Adopting Agile in medium and large organization

RISKS AND STRATEGIES
Who am I?

The world I live

Who am I?

Me

Canada, Québec

M.Sc. from U. Montréal and U. Rostock

Software Developer, Project Manager

SCRUM Master and Agile transition

Netscape, Database, Civil engineering

Scientific & Military research and Government

Employers of my area

SME in high technologies, Game industries

Insurance companies, Banking and Government
Why are you doing all this? What you’re looking for? Why Agile? What Agile means to you? What Agile can do for you?

What you’re really looking for? How you are going to do it? What do you have? What do you really need?

They will guide you into all the truth!!

What is yours?

Every why hath a wherefore
Too Many Reasons!!!

Migration means change, a long gradual change complex and underestimated, thus unmanaged.

Change doesn’t mean only the process.
Also the people and specially the people.

Process can’t change people.
(a lasting change come always from the inside).
Capability of change is different for everyone, thus every organization.

Isolated initiative, trial and error.

What make Agile migration so difficult?

Introduction
Why so difficult?

A successful Agile project means something, but not everything
A certain type of project under certain conditions with a very specific team

An idea, a thought, a state of mind
not something material that we can touch

Knowing is one thing; Doing is quite another
Too many “ways” to doing this, too many “products” and “practices”
No standard and no rules

Are we getting the right helps, coaching on the right thing?

So on and so on…

Too many ways to get lost!!!

Why so difficult?
Well, I have to say... Yes

They have rules, policy and structure

You can’t play with the magic triangle

Different levels has different goals

(Money, Votes, Career...)

Nothing is personal, thus everything becomes personal

Informal VS official

Does size really matter?

Small, medium, large
Complicated, but don’t forget…

Complex business model

First mission is not always software development

Business and TI doesn’t mixed, thus doesn’t understand

Concurrence from inside and outside

Resources availability & distributed Teamwork

Governance

Union

They also have money!!

Complicated, but don’t forget…
Big brother is still watching!!

Governance
Come from not knowing what you're doing!

Risks
Are you fit to?

Culture and structure
We are sisters, and therefore, born to be rivals

The Other Boleyn Girl
It isn’t about how we change, but how to make it acceptable

Process
Resistance is futile...eventually?

Humain factor
Do we need oil for an engine?

Communication
Well, fortunately there is none!!
(Otherwise, it will be a little bit boring!!)

Is there any magic bullet?

Strategies
Once again, Why?

Water cannot rise higher than its source, neither can human reason.
All models are wrong, but some are useful!

My two cents
A, B, C \subseteq D, D \subseteq E \rightarrow A, B, C \subseteq E

Clothes don't make the man
When a system is stable, mistakes are only tampering!

W. Edwards Deming
Mille viae ducunt homines per saecula Romam

SCRUM
First signs of troubles!? 

It takes two to get one into hot water
...But don’t fly too close to the sun!

Any cool tools?
I know one thing, that I know nothing

Comments, Questions, Objections?