

AGILE GURGAON

Fit for Purpose

Driving Organizational Maturity via
Evolutionary Change

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AGILE GURGAON 2016



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The Leela Ambience Hotel,
Gurgaon

www.agilegurgaon.com

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Digital Leadership Journey 2016



Networking & Know-how

Profitieren Sie von einem Netzwerk an Experten, Praktikern und Gleichgesinnten auf Ihrem eigenen Weg zur Digitalen Transformation. Holen Sie sich topaktuelles Wissen und Umsetzungskompetenz an Bord. Machen Sie sich fit für die digitale Transformation.



Experience

Gemeinsam mit dem Netzwerk und Team der Digital Leadership Journey vertiefen Sie Ihren Zugang im Silicon Valley, holen sich Eindrücke von Global Playern der Digitalen Ökonomie und tauschen sich mit Experten vor Ort aus.



Exploration

Starten Sie mit Ihrem eigenen Team durch und bereiten den Weg für die individuelle Digitale Transformation Ihrer Organisation. Gemeinsam mit erfahrenen Coaches eröffnen Sie im Rahmen interner Workshops die Optionen für Ihre Business Model Innovation.

A Program featured by

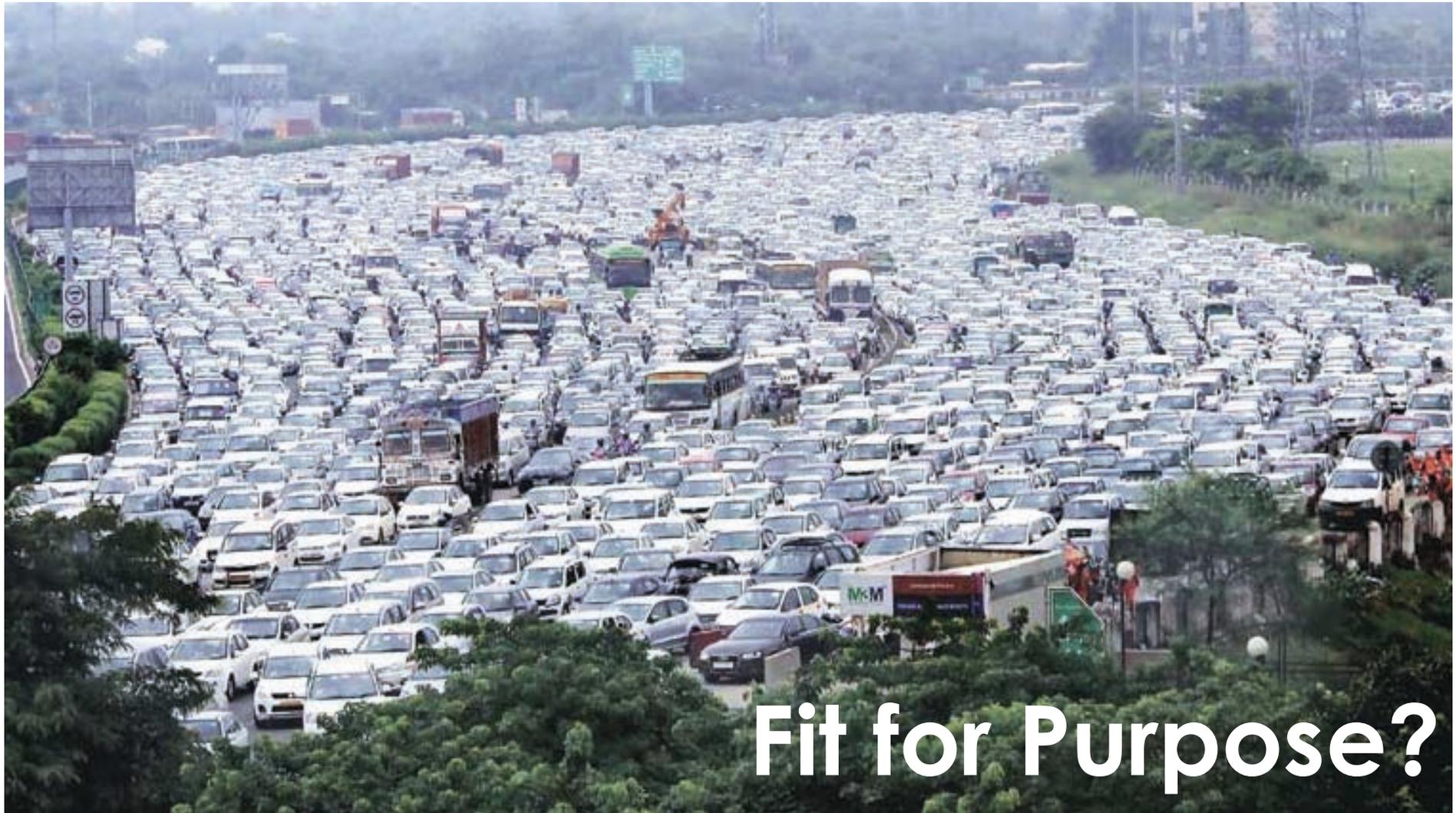


TRANS4MAKERS

My Airport Story

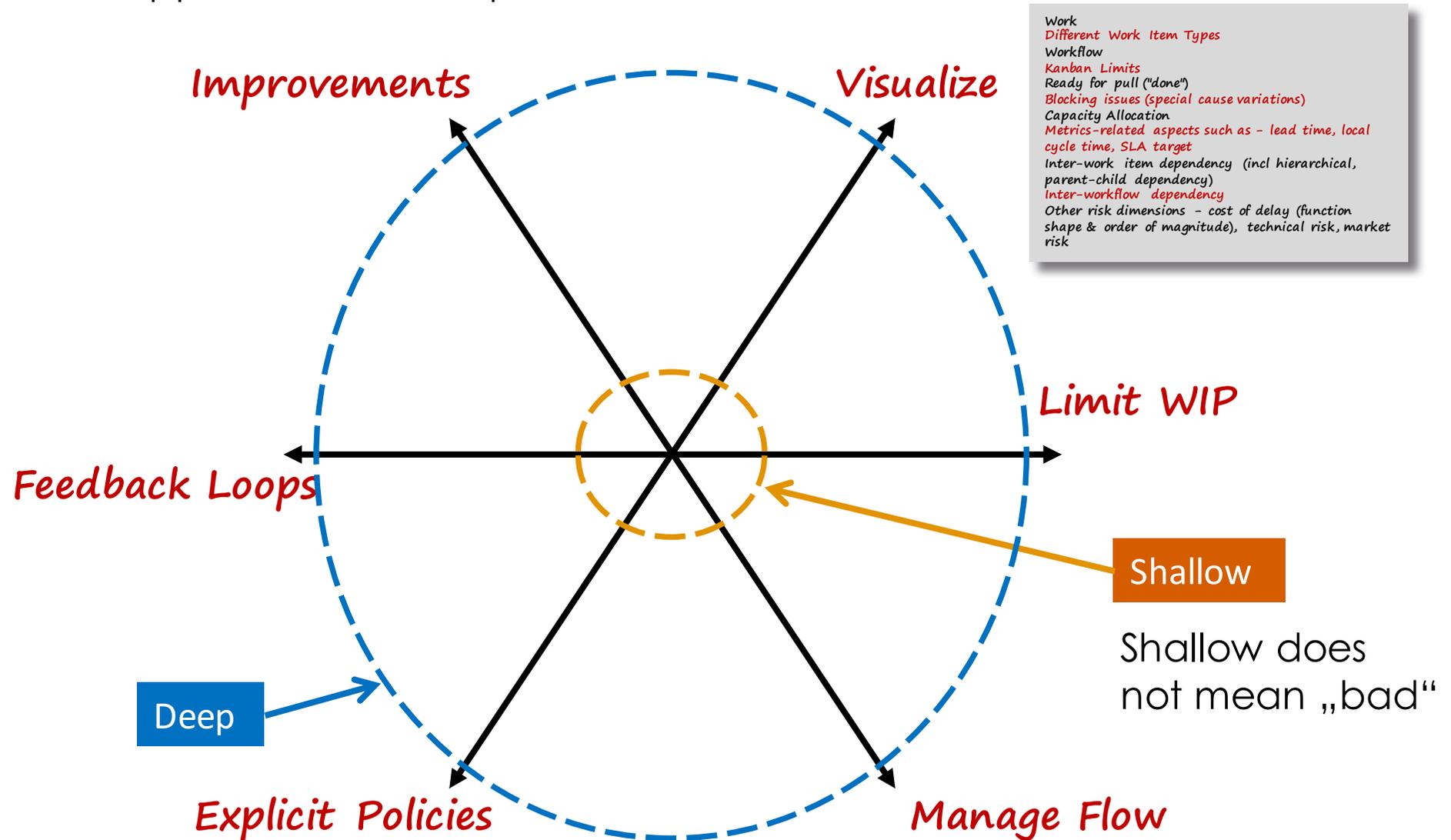


Traffic in Gurgaon

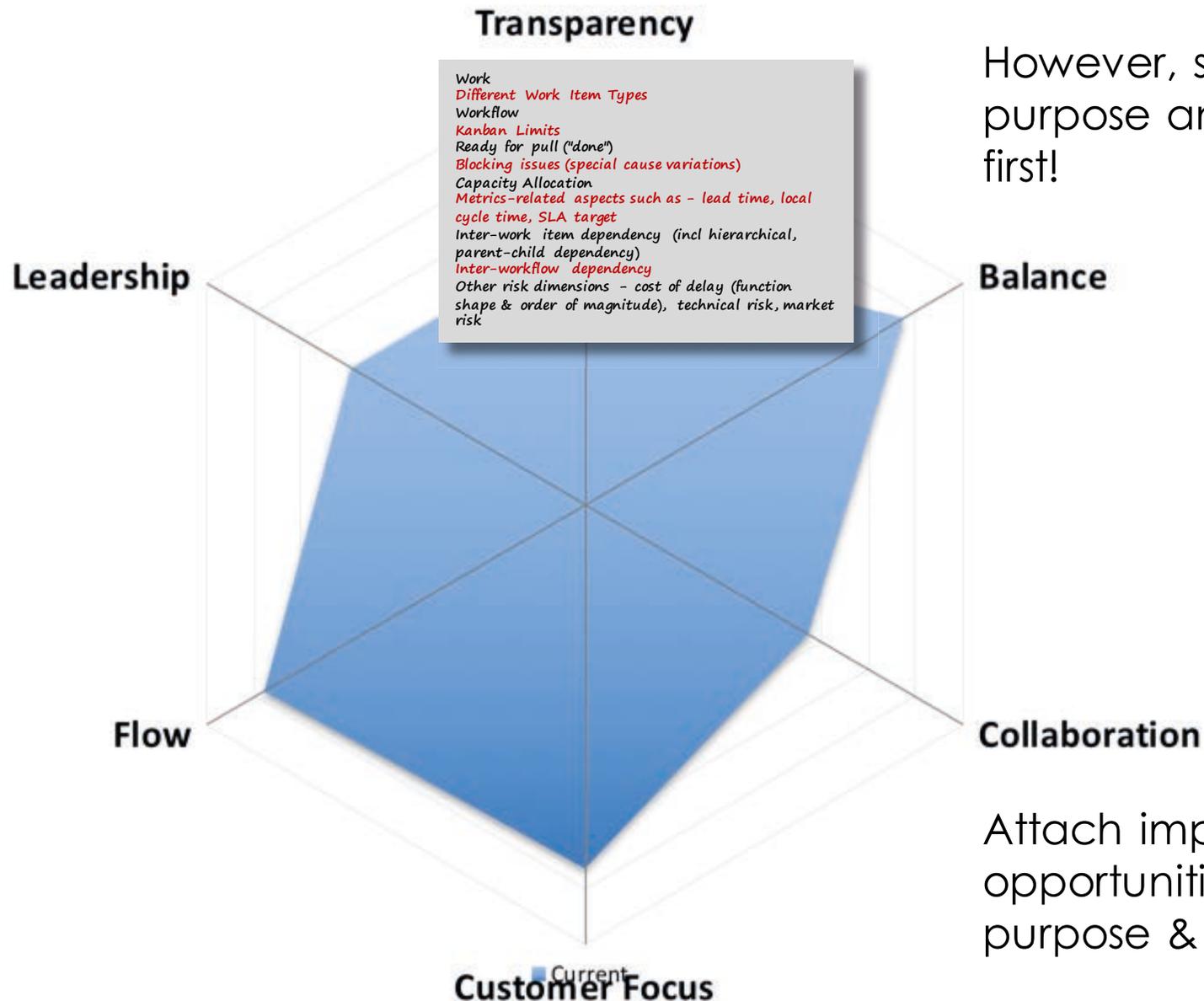


Practice-based Implementation

Opportunities for Improvement!



Values based Implementation



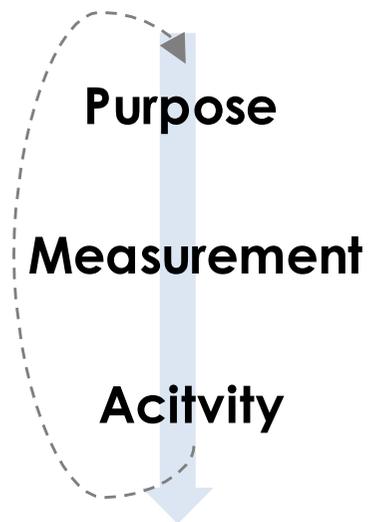
However, start with purpose and needs first!

Attach improvement opportunities to purpose & needs

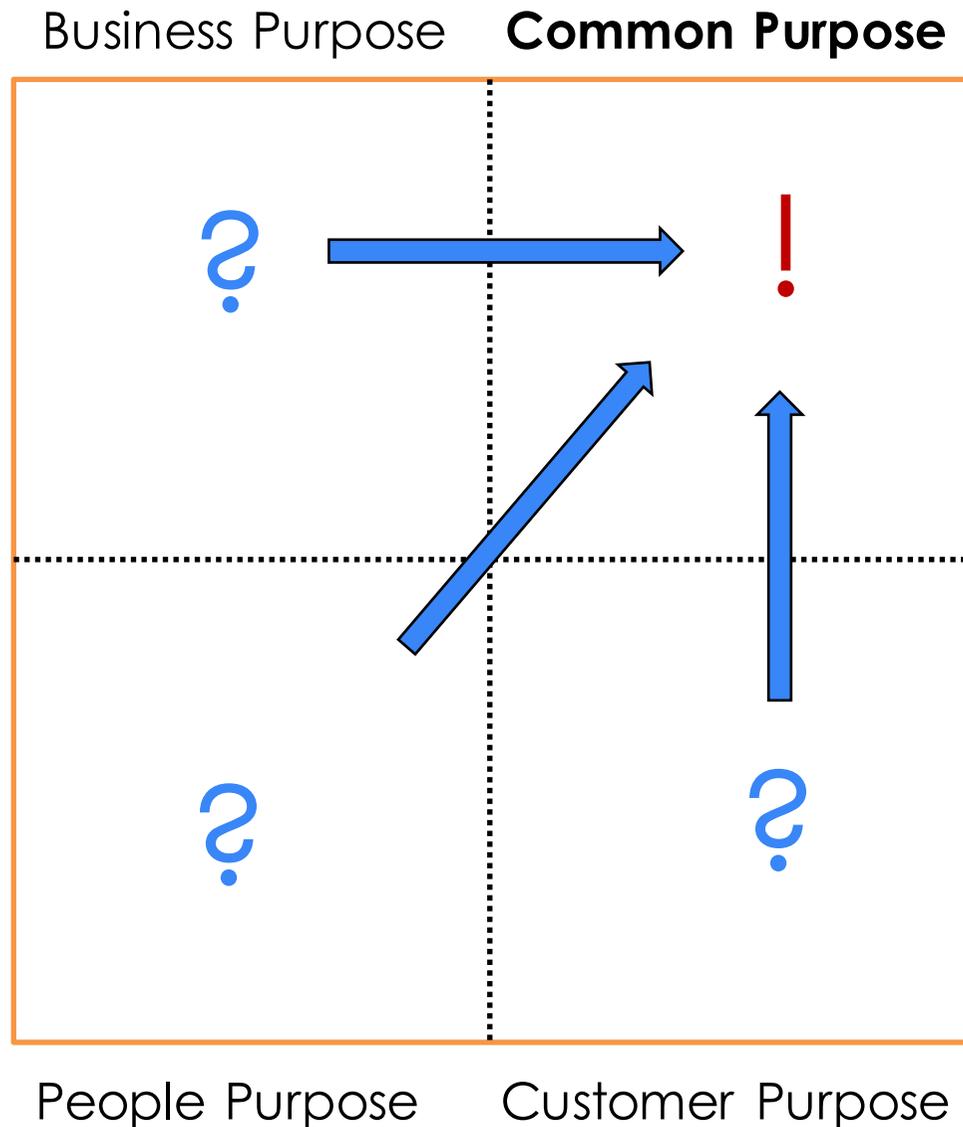
Purpose is Multi-dimensional

„We all work for the same Company, but we live In different worlds“

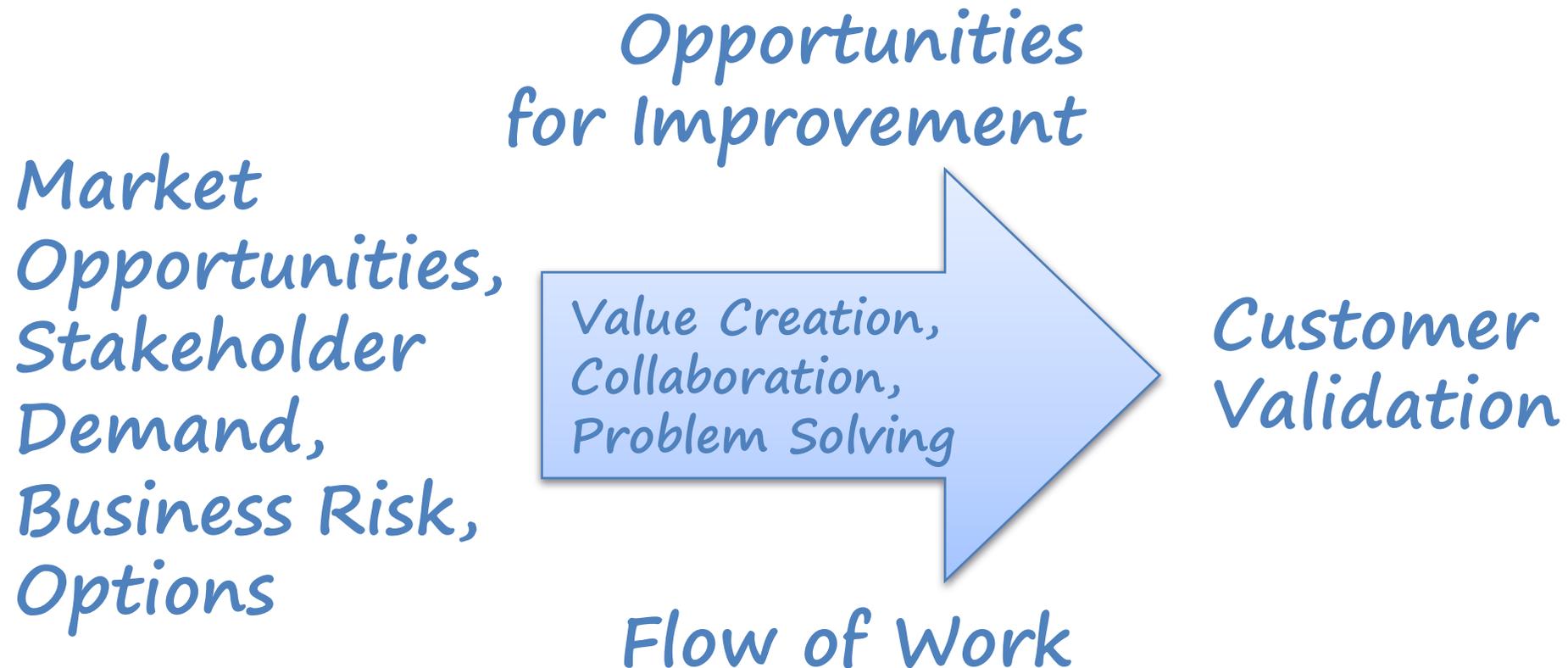
Thomas Queisser



via Stephen Parry

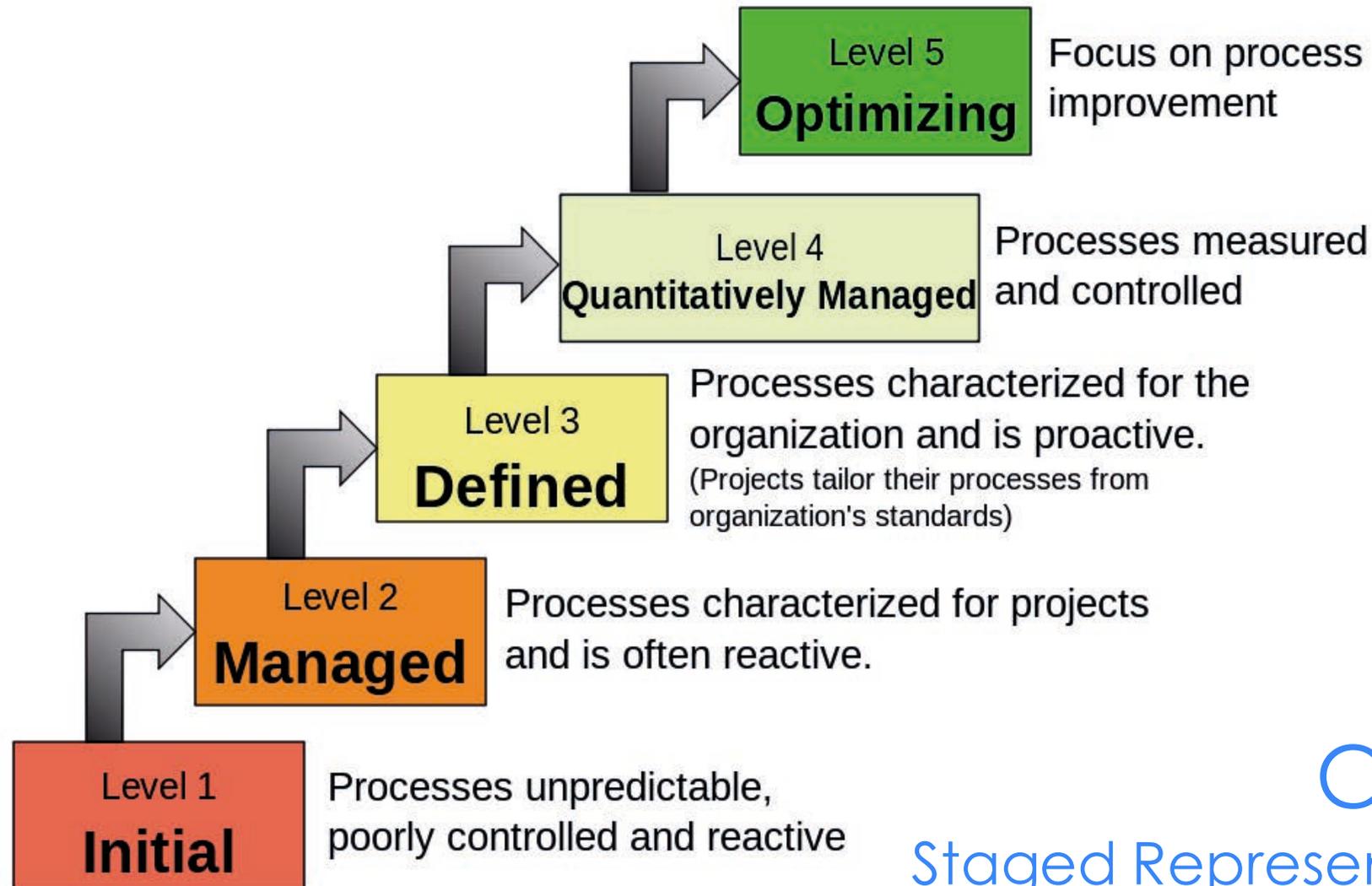


Business Agility



Predictability – Liquidity - Adaptiveness

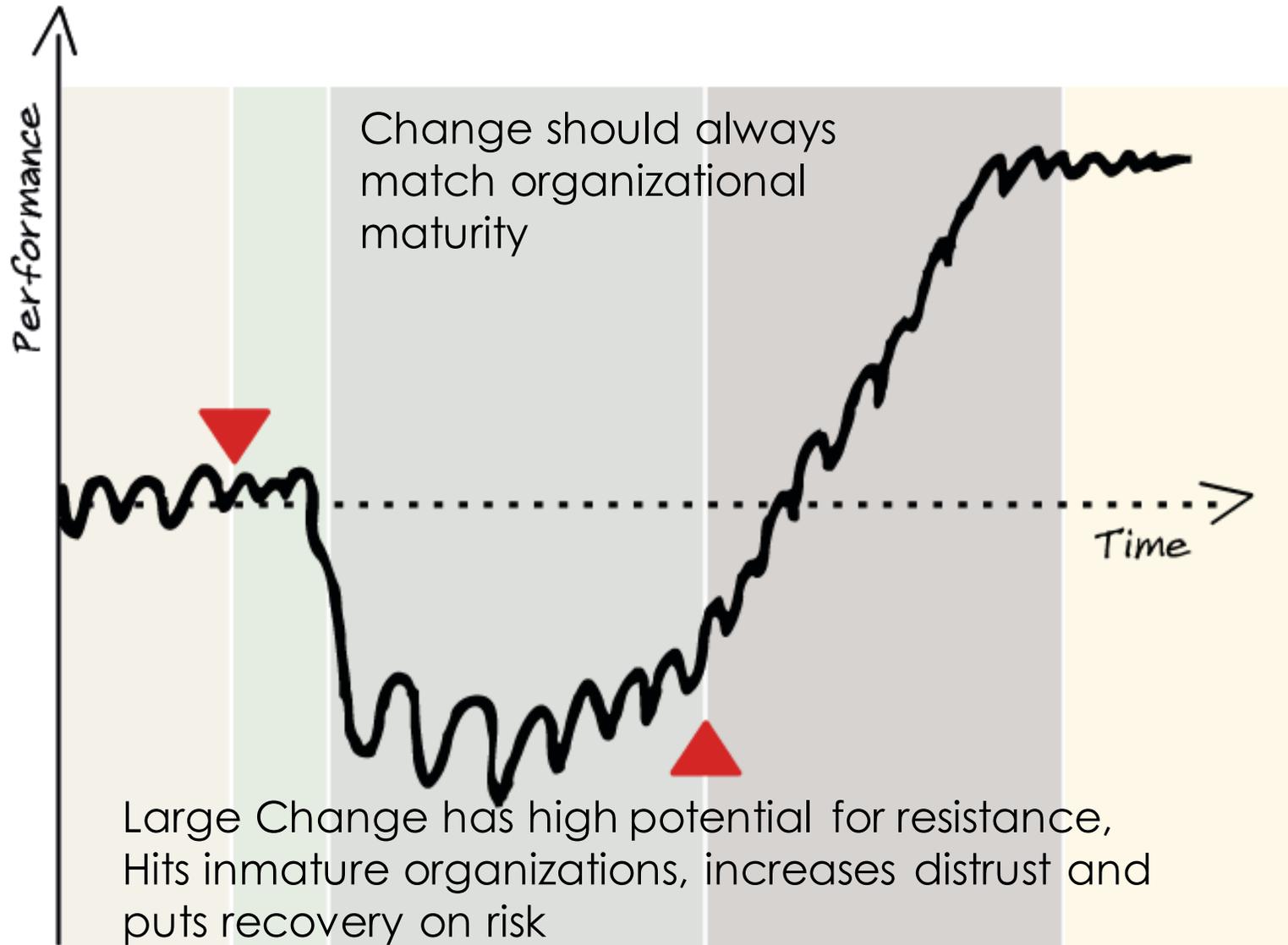
Characteristics of the Maturity levels



Sally Godfrey

@AgileExperts | <http://agileexperts.at>

J-Curve Effect



Lean Kanban University

Survivability

- Lead the business (strategy and positioning)
- Confidence they can deliver on strategic goals
- Legacy (long term survival)

Assumption about specific agendas on different hierarchy levels.

Finally all agendas to be focused on at all levels!

Service-Orientation

- Up-managing – answer the hard questions with confidence
- Down-managing – make difficult decisions with confidence

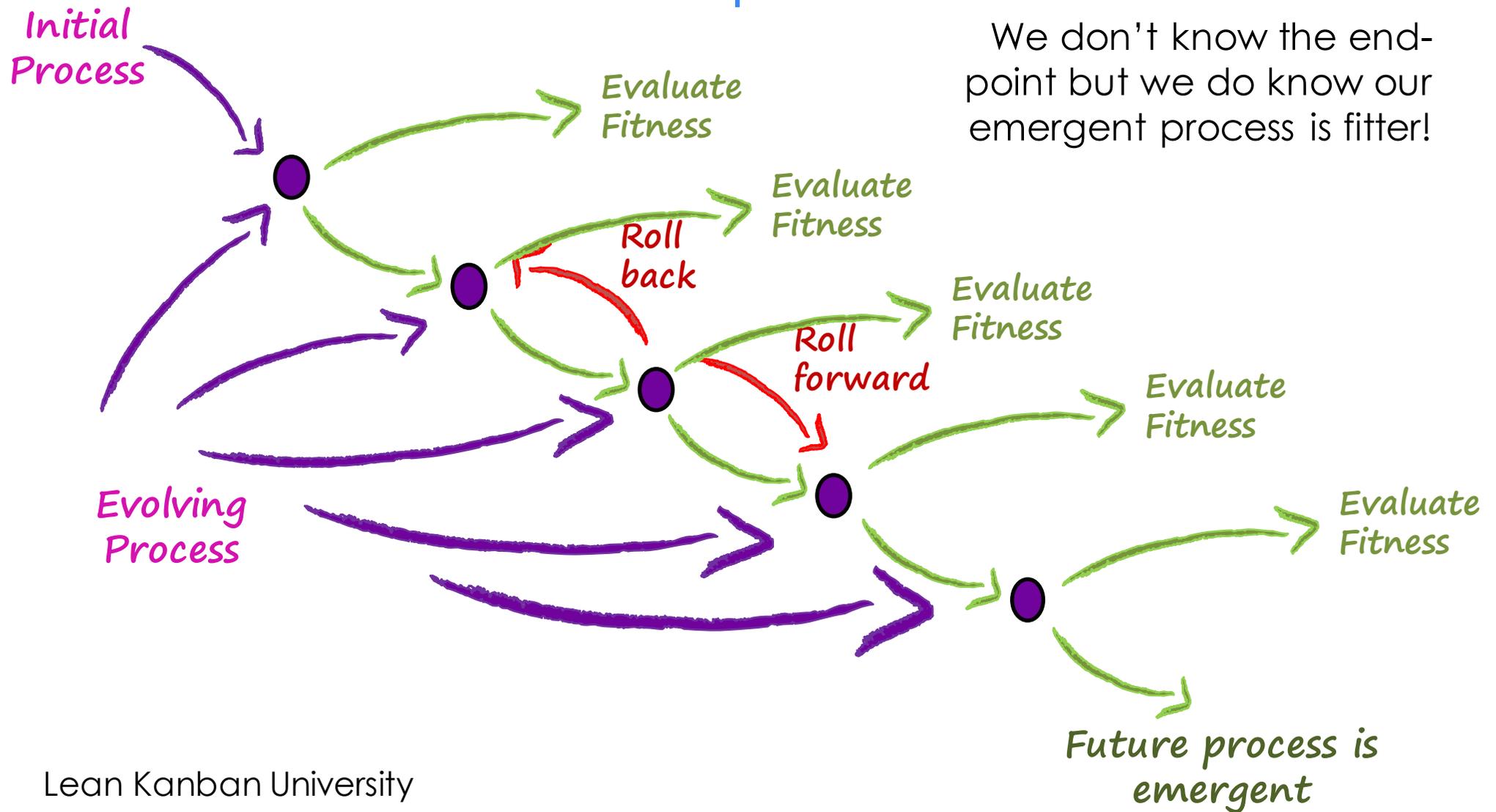
Sustainability

- Relief from abusive environment
 - Overburdened
 - Quality suffers
 - Low job satisfaction

Agendas for Change

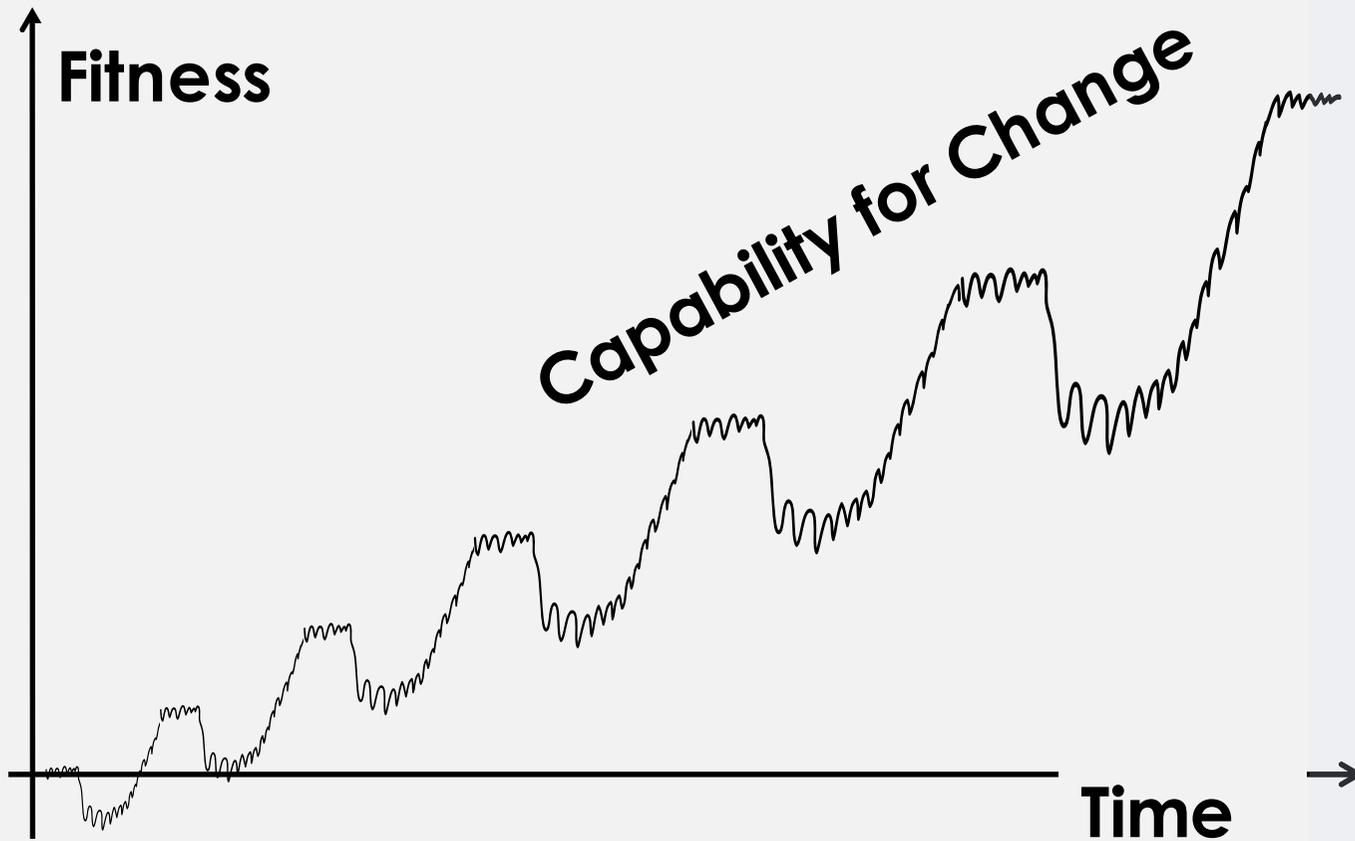
Lean Kanban University

Evolutionary change has no defined end point



Lean Kanban University

Growing Change Capability



Lean Kanban University

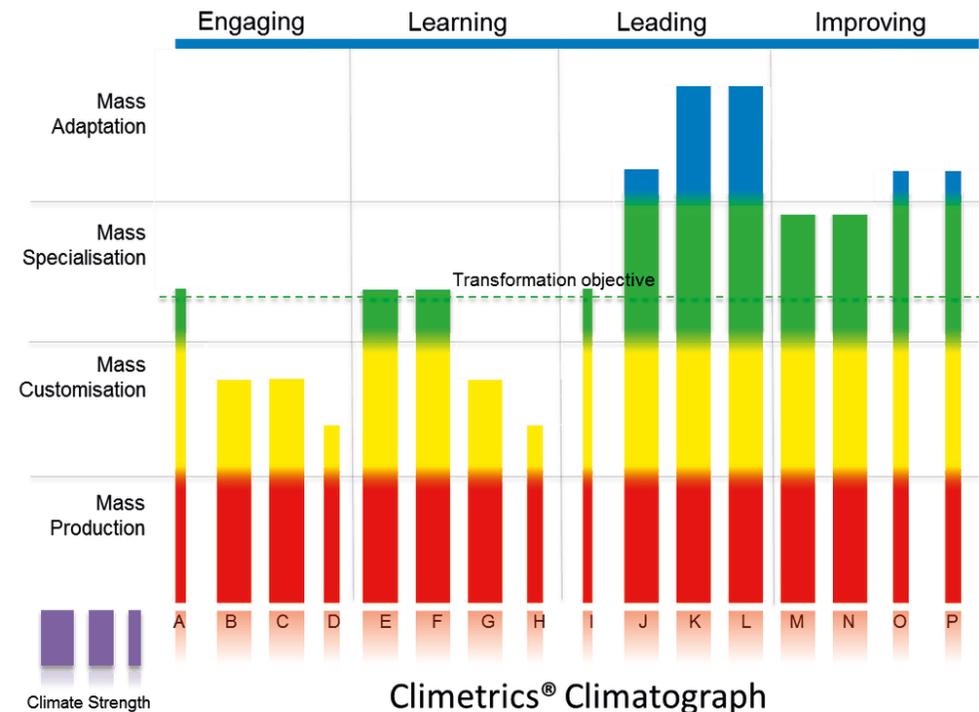
Change is less about Process and it is not a defined Path!

It starts with a journey. And it is all about Change Capability!

Ingredients for Growing Maturity

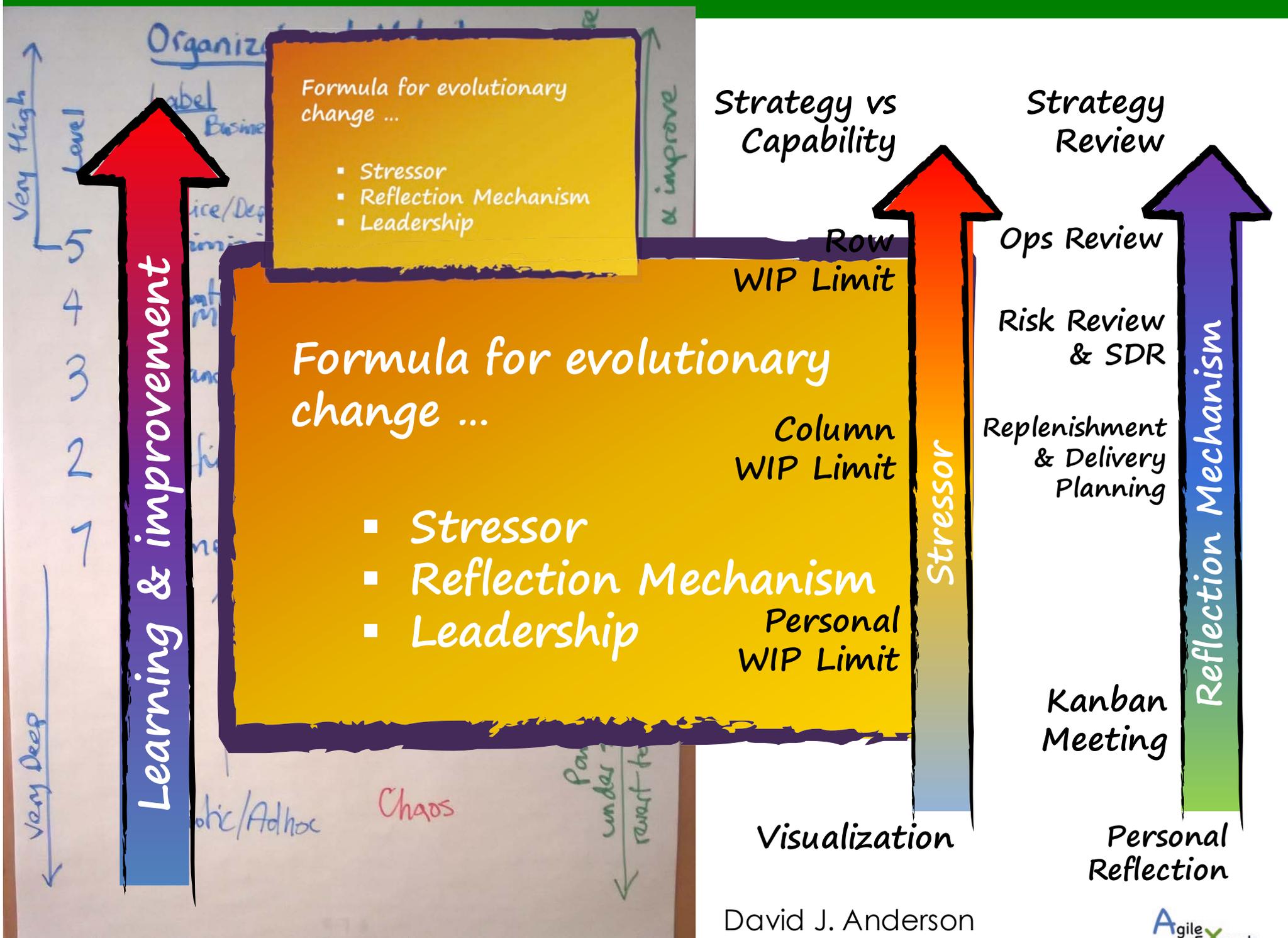
- **Engage:** Understand, define, and lock onto customer needs
- **Learn:** Make sense of the customers' needs and their environment and share the information across the business
- **Lead:** Make a case for improvement and lead change at all levels of the organisations — not just the executive
- **Improve:** Act and implement improvements and innovation to better serve customers and operational effectiveness

Global Services Company. November 2011: After Transformation



Climetrics® Climatograph

via Stephen Perry



Formula for evolutionary change ...

- Stressor
- Reflection Mechanism
- Leadership

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- Stressor
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- Leadership

Strategy vs Capability

Strategy Review

Row WIP Limit

Column WIP Limit

Personal WIP Limit

Ops Review

Risk Review & SDR

Replenishment & Delivery Planning

Kanban Meeting

Visualization

Personal Reflection

Conclusion

- Purpose is not a one-size fits all concept
- One-size fits all solutions don't help
- Fitness via Evolutionary Change
- Engage, Learn, Lead, Improve a System of Systems
- Shape Anti-Fragile Systems