Agilia Conference 2017

29 March

Oloumoc (Czech Republic)

re·vers·ify

re·imagining your organisation

by ***Gunther Verheyen***

Scrum. Connector, writer, speaker, humaniser.

"The future state of Scrum will no longer be called 'Scrum'. What we now call Scrum will have become the norm, and organizations have re-invented themselves around it."

Source: Gunther Verheyen, "Scrum – A Pocket Guide (A Smart Travel Companion)", 2013

Are you using Scrum?

No

YES

yes, but

How about organisational dysfunctions exposed?

BLAME SCRUM

Take action

ignore

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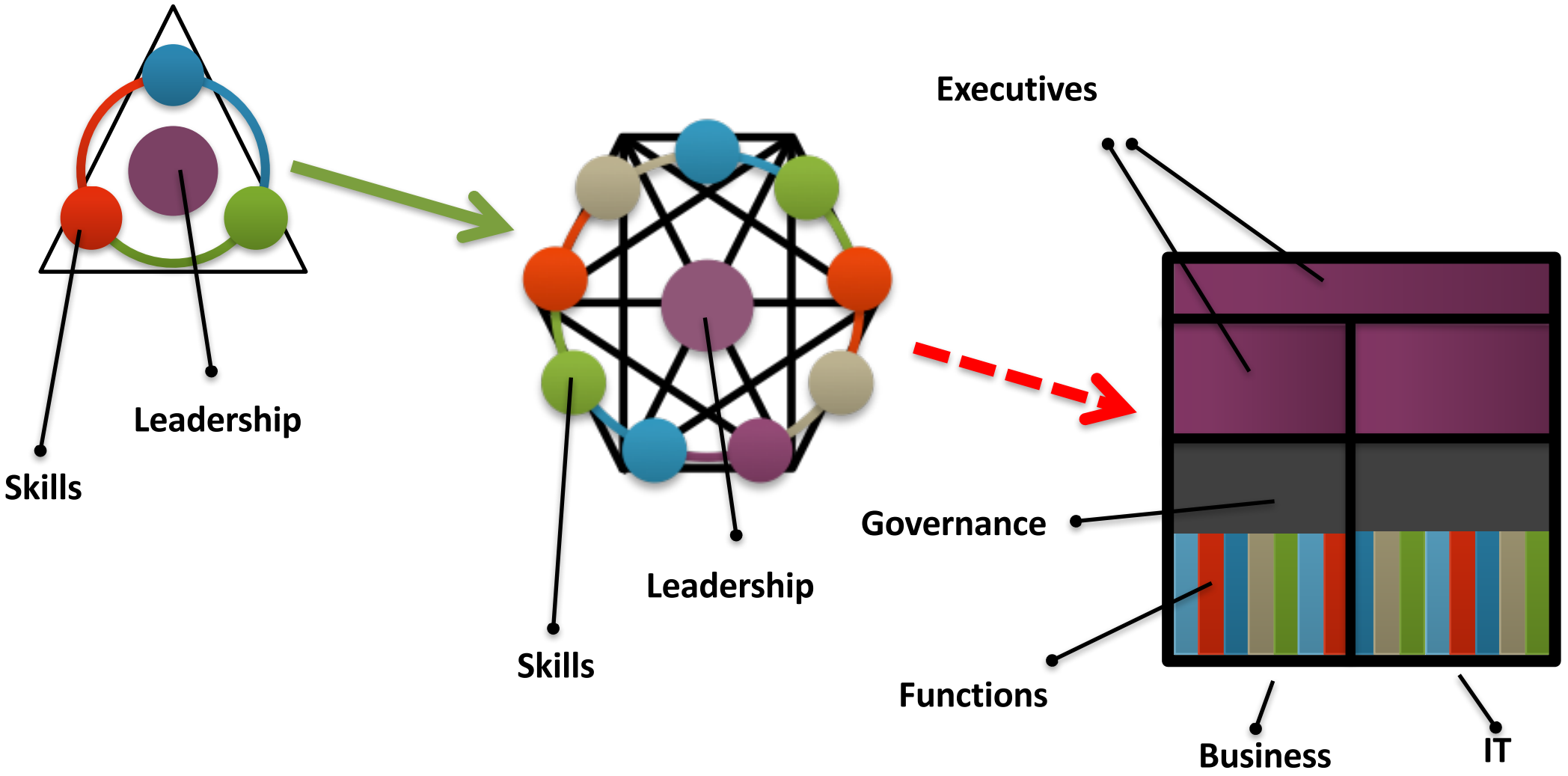
The Growth Trap

A brief history of organisational design

Un-growing the past

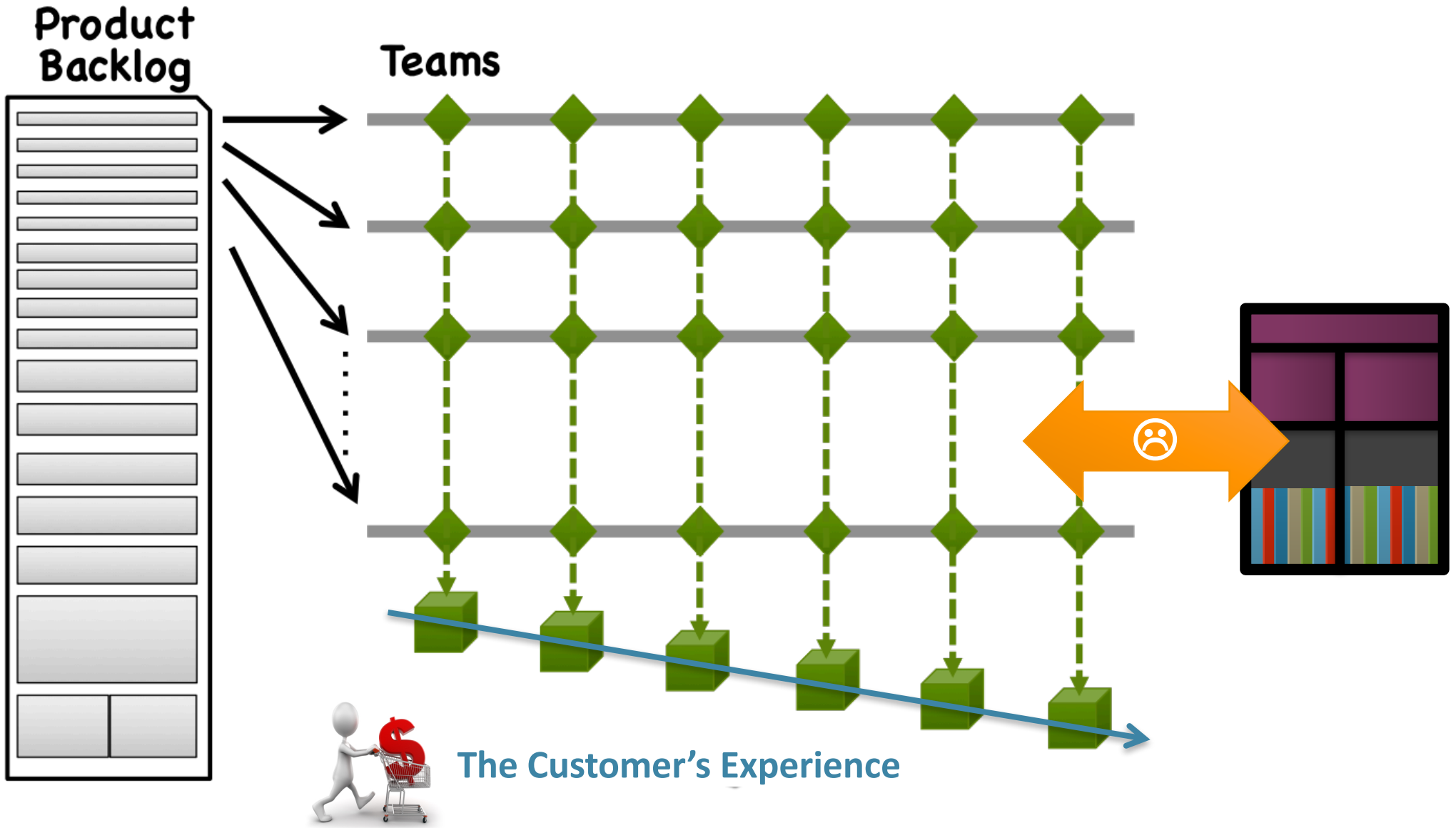
Are our organisations shaped for business agility through Scrum?

A brief history of organisational design (the growth trap)



The result? The “Big Bang” syndrome.

Scrum? Really valuable.



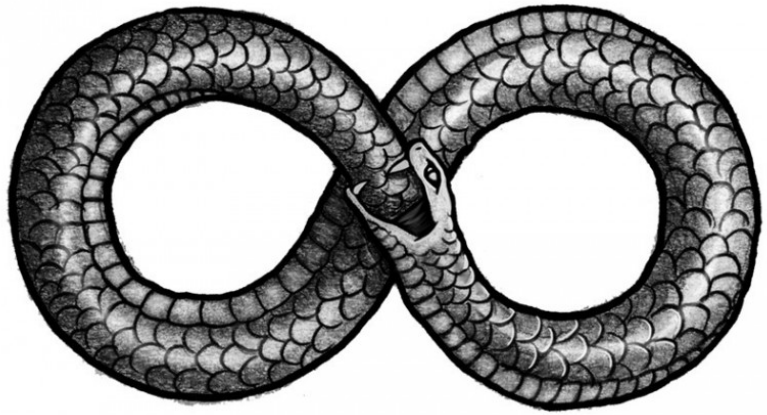
How organisations plan to survive the future

Big Fat Emperor

Some Emperor's Breakfast

A 1000 Paper Cuts

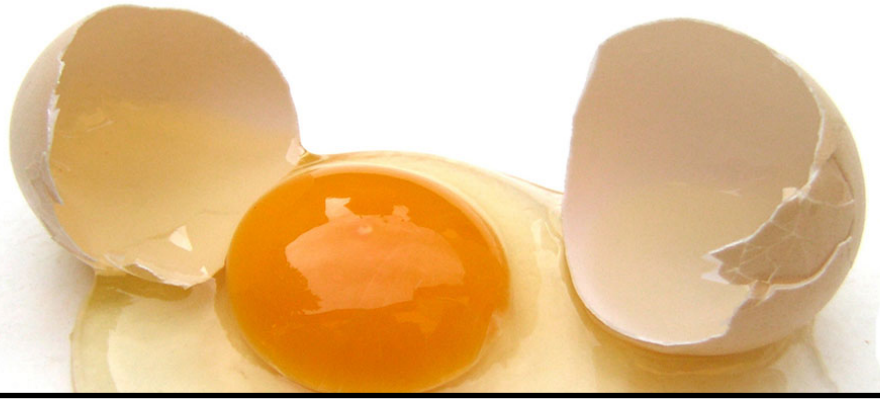
The Snake Within



The all-time favorite, re-organisation

The Ambition

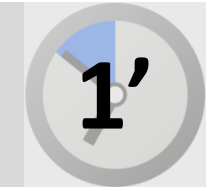
The Message



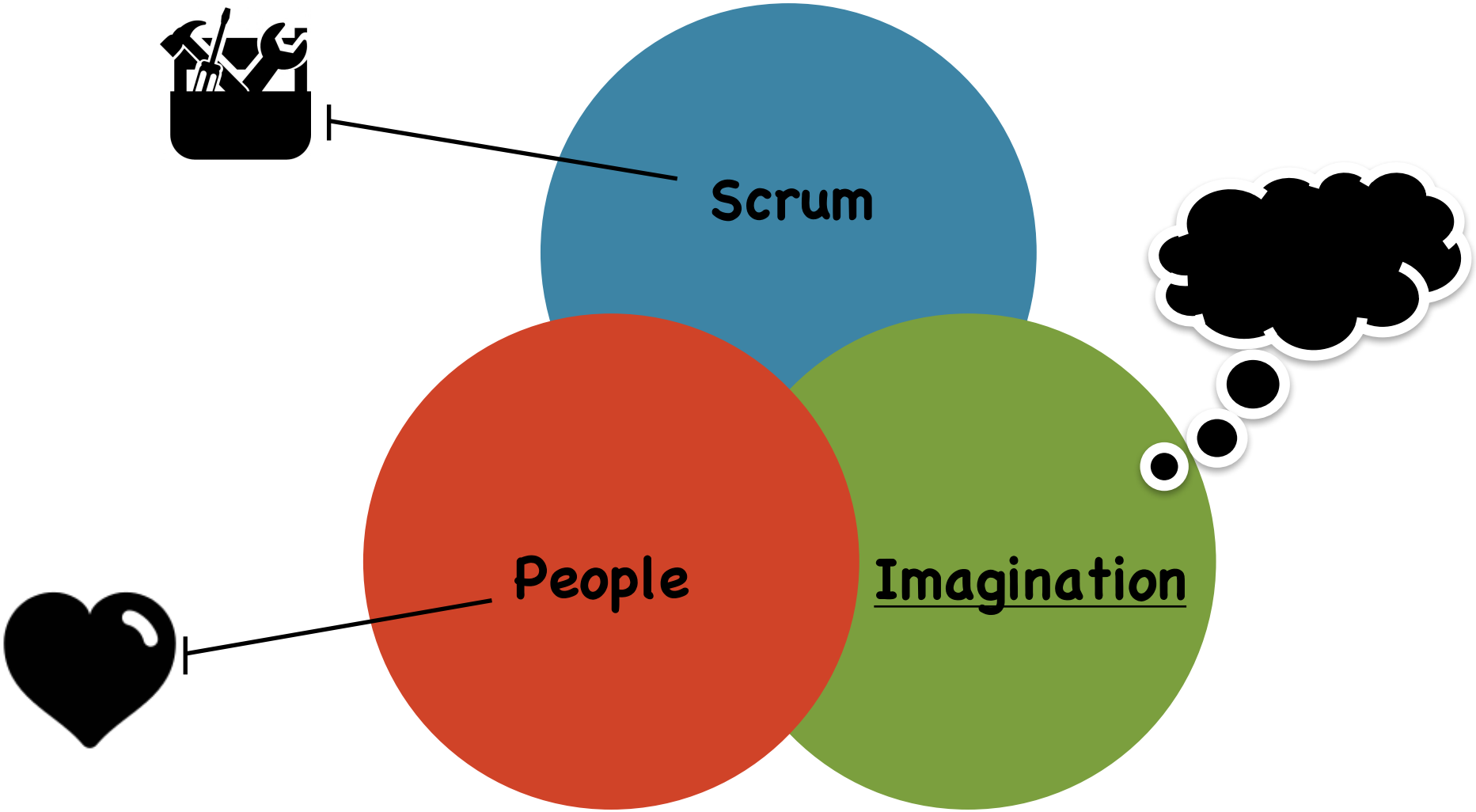
The Action

The Real Need

The secret ingredient



What is the 3rd (secret) ingredient for an Agile transformation?



We used to be organised for results.
We then re-organised for functions.

Re·imagining Scrum to **re·vers·ify** your organisation is the positive way forward.

To re·vers·ify is an act of simplicity, rhythm and focus

„ **reversify** (verb) /(ˈ)rē+ˈvər-sə-ˌfī/

1. *To formulate anew in verse;*
   To turn (a text) into verse again;
   To rework (a piece of verse) into a different form.
2. ***To re-emerge an organisation drawing on people's re-imagination of Scrum.***

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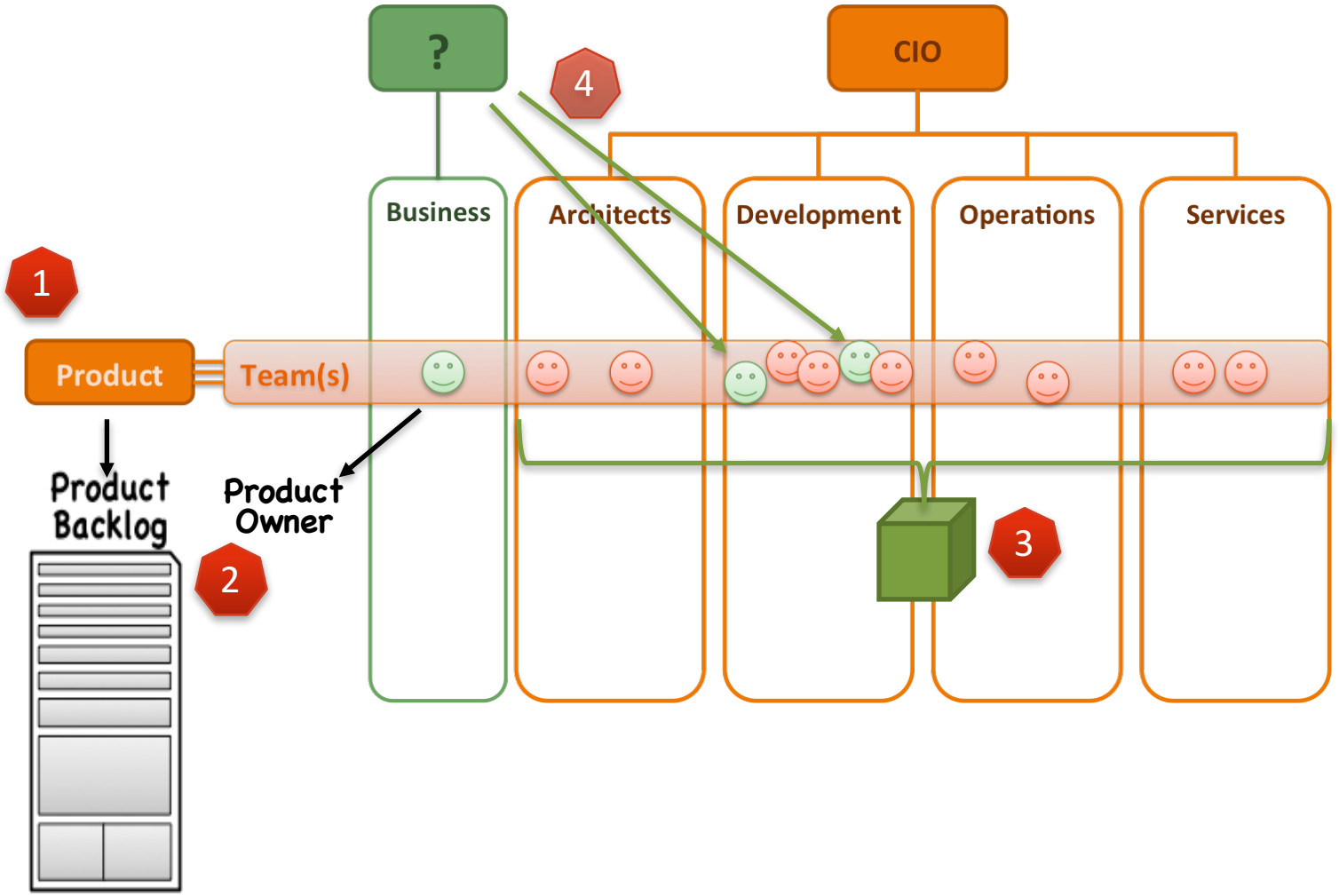
Re·imagining Scrum

Organising for products and people

Common challenges with Scrum



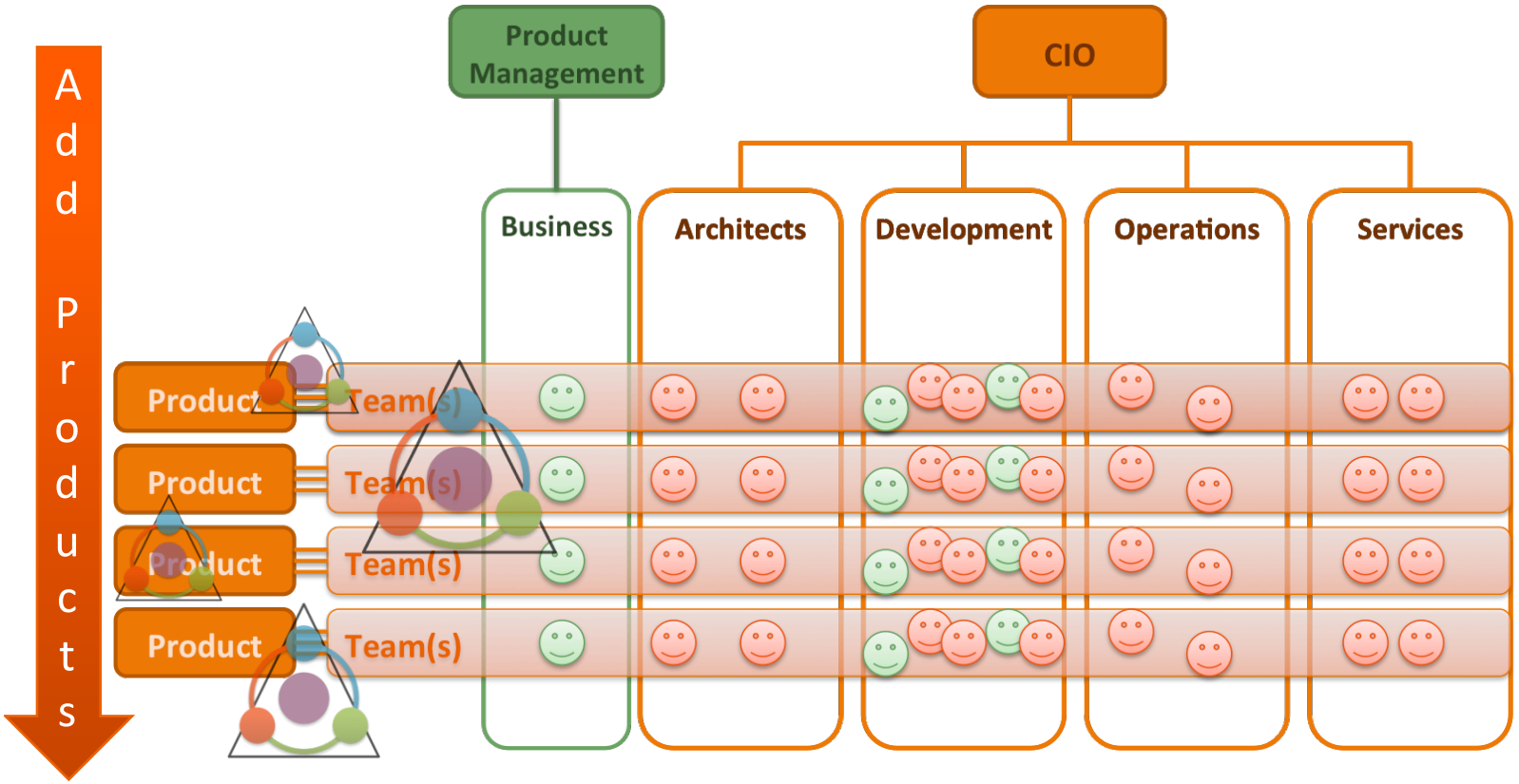
Identify 'Product'

(one software system, service or application)

Re·imagine your Scrum

- Select a meaningful initiative (project/product/service)
  - Slice if too BIG
- For the selected initiative/slices:
  - Use Product Backlog as the single plan
  - Reset your accountabilities:
    - Product Owner
    - Scrum Master
    - Development Team(s)
  - Facilitate with tools, infrastructure and a Scrum (team) zone
- Create sashimi releases
  - Through a controlled and automated deployment pipeline

Growing your Scrum zone (1)



Product

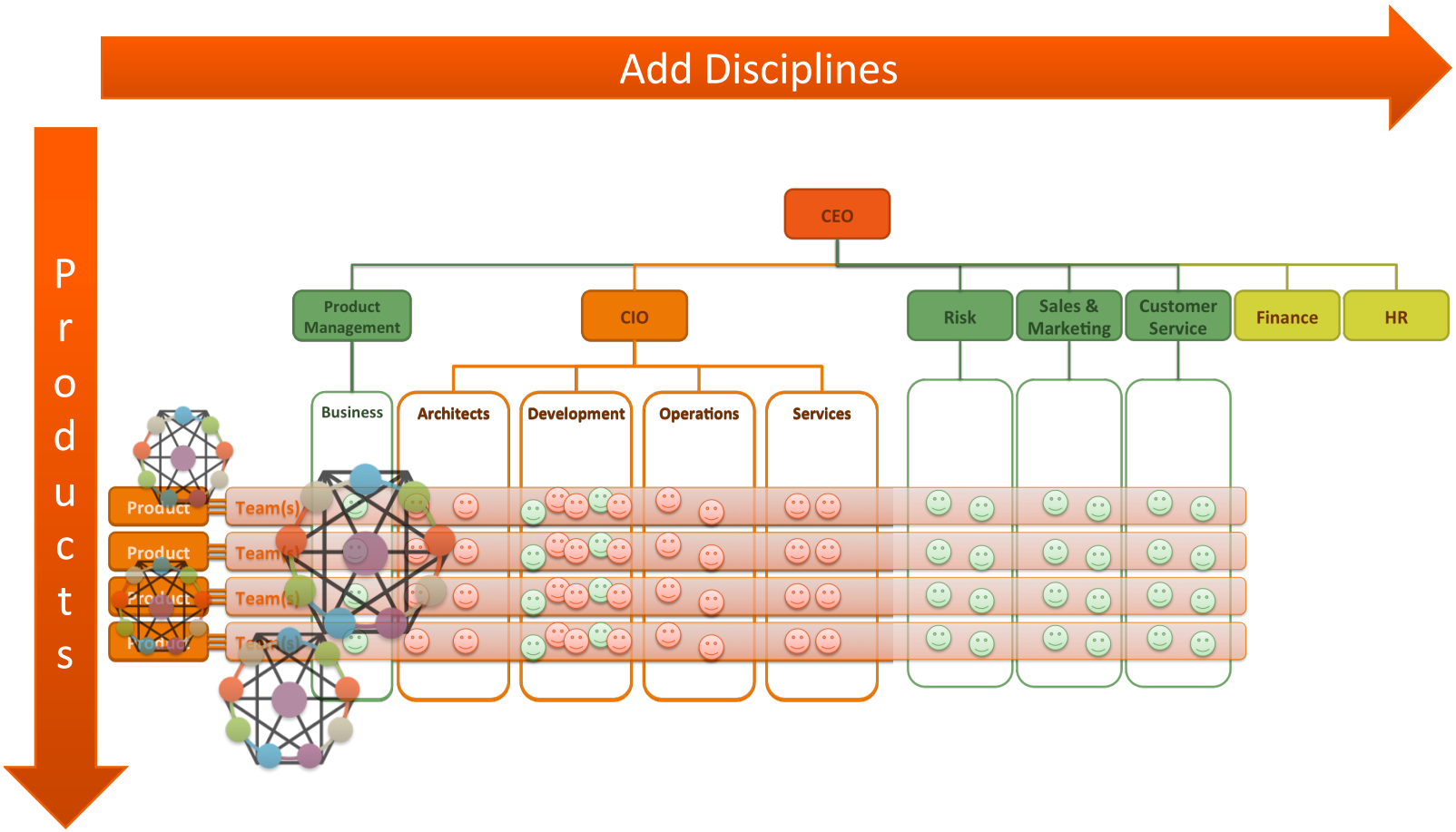
=

a software system, service or application

Your Scrum zone (1)

1. Product management and product delivery are organized separately but connected through the Product Owner.

Growing your Scrum zone (2)



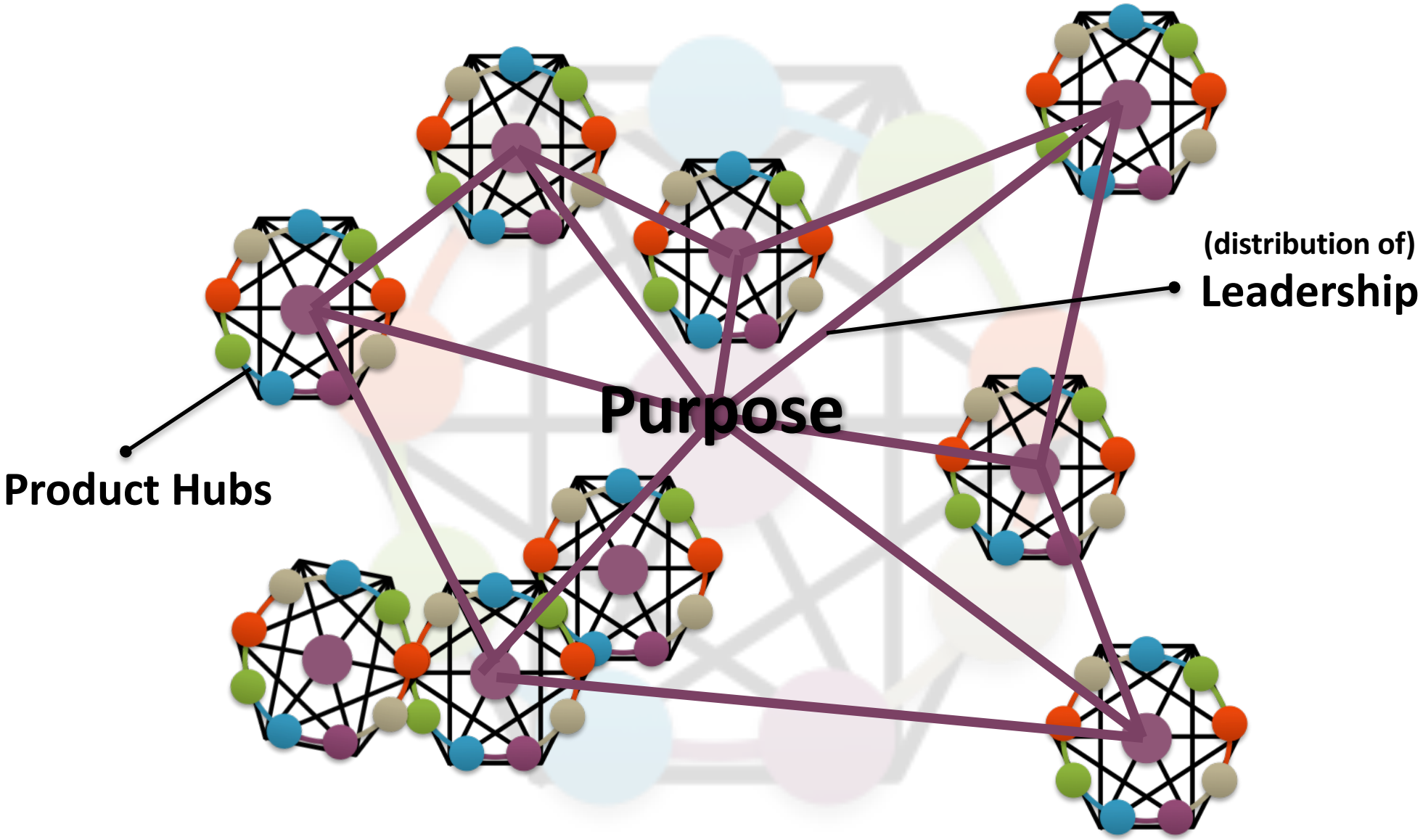
Expand 'Product'

(A consumer product or service)

Your Scrum zone (2)

2. Product management and product delivery are integrated in a Product hub. Product Owner is the product-CEO.

Think nervous system



Agility…

- can’t be planned
- can’t be dictated
- has no end-state
- can’t be copied

Grow your own model. Use your imagination.

Source: Gunther Verheyen, “Scrum – A Pocket Guide (A Smart Travel Companion)”, 2013

Acting for the positive

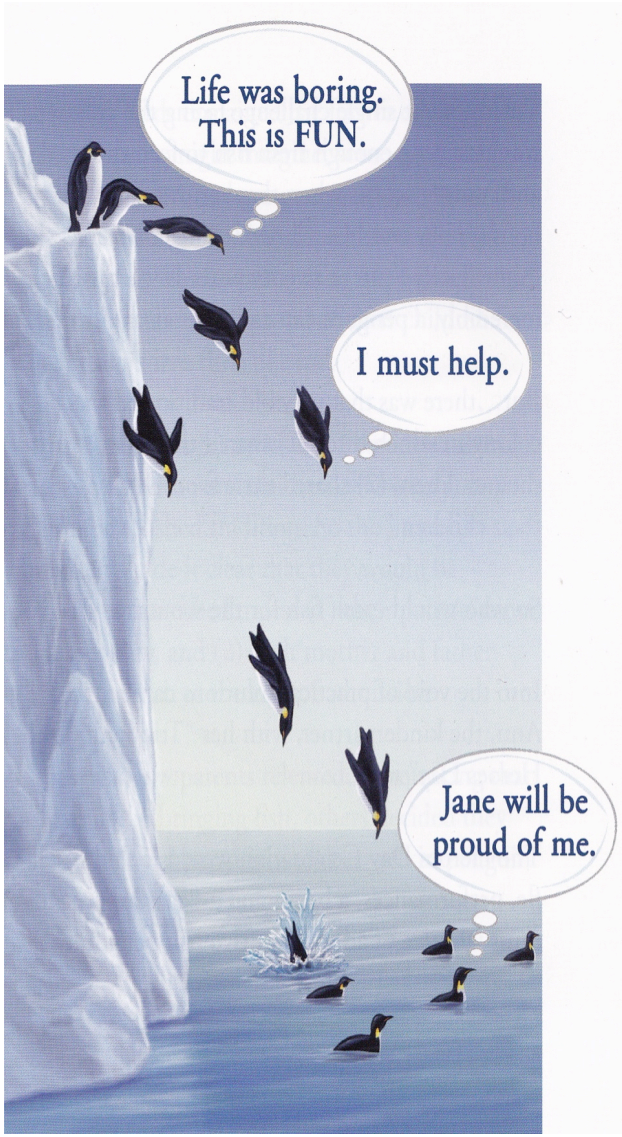
An act of

- Simplicity
- Rhythm
- Focus

For companies wanting to:

- Converge all things ‘Agile’
- Uplift their Scrum
- Emerge, grow, and un-grow structures
- Innovate (again)

About



Gunther Verheyen

Independent Scrum Caretaker

- eXtreme Programming and Scrum since 2003
- Professional Scrum Trainer
- Shepherded Professional Scrum at Scrum.org
- Co-created Agility Path, Nexus and Scaled Professional Scrum framework at Scrum.org
- Author of “Scrum – A Pocket Guide” (“Scrum Wegwijzer”, “Scrum Taschenbuch”)

Mail gunther.verheyen@mac.com

Twitter [@Ullizee](https://twitter.com/Ullizee)

Blog http://guntherverheyen.com