

PLATINUM EDGE
AGILE EXPERTS

It's Your Fault: How Executives Determine Organizational Agility



ASSESS

Evaluate your current state



RECRUIT

The top talent we've trained



MENTOR

Ongoing mentoring to fine-tune & keep right



COACH

Embedded coaching to get it right



TRAIN

Valuable knowledge in an interactive class

Top 3 Executive Sabotages

- Poor Portfolio Management
- Fiefdoms
- You Change, Not Us



Poor Portfolio Management



Poor Portfolio Management- Issue

- The concept of effective multi-tasking is a fantasy

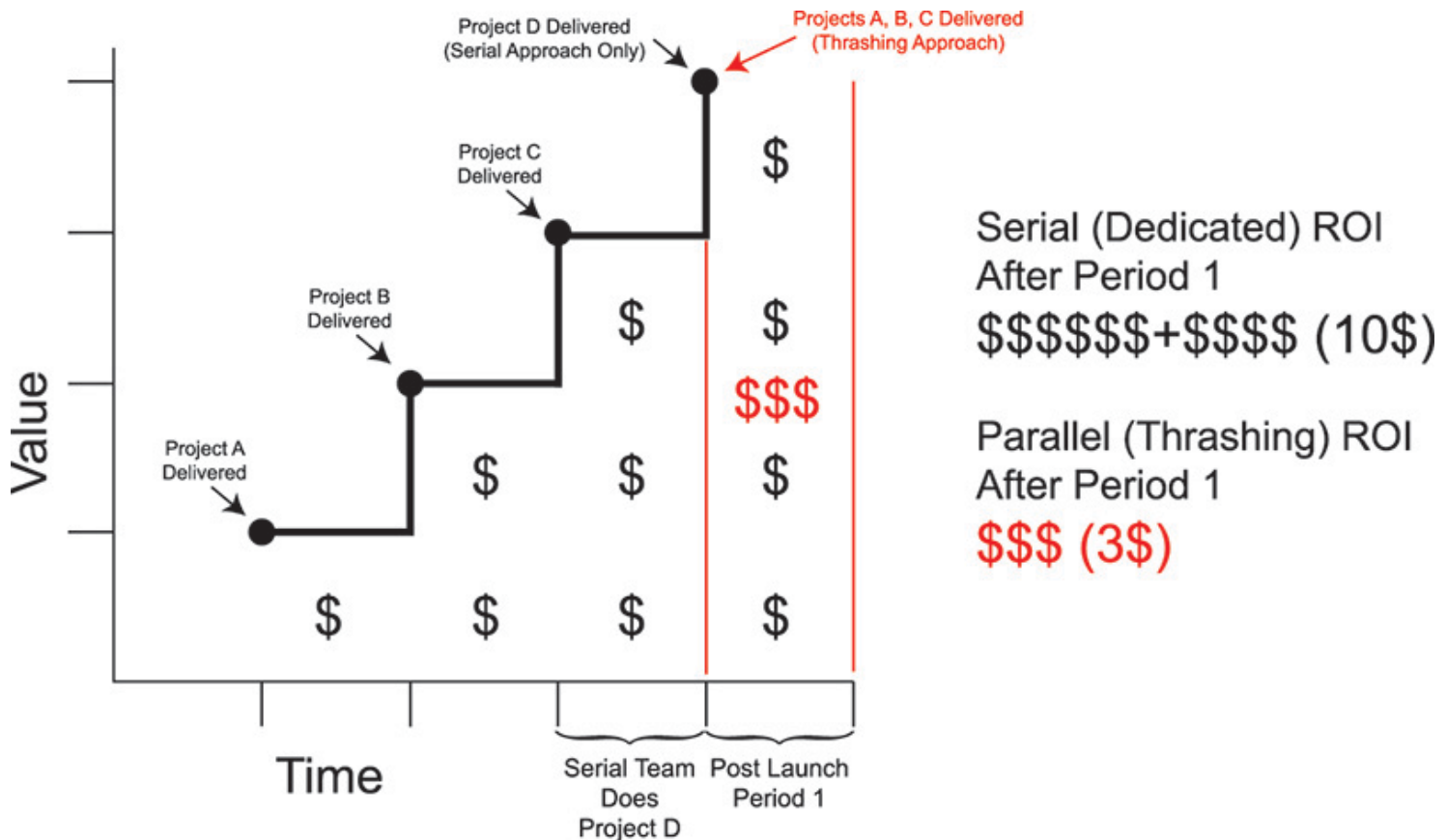


**Victoria, Rachele,
Jennifer, Kiyoko,
Corinne**



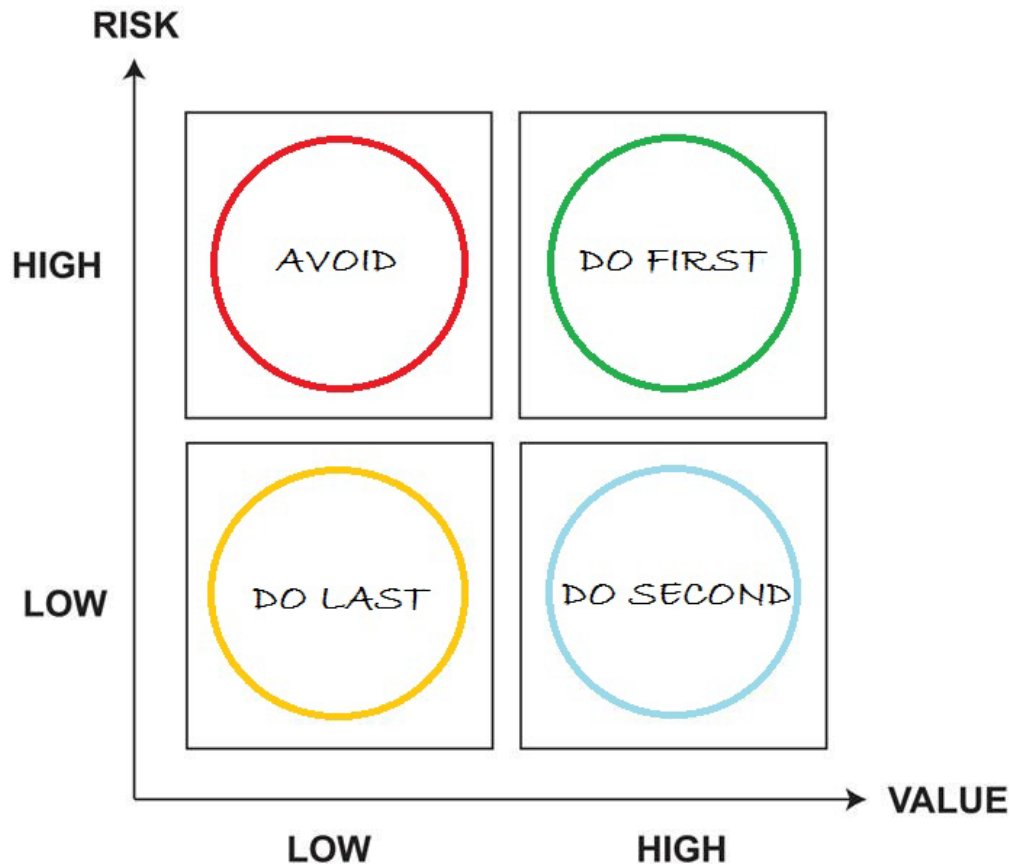
Poor Portfolio Management- Issue

- Cost of thrashing



Poor Portfolio Management- Solution

- Prioritize



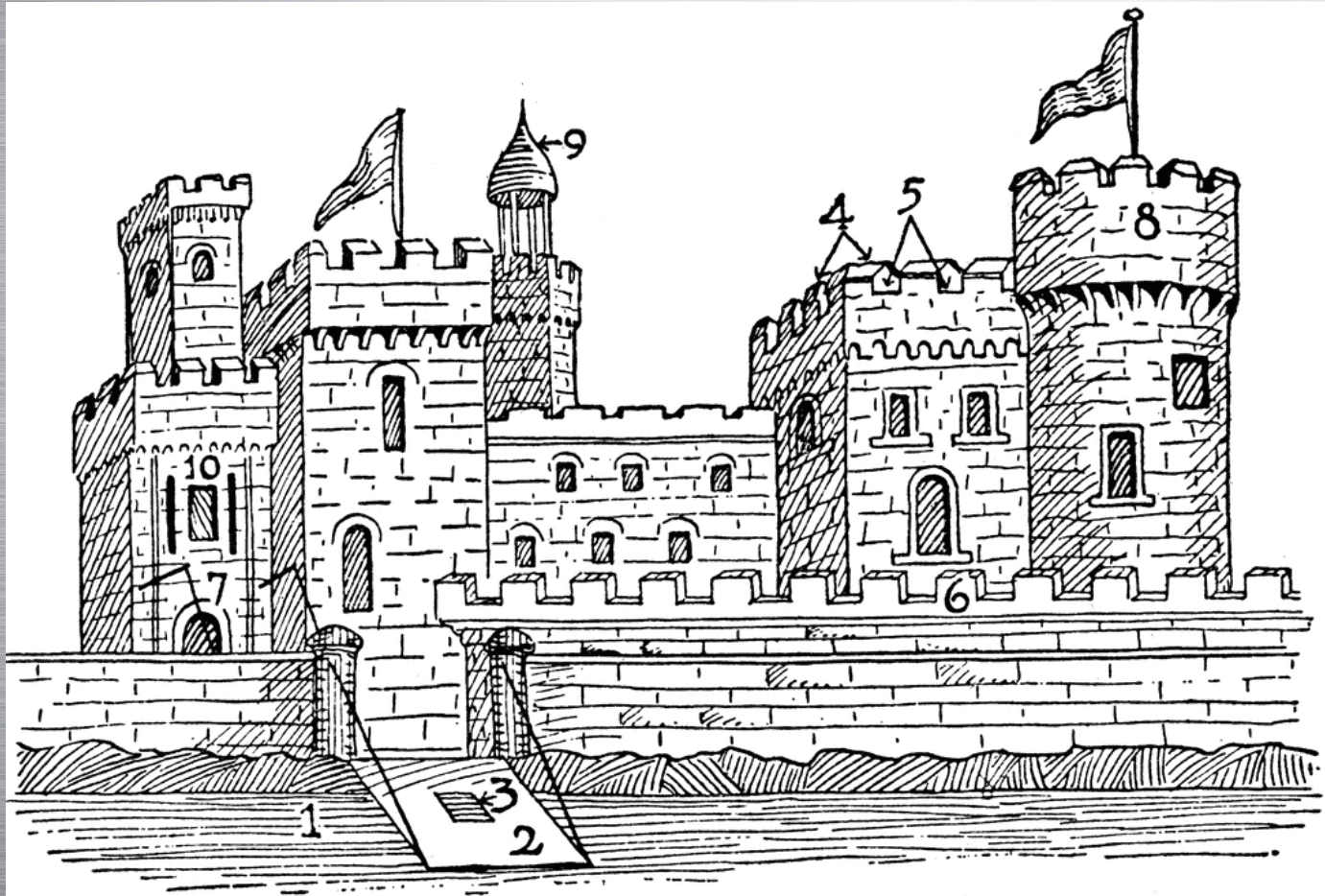
Poor Portfolio Management- Metric

- Percentage of 'matrixed' people billing against multiple initiatives

Day	Project A	Project B	Project C	Project D	Project E	Project F	Sick
Monday	7	0,5					
Tuesday		5	2	0,5			
Wednesday						7,5	
Thursday			7,5				
Friday	7,5						
Saturday							
Sunday							
Total	14,50	5,50	9,50	0,50		7,50	

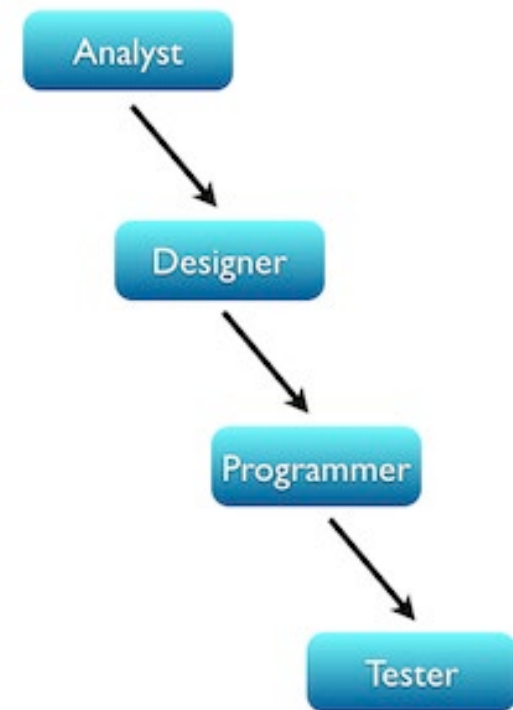
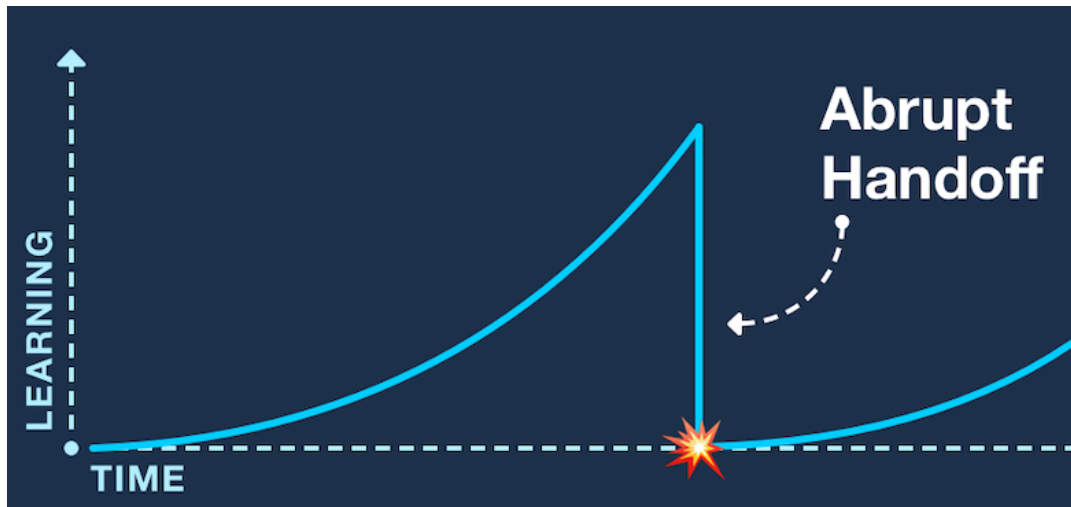


Fiefdoms



Fiefdoms- Issue

- Silos (hand offs)
 - 50% of knowledge gets lost every time a task is handed off to a new person



Fiefdoms- Issue

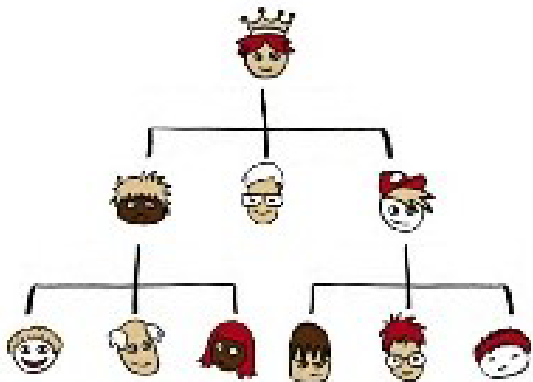
- Disempowered/Dislocated Product Owner
 - ‘Proxy Product Owner’ is a made up dysfunction



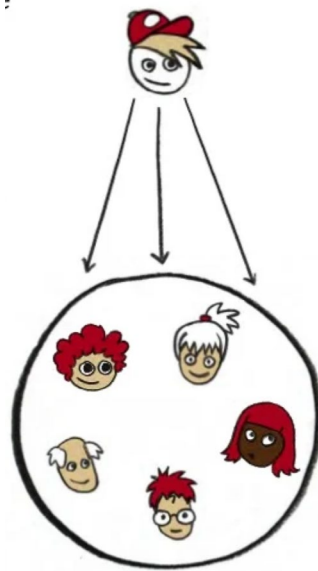
Fiefdoms- Solution

• Culture Follows Structure

Compliance, Power



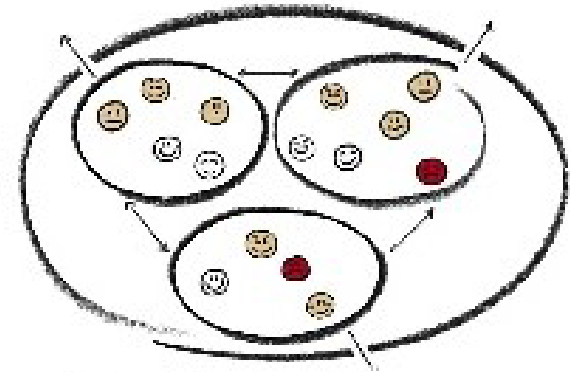
Formal Structure



“Thinkers”/
Managers
strategize, steer,
control, decide

“Doers”/
Workers
execute, obey,
follow

Work/Value Creation



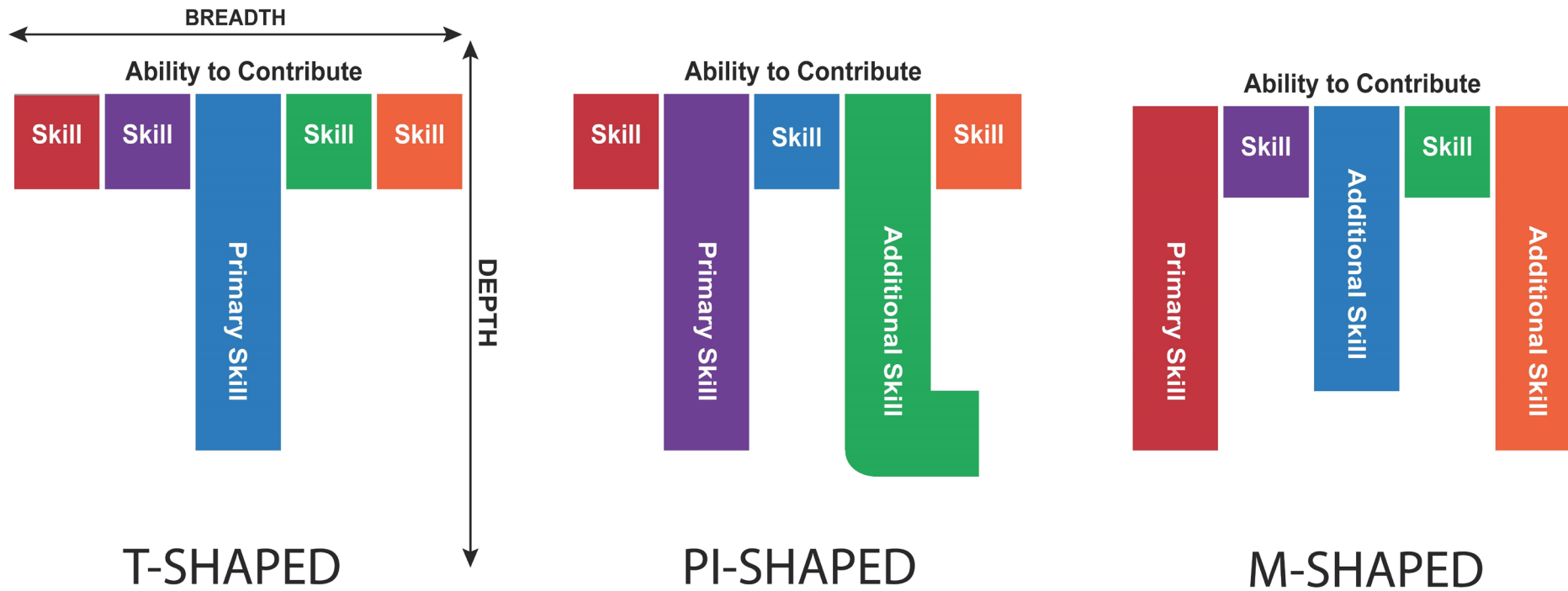
Value Creation Structure

Organize for Complexity
-Niels Pflaeging



Fiefdoms- Solution

• Create M-Shaped Talent



Fiefdoms- Solution

- Create M-Shaped Talent



Fiefdoms- Solution

- Hire people you can trust to make tactical decisions across a one-week sprint. 🙄



Fiefdoms- Metric

- Percentage of teams that are independent
 - A scrum team is ideation to operations

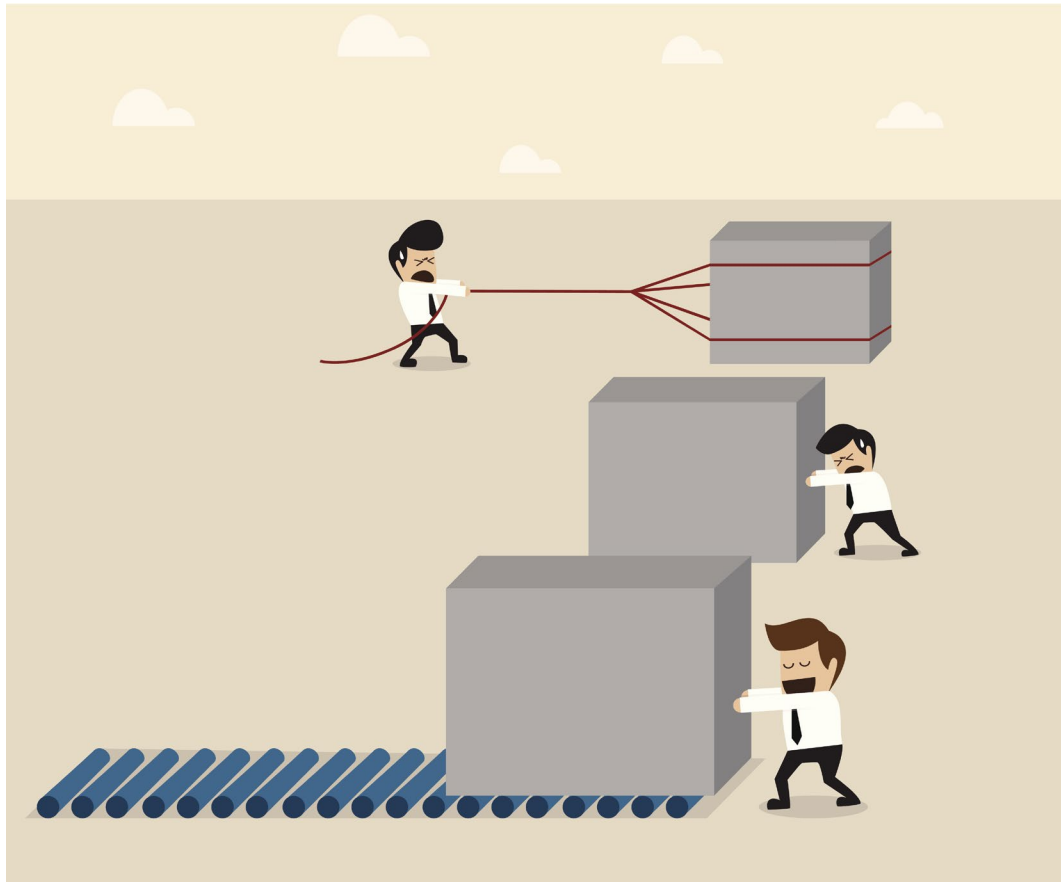


You Change, Not Us



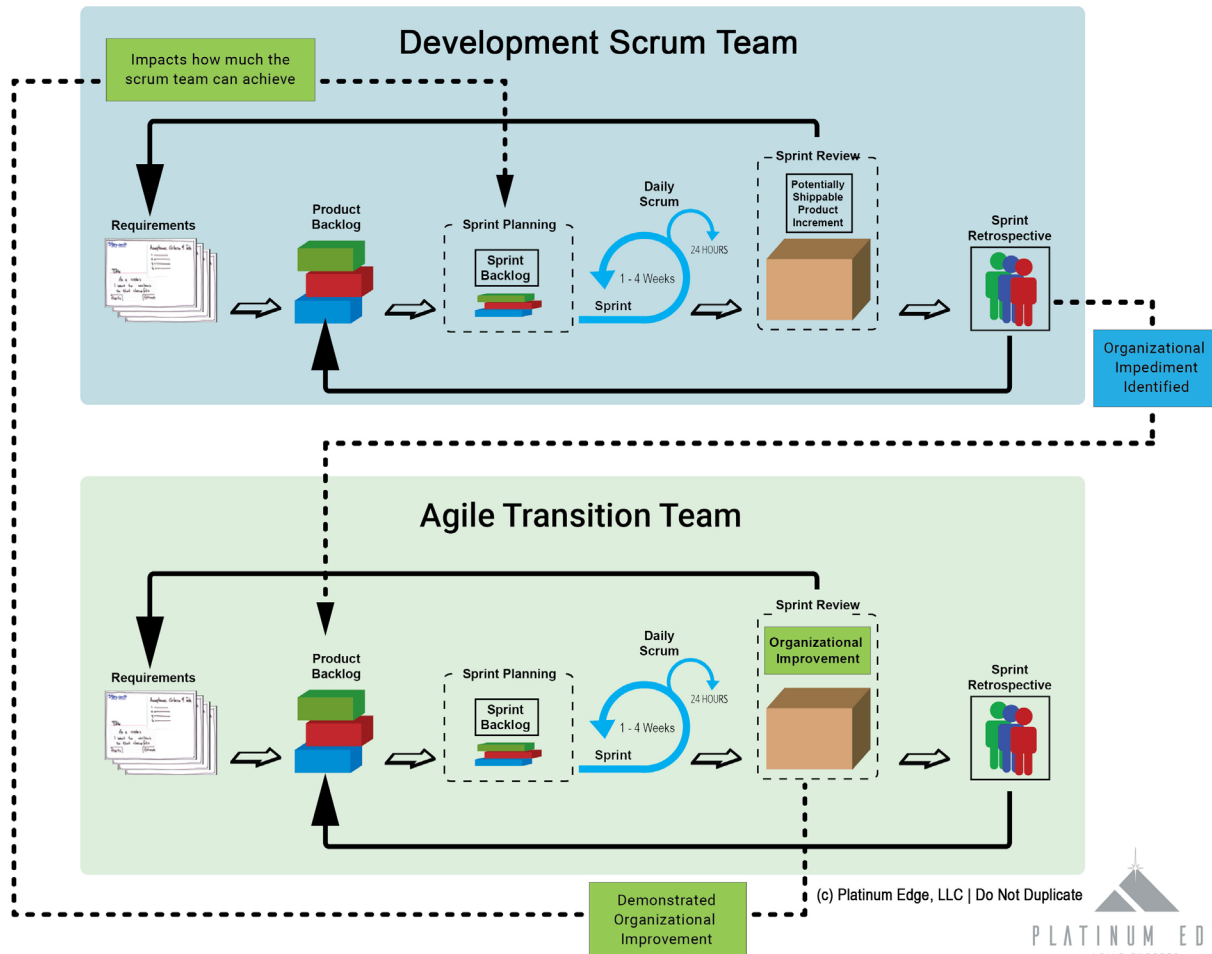
You Change, Not Us- Issue

- Your organization performs as designed



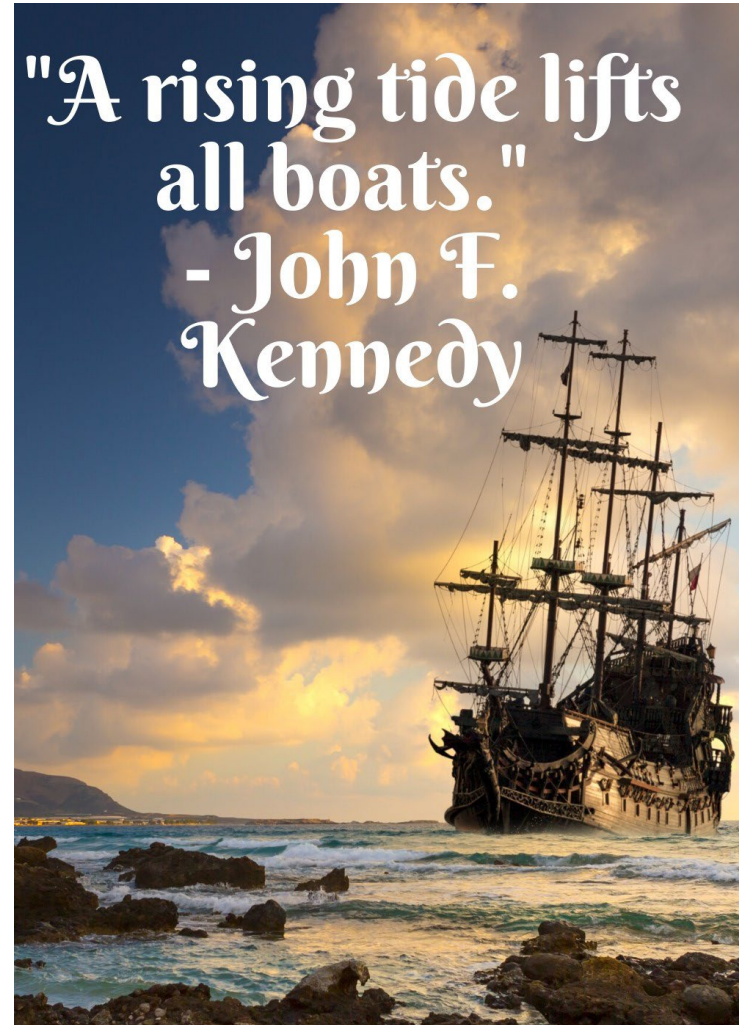
You Change, Not Us- Solution

• Agile Transition Team



You Change, Not Us- Metric

- ATT output
- Cross-team velocity improvements
- Team surveys
- Traditional metrics



How To Directly Improve Agility

- Have dedicated, cross-functional teams working on one prioritized initiative at a time
- Empower your teams so they are ideation-to-operations independent
- Have an Agile Transition Team that consistently removes organizational design flaws



Resources

Websites:

scrumalliance.org

agilealliance.org

scrumplop.org

platinumedge.com



Books:

Agile Project Management For Dummies

Mark Layton, Steve Ostermiller, Dean Kynaston

Scrum For Dummies

Mark Layton & David Morrow

Slack: Getting Past Burnout, Busywork...

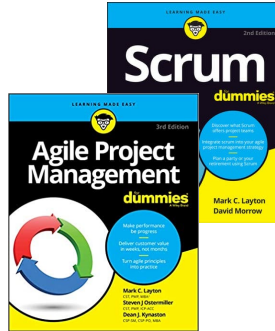
Tom DeMarco

Leadership Agility

Bill Joiner

Leading Change

John Kotter



Video:

Agile Foundations Live Lessons



The (New) One Minute Manager

Ken Blanchard, Spencer Johnson

The Five Temptations of a CEO

Patrick Lencioni

Holacracy

Brian Robertson

Drive: The Surprising Truth About What Motivates Us

Daniel Pink

Organize for Complexity

Niels Pflaeging



Remember!

- There is no “i” in Team but there is in Win
 - So do your part



Thank You!



20,000+

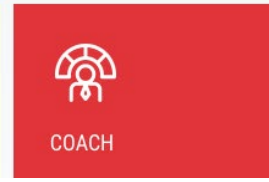
STUDENTS

5/5

STAR REVIEWS

99.99%

RECOMMENDATION RATE



Success Stories

"Mark was a wonderful presenter. He kept the class engaged, easily transferred knowledge to students and answered questions effectively."

I have been with the state for over 20 years and have been to 50+ trainings, but never been as impressed as I was with Platinum Edge.

"Steve was able to expand on many concepts through real-world examples from his own background...and even spent additional time after the end of the sessions to discuss our specific situations..."



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