BUSINESS AGILITY

Rethinking how we organize

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COURSE OBJECTIVES

- Understand what is Business Agility

- Recognize the benefits of adopting Business Agility

- Explore the application of Agile practices for Business Teams

- Discuss Business Agility implementation within CMS
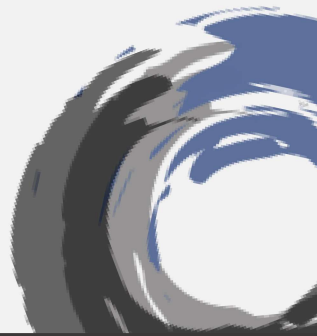
LEARNING FROM AGILE PRODUCT DEVELOPMENT

Increased revenue, market share and brand recognition

Faster turnaround times and higher-quality offerings

Improved relationships with their customers

Greater transparency and higher employee engagement

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"Business Agility requires that everyone involved in delivering solutions – business and technology leaders, development, IT operations, legal, marketing, finance, support, compliance, security, and others – use Lean and Agile practices to continually deliver innovative, high-quality products and services faster than the competition."

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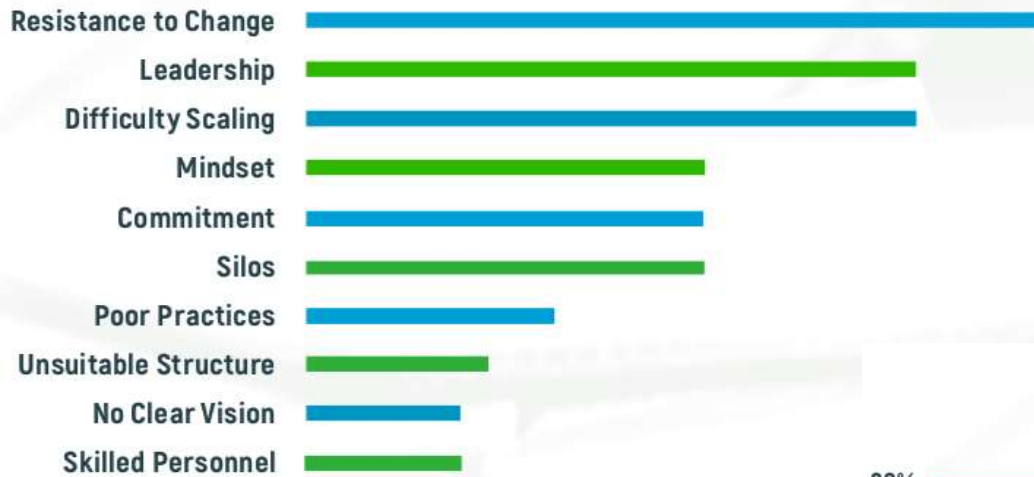
The Current State of Business Agility

Agility is Not Limited to
Software Development and IT
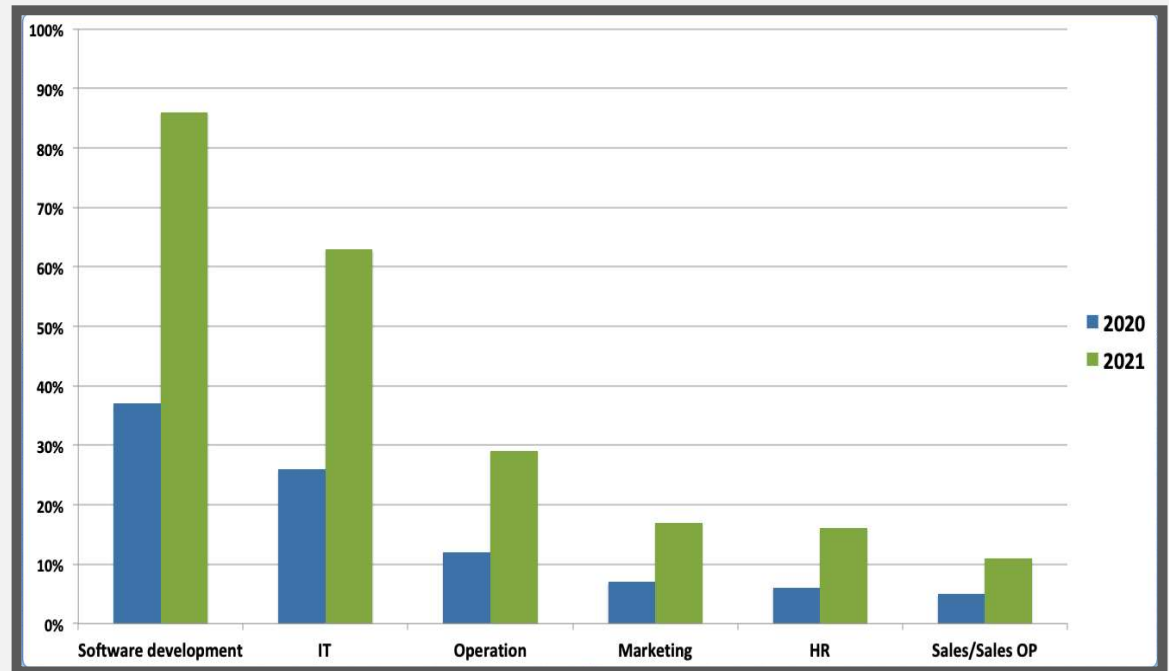
Areas of organization practicing Agile in 2020 & 2021

~source: state of agile report
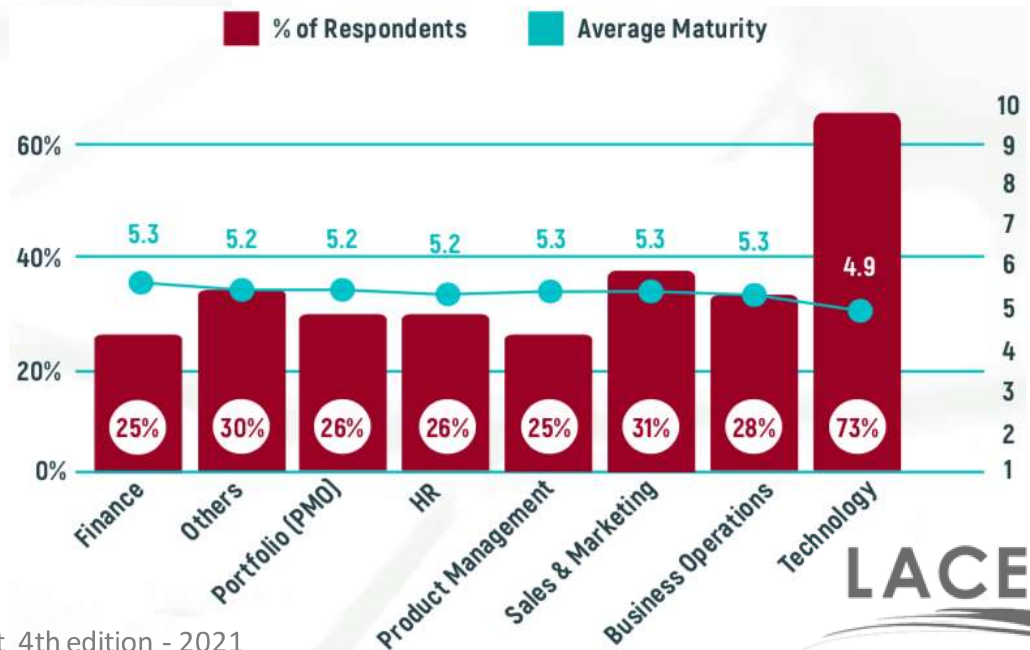
Top 10 Themes for Addressing Challenges Along the Journey

- Resistance to Change
- Leadership
- Difficulty Scaling
- Mindset
- Commitment
- Silos
- Poor Practices
- Unsuitable Structure
- No Clear Vision
- Skilled Personnel

27% of organizations have high business agility maturity (7 points or more)

4.9
Average business agility maturity rating (10-point scale)

% of Respondents   Average Maturity

	Finance	Others	Portfolio (PMO)	HR	Product Management	Sales & Marketing	Business Operations	Technology
Average Maturity	5.3	5.2	5.2	5.2	5.3	5.3	5.3	4.9
% of Respondents	25%	30%	26%	26%	25%	31%	28%	73%

Source: The Business Agility Report 4th edition - 2021

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The Agile Organization

AGILE ORGANIZATIONS REWORK THE STRUCTURE TO CREATE CROSS FUNCTIONAL TEAMS OPTIMIZED FOR VALUE DELIVERY

THE DAY-TO-DAY WORK BECOMES COLLABORATIVE, VALUE DRIVEN, AND HAS SHARED ACCOUNTABILITY.

FUND BUSINESS OUTCOMES INSTEAD OF OUTPUTS - MOVE FROM PROJECT TO PRODUCT

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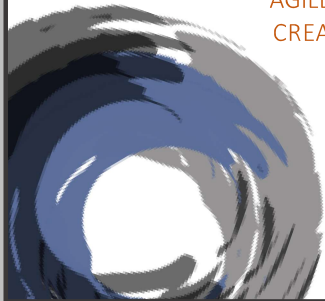
From Project to Product

- Projects are rigidly funded, rigidly defined, and are time-boxed.

- Products are value driven, staffed accordingly, and fluid in requirements based on market changes.

- Fund the product. Funding can be rigid. Organize around the value, using the funding requirements, and deliver the top priority value as quickly as possible. Negotiate scope in a synchronized manner, be transparent, constantly align.

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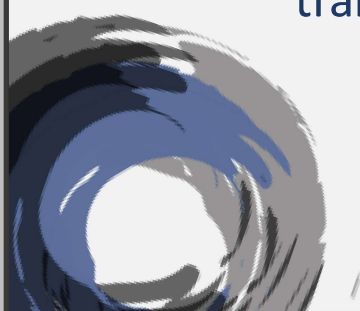
Organize around value to break organizational silos
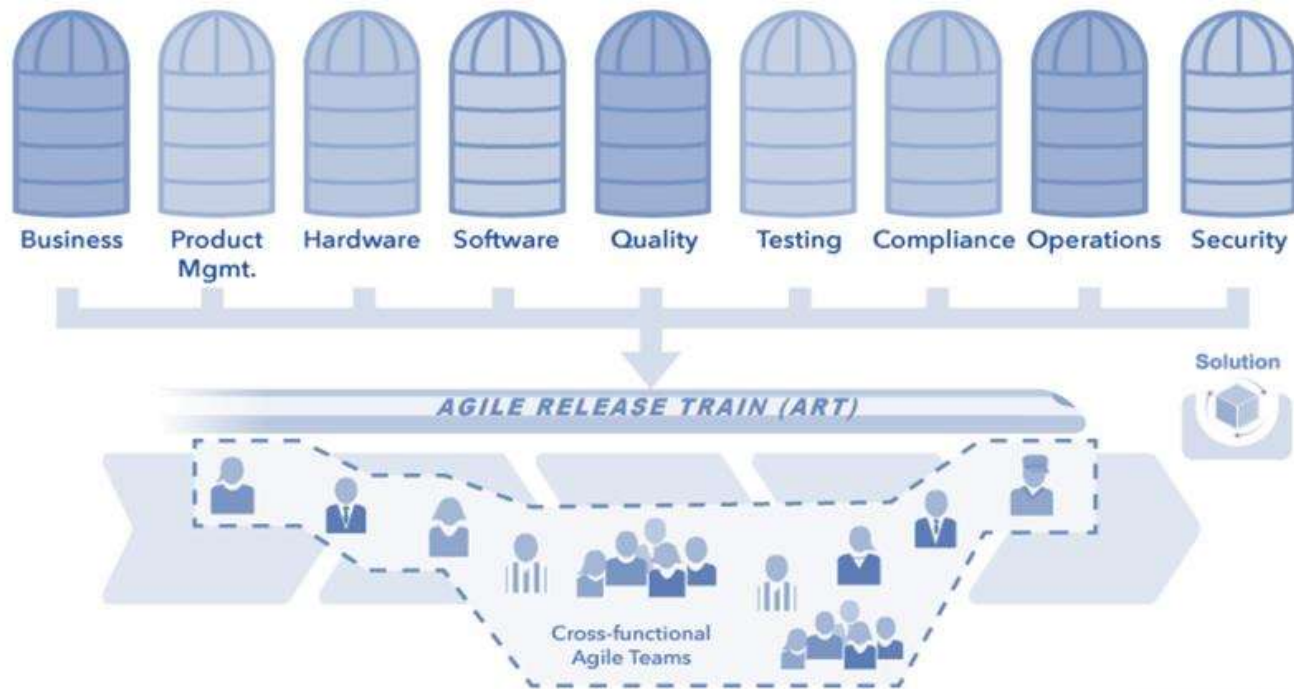
Leadership in silos promotes organizational silos