and the subsequent

outcomes. They must all have a clear understanding that their contributions make an impact.

Encourage collaboration.

→ Cross-functional teams bring key players together, eliminating siloes and drawn-out communication or review periods to produce fast, collaborative work.

Automate wherever possible.

→ While automation brings its own administrative considerations, once in place it allows your teams to focus on the strategic goal rather than redundant or time-consuming tasks that can contribute to costly errors or delays.



According to Gartner, culture change remains the top challenge to adopting Agile, with 47% of IT leaders reporting it as the number one difficulty they faced. A further 33% said that building consistent practices was also challenging.

3

FOCUS AREA 3

Build consistency and predictability into your Agile process

These small, cross-functional teams and constant iterations may seem like a recipe for chaos. By building consistency into your Agile processes from the get-go, you can keep all stakeholders including business leadership involved in the overall process. Clear project metrics and status visibility are key.

Establish a clearly defined framework for Agile success.

- Assign clear responsibilities for each role, create standardized procedures, and use consistent tools and technology. This allows teams to all work in the same way with the same tools and processes.

Implement planning and performance management measures.

- Define consistent metrics, such as velocity, to measure progress, productivity, and success

across all Agile teams and the larger project as a whole. These metrics will help leadership make informed decisions on strategic priorities.

Create channels for feedback and visibility.

- Continuous improvement is fed by constant visibility into telemetry from the actual product or service, user input, BA/QA, and strategic decision making from leadership. Tracking your overall project progress must be just as fluid as your iterative method.



Create Your Agile Culture

Agile transformation is about much more than implementing a few new processes or reorganizing teams. It takes a comprehensive, iterative approach to technology delivery that allows your organization to keep pace with rapidly changing user needs and expectations.

Realizing this kind of culture change can be a difficult hurdle for many organizations. If you need help achieving Agile methodology, Lunavi can help. Our experts will ask the right questions to uncover your strategic priorities, help you create right-sized teams to react quickly to shifting requirements, and implement the right mix of technologies and processes to accelerate your business outcomes and create true Agile success.

**Ready to learn more?
Contact our team today.**

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Through 2023, 80% of enterprises combining external and in-house agile coaching will be more successful at agile transformation than their peers.

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About Lunavi

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