



Embedding an Agile Culture

Webinar

3.30pm BST, Thursday 11th May

simply brilliant thinkers
making software brilliantly simple



Introductions

Box UK specialise in user centred design, iterative development and the optimisation of digital platforms to support ambitious organisations in achieving their goals





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Questions?



@boxuk
#agileculture

So, you're sold on Agile...

And if you're not, a quick recap of its benefits:

87%

manages changing priorities

85%

improves team productivity

84%

improves project visibility

81%

increases team morale

81%

better delivery predictability

80%

faster time to market

**The challenge comes in
rolling it out...**

Barriers to Agile adoption

- Lack of understanding
- No senior sponsor
- Reliance on traditional processes/systems
- Insufficient resources (or perceived to be as such)
- General resistance to change



Look it up...

**“Lessons Learned in
Agile Transformation”**

- *Steve McConnell*

Lippitt/Knoster Change Model

Vision + Skills + Incentives + Resources + Action Plan = CHANGE



+

Skills

+

Incentives

+

Resources

+

Action Plan

=

Confusion

Vision

+



+

Incentives

+

Resources

+

Action Plan

=

Anxiety

Vision

+

Skills

+



+

Resources

+

Action Plan

=

Gradual change

Vision

+

Skills

+

Incentives

+



+

Action Plan

=

Frustration

Vision

+

Skills

+

Incentives

+

Resources

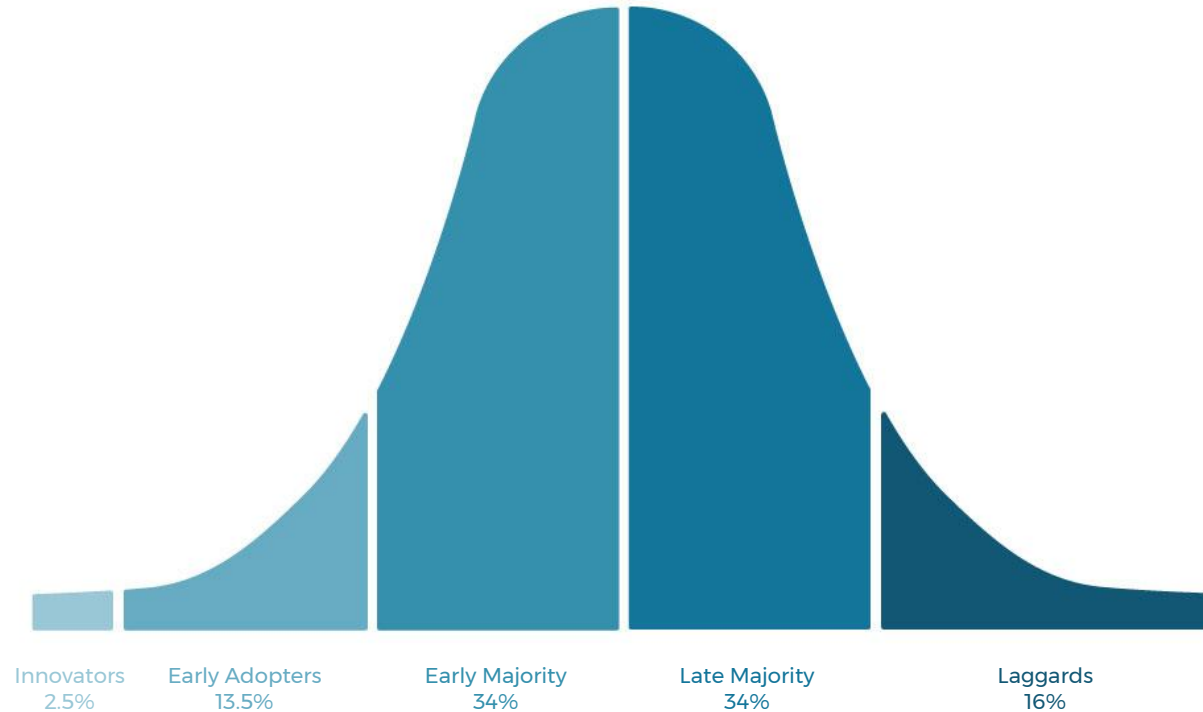
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False Starts

Diffusion of Innovation Model



The solution?

A close-up photograph of several hands stacked on top of each other in a pyramid shape. The hands are of various skin tones and are wearing different colored sleeves (orange, black, blue). One hand has red nail polish. The background is a light blue wall. The text "Agile must be embedded at a cultural level" is overlaid in white, bold font in the center of the image.

**Agile must be embedded at a
cultural level**

3 steps to an Agile culture

Step 1:
Define what Agile means to you

“An ‘Agile’ culture (that is, with a capital ‘A’) is one that has adopted and implemented the principles of the Agile Manifesto in its day-to-day life and operations:

- **Individuals and interactions** over processes and tools
- **Working software** over comprehensive documentation
- **Customer collaboration** over contract negotiation
- **Responding to change** over following a plan”

“An ‘agile’ culture (with a lower-case ‘a’) is one that has adopted a style, approach, and community that is:

- **Tolerant of failure**
- **Willing to test hypotheses**
- **Able to adjust to changing market conditions as deemed necessary**

Step 2:
Measure Agile maturity

A close-up photograph of a hand holding a white measuring tape. The tape is coiled around the fingers, with the numbers 3, 4, 5, and 6 visible. The background is a light, textured surface. The text "How Agile are you now?" is overlaid in the center in a bold, white font.

How Agile are you now?

			1	2	3	4	5	
Team Communication	1	minimal, written, knowledge is power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	open, trusting, face-to-face
User Accessibility	2	limited, off-site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	constant, on-site
Team Location	3	highly distributed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	co-located
Team Structure	4	departmental, top down, large teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	cross-functional, self-organizing, small teams
Delivery Frequency (Shippable)	5	infrequent, 3+ months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	frequent, 1-2 weeks
Measurement of Progress	6	phases, tasks, documents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	features/business value, working software
Ability to Change Direction	7	low, prevented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	high, embraced
Testing	8	manual, post-coding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	integrated, automated, test-driven
Planning Approach	9	up-front, detailed, activity-based	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	just enough, adaptive, continuous
Process Philosophy	10	static, audited, "my-way"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	analyze/adapt/improve

A close-up photograph of a hand holding a white measuring tape. The tape is coiled around the fingers, with the numbers 3, 4, 5, and 6 visible. The background is a light, textured surface. The text "How Agile do you need to be?" is overlaid in white, bold font across the center of the image.

How Agile do you *need* to be?

A female high jumper is captured in mid-air, performing a Fosbury Flop over a yellow bar. She is wearing a light green athletic top, black leggings, and green and blue sneakers. Her hair is tied in a ponytail. The background is a clear blue sky. The text "Identify goals..." is overlaid in white, bold font across the center of the image.

Identify goals...

A close-up photograph of a woman with blonde hair, wearing a red and white striped shirt. She is holding her right hand to her forehead, with her fingers spread, suggesting she is experiencing a headache or physical pain. Her eyes are closed, and her expression is one of discomfort. The background is a plain, light-colored wall.

...and current pain points

Step 3:
Do it!

Try using Kanban!

To do

washing up

Mow the
lawn

Clean the
bathroom

Hoover
upstairs

Ironing

Doing (3)

walk the
dog

Put bins
out

Done

Cook tea

Benefits of Kanban



PRIORITISE

“If everything is important, then nothing is “



FOCUS

“It’s only when you juggle that you start to drop balls”



COMPLETE

“Stop starting, start finishing”



Level up!

Upping your Kanban game

- **Transparency:** board up on the wall
- **Collaboration:** daily stand-ups
- **Feedback:** retrospectives
- **Prioritisation:** planning meetings



A halftone-style photograph taken from the driver's perspective inside a car. The view is looking out through the windshield onto a two-lane asphalt road that stretches into the distance. The road is flanked by dry, scrubby desert terrain under a clear blue sky. In the distance, there are low hills and several utility poles. The car's interior is visible in the foreground, including the steering wheel, dashboard, and two circular air vents. The text "Make your own rules!" is overlaid in the center of the image in a bold, white, sans-serif font.

Make your own rules!

Getting started with Kanban

Setting up Kanban

1. Grab a board!





Setting up Kanban

1. Grab a board!
2. Label your columns



To do

Doing (3)

Done



Setting up Kanban

1. Grab a board!
2. Label your columns
3. Create your tasks



To do

Doing (3)

Done

Cook tea

walk the
dog

Put bins
out

washing up

Mow the
lawn

Setting up Kanban

1. Grab a board!
2. Label your columns
3. Create your tasks
4. Meet up daily



Setting up Kanban

1. Grab a board!
2. Label your columns
3. Create your tasks
4. Meet up daily
5. Inspect and adapt



To do

Clean the
bathroom

Hoover
upstairs

Ironing

Doing (4)

Put bins
out

washing up

Mow the
lawn

Done

Cook tea

walk the
dog

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