Program Background - Why IBM Agile Transformation Program?

IBM Agile Transformation Program will help the customers cultivate the much needed capabilities by providing (1) cutting edge knowledge, insights, and tools, (2) new patterns of thinking, and (3) extensive network with IBM.

**Descriptions**

- **History of success with clients** in education-related needs analysis and segmentation, instructional design and teaching
- **IBM proprietary knowledge assets**, tools and frameworks
- **Highly customized solutions** demonstrated to work in the client organization
- **Knowledge and tools** that are both **actionable** and **deployable**
- **Action-learning approach** embedded in developers’ real work that provides opportunities for **real-time application and reflection**
- Ability to combine new knowledge, skills and tools with interventions targeting **patterns of thinking and behavior** ('double-loop' learning)

**Salient Knowledge & Useful Tools**

- Strong network with **outstanding agile experts** at leading agile communities
- Active working relationship with many of the **leading corporations** through consulting projects and equity investments by IBM
- Have mobilized and solidified relationship with IBM through similar programs

**New Patterns of Thinking**

**Extensive Network with IBM**

Participants can acquire insights, strategic thinking, and practical frameworks for effective transformation
Program Background - The Program Design

To have direct impacts on practitioners’ day-to-day jobs, the program is designed on the practical but innovative principles adapting various pedagogical methods.

**The Program Design Principles**

1. **Action-oriented**
   - Provide participants with first-hand experiences applicable to the real world business through case studies and hands-on exercises

2. **Focused on Capability Building**
   - Focus on building capabilities of each individual to apply concepts and frameworks learned to their day-to-day jobs by providing insights and thinking process

3. **Enabling Out-of-the Box Thinking**
   - Provide opportunities to exercise the concepts and methods in the real world projects with outstanding and experience IBM agile experts in order to learn ‘live’ expertise

4. **Broadening Perspectives**
   - Broaden perspectives of customer organization through discussions with world-renowned thought leaders in various subject areas; thus, enabling them to rethink software delivery in the context of the development strategy and customer impact

**Applied Pedagogical Methods**

- **Lectures**
  - Can achieve Knowledge and insight transfer from world class thought leaders

- **Case Studies**
  - Can experience interactive learning through simulated discussion on the historical real world problem
  - Need active preparation and participation

- **Exercises**
  - Can acquire hands-on experiences and learn process through simplified workshop

- **Pilot**
  - Can go and exercise agile theory in real-world examples in person
  - Can share ideas and opinions with participating IBM experts and coaches, and evangelist
Program Background – Strategy for Agile Transformation Program

To have successful Agile transformation, Large organization needs to have the strategy and best practices to adopt new processes and tools

Waves of Change

Today

Wave 1

Change Initiative / Project

Introduces 1 or more development capabilities

Agree Scope
Business Case
High Level Plan
Define Results

Wave 2

Change Initiative

Train, Pilot, Harvest, Package, Test

Wave 3

Change Initiative

Roll out wider scale

Future Vision

Final Roll out

Business As Usual

Development Projects

[BEST PRACTICES FOR TRANSFORMATION]

- Adopt process & tools **incrementally** in projects
- Support project teams with **just-in-time** training & mentoring to accelerate learning/adoptions
- Demonstrate **quick-wins** from projects.
- **Develop internal SMEs/Mentors** who deliver mentoring to project team via CoE/Tools Group
Program Background - IBM agile transformation program has demonstrated outstanding results and greatly improved project predictability.

Transform

Stakeholder Needs
- Time-to-Market
- Reduced Costs
- Improved Quality
- Improved Productivity
- Access to Right Skills at the right time
- Management of Dynamic Requirements
- Strategy with Speed

Solution Delivery Enablement
*Accelerated through IBM Services*

Proven Results
- Reduction in time-to-market (25 - 60%)
- Reduction in development costs (30 - 47%)
- Reduction in defects (40 - 80%)
- Increased productivity (25 - 100%)
- Increased stakeholder satisfaction
- Reduction in employee attrition

Measure Results and Continuously Improve