

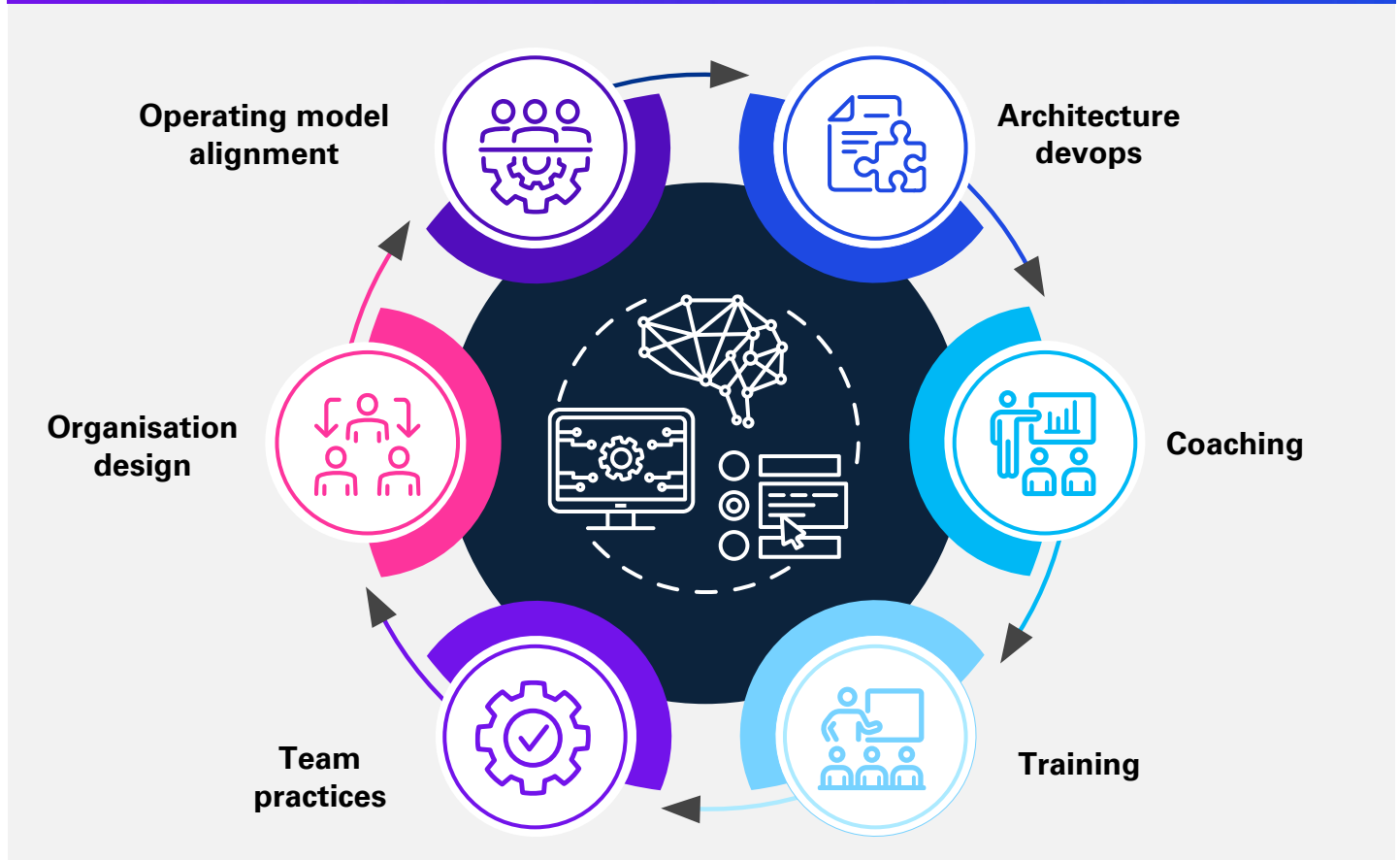
Enterprise agility

Agile transformation



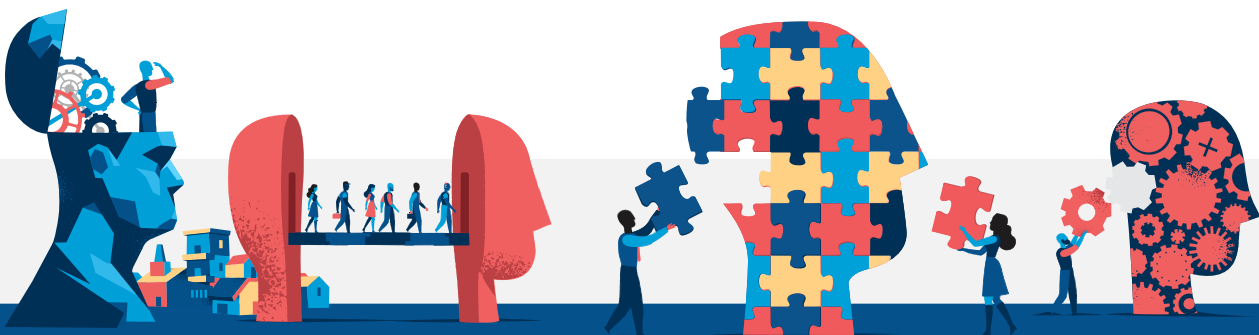
Agile transformation is a business journey to gain the ability to quickly reconfigure strategy, structure, processes, people, and technology toward value-creating and value-protecting opportunities. Successful agile transformation allows an organisation to react in concert with market changes and shifts quickly. Agile transformation is a sustainable, ongoing, and flexible approach to organisational change throughout all business levels and processes. Agile transformation can be identified using the agile manifesto values of prioritised teamwork, efficiency, and customer input.

Agile transformation



Benefits of agile transformation

These benefits highlight the transformative impact agile transformation can have on organisations, enabling them to become more responsive, customer centric and efficient in today's rapidly changing business landscape.



Five dimensions of enterprise agility

Organisation model

- Product model design
- Agile roles and responsibilities
- Team composition and resource levels



Ways of working

- Agile mindsets, behaviours and practices
- Hierarchy of work decomposition
- Co-ordinating set of agile events

Planning and performance management

- Value measurement (OKRs/KPIs)
- Lean portfolio management

Technology enablers

- Dev Ops/Data Ops practices
- Automation
- Enterprise, solution and data architecture

Talent model

- Capability building and ongoing coaching
- Attracting and retaining agile talent
- Performance management in agile

Our offerings

Product model design and maturity

- Design the future state product model
- Mature the product model
- Transition the organisation to the model

Training delivery

- Training programme design and delivery
- Instructor led training and certification
- Agile role-based training and onboarding

Ongoing coaching

- Hands-on coaching of new ways of working
- Propagating agile culture and enhancing maturity for the team, programme portfolio and product

Technology enablement

- CI/CD development
- Test automation
- Pipeline development

Agile financial management

- Transition from project funding and planning to persistent agile methods
- OKR performance management
- Delivery metrics

Agile solution delivery

- Software delivery in the agile delivery model

Things to do to kick off agile transformation

Build the right teams



Each team should have all the skills necessary to take their work from inception to delivery, but the team should also be small enough to ensure easy collaboration.

Good metrics from day one



By setting these early, we can inspect and adapt from **day one** and greatly increase the chance of success.

Focus on products not projects



A project is a short-lived endeavour and prioritises the “urgent” over the important. A product is a consistently delivered service or feature that contributes to the company's business goals.

Choose the right product owners



A dedicated product owner is an inspiring leader. He or she holds the vision for the team's purpose; what the teams need to do and why they need to do it.

Choose the right scrum masters



The scrum master facilitates the scrum events but is also a trusted team member who works to support and “serve” the team. This includes coaching the team and product owner on scrum and removing any obstacles that might slow the team down.

Mentorship vs Management



In a transformed organisation, leadership's purpose is to define and share the organisational vision, remove the things slowing teams down, and move to mentoring and empowering others.

For more insights on agile transformation process , feel free to write to us at in-fmdigitalenablement@kpmg.com

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