

Agile Transformation – Success Factors

Let's consider, how the situation is in your company. Answer Yes/No to each statement. The result will help you proceed with some improvements.

1. Top management is actively involved in the process of Agile Transformation.
Yes / No
2. The top management has a clear Agile transformation vision (the question "why" is answered). Yes / No
3. Middle-management is supportive, changes organization towards Agile and Lean principles, helps remove impediments, empowers employees, supports creativity and teams' self-management rather than "utilize resources." Yes / No
4. Agile Transformation is not a goal itself. There are several other reasons to run the change. Yes / No
5. Value is measured and decisions are made based on facts. Yes / No
6. Organizational impediments are known and continuously removed. Yes / No
7. Customers' needs and satisfaction are always taken into account while developing products. Yes / No
8. Hierarchy is not crucial in the organization. A top-down approach is minimal. Employees take responsibility and their voice is heard. Yes / No

9. Experiments are a reasonable way of dealing with uncertain, complex situations. Yes / No

10. Product Owners are the products' empowered owners (unlike components or teams' owners and proxies or scribes). They are authorized to maximize and optimize the value of the product and make decisions. Yes / No

11. Employee satisfaction is high. Yes / No

12. Employees understand the necessity of the organizational change, actively engaging in the process, proposing optimizations, improving their way of working. Yes / No