



**Jens Unsinn**  
Agile Coach

C A R I A D

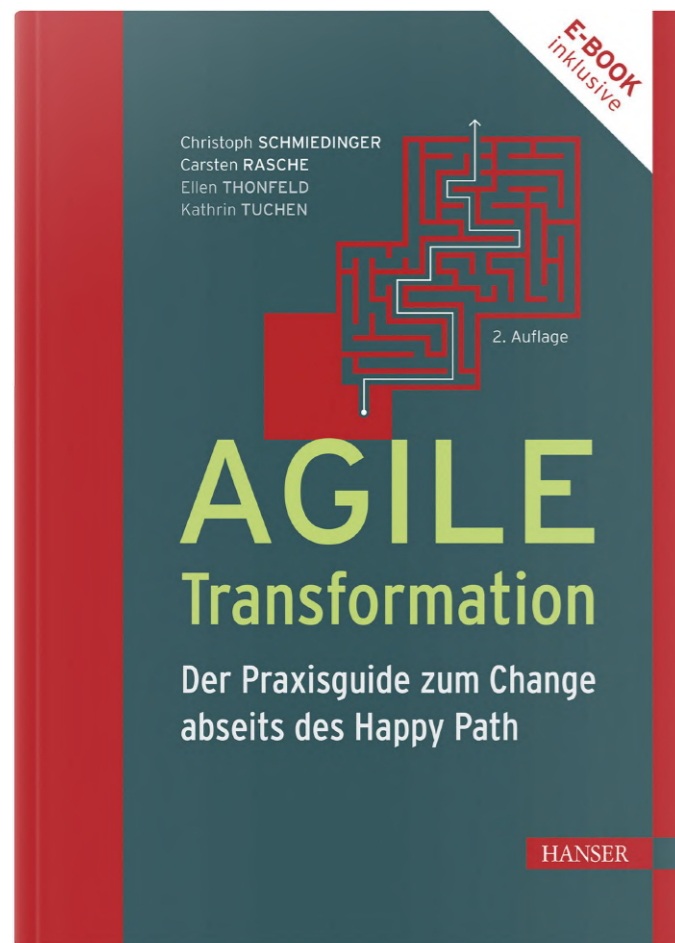
<https://www.linkedin.com/in/jens-unsinn/>



**Christoph Schmiedinger**  
Consultant @borisgloger consulting



<https://www.linkedin.com/in/christoph-schmiedinger/>



**Neue Auflage!**



## Nächstes Meetup:

**Was müssen OEMs verändern,  
um software-defined Vehicles  
zu entwickeln?**

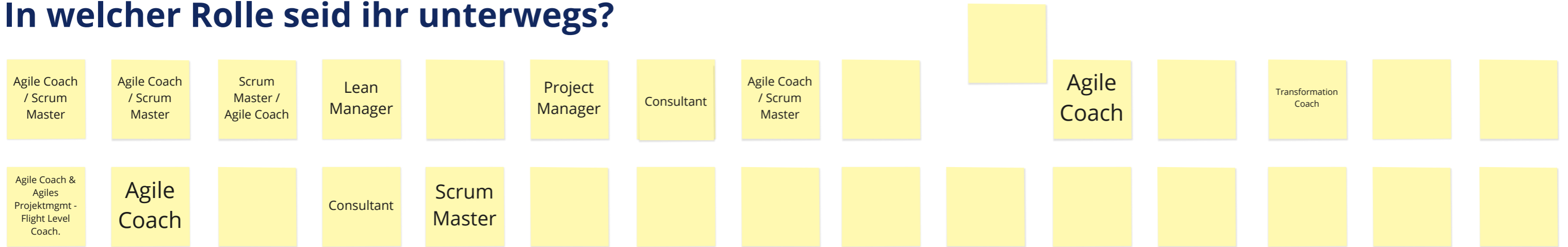
**04.10. ab 17.30 Uhr**

**Faruk Ince &  
Thilo Münz**

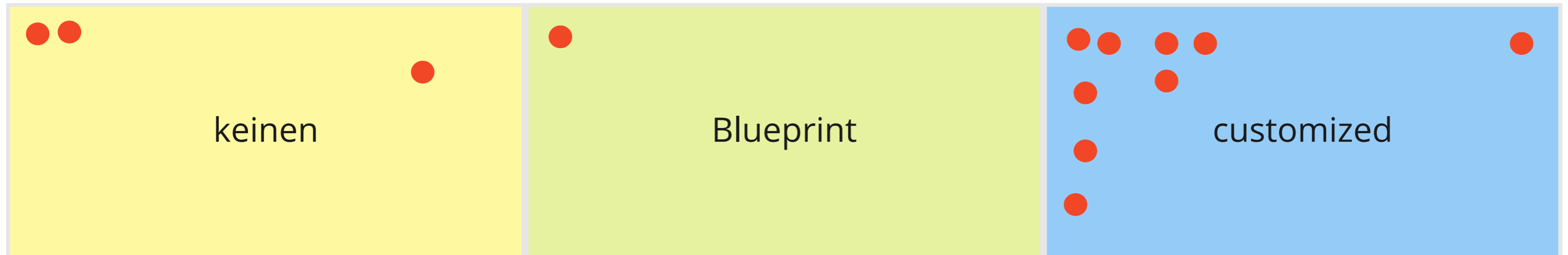
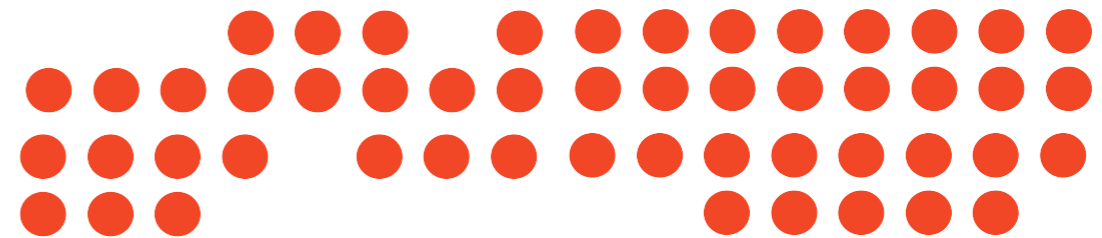
<https://www.meetup.com/de-DE/borisgloger-agile-experience-camp-frankfurt-main/events/294981791/>

# Who are you?

## In welcher Rolle seid ihr unterwegs?



## Welchen Skalierungsansatz verfolgt ihr gerade?



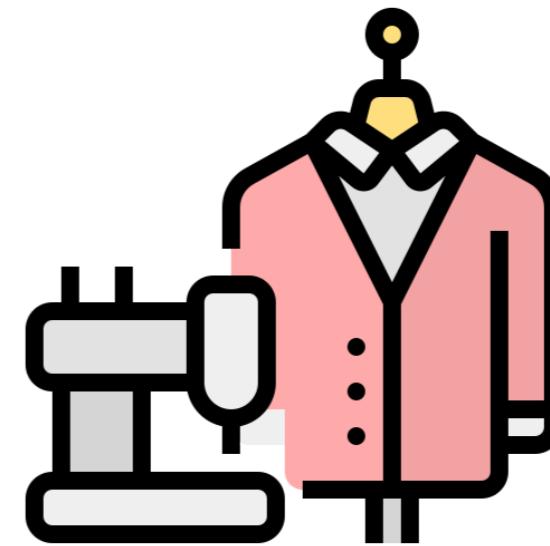


Many organisations have already adopted agile ways of working - so we believe there are success factors for getting it right.

# 2 approaches



"Blueprints"



customized



Let's start with the success factors!

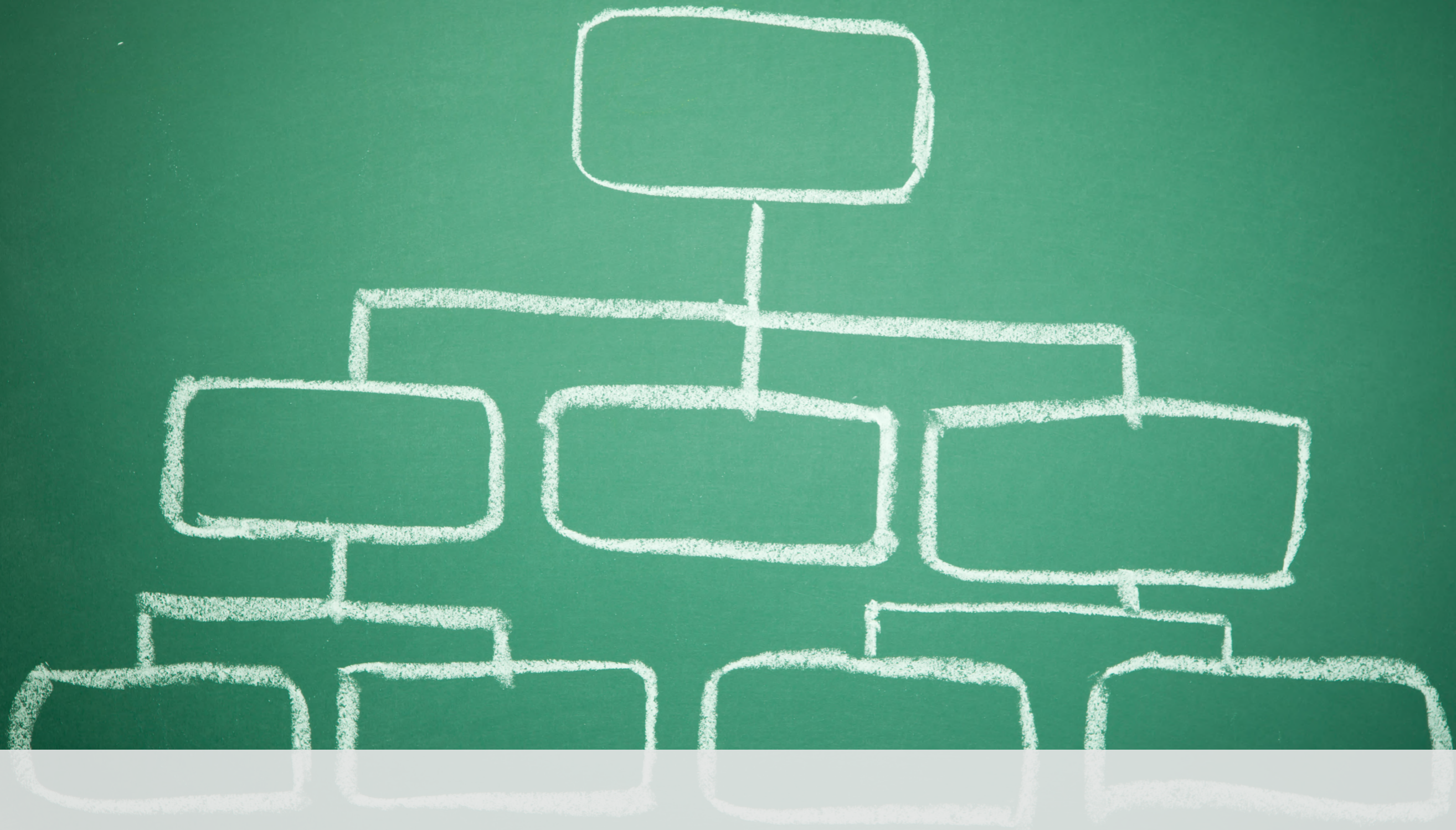


Strong alignment between organizational culture and agile values



Leadership Commitment





Getting middle management on board!

Flowers need  
time to bloom.  
So do you ♡

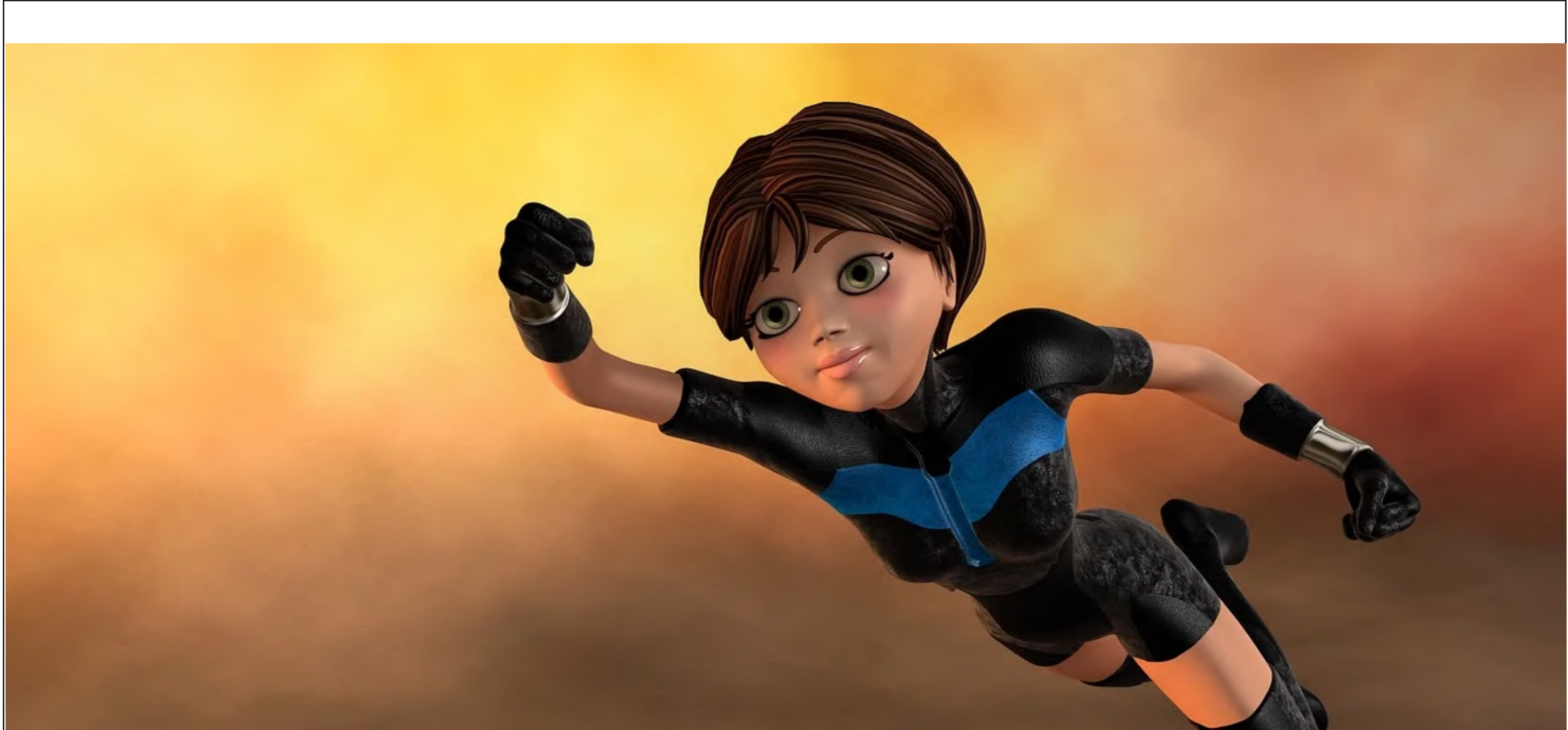
Quando comuam  
e p...

Quando estiver mo

MUITA PRESSA LEMBR

o trem da vida termin

Everybody speaks the "same" language



Internal Agile Support Team

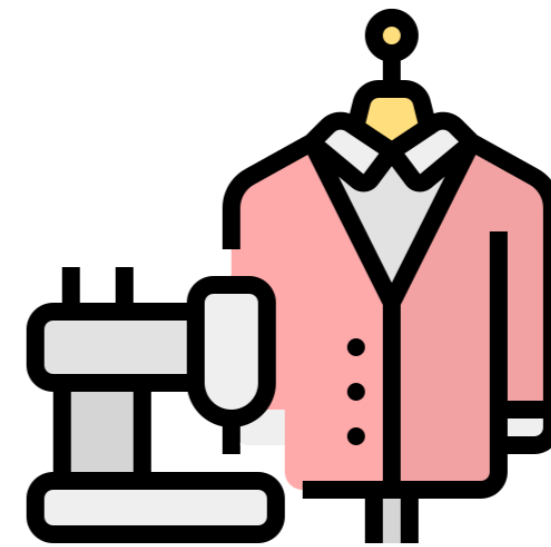


Start with something small but without too many compromises, improve gradually and then scale.

# 2 approaches



"Blueprints"



customized

# Blueprint

pre-defined /  
"good practices"

common ground - no need  
to "invent" something

documentation is available  
but governed by 3rd party

you have to document  
"deviations"

may be perceived as  
"easy to implement"

sometimes licence costs  
apply



# Customized

needs involvement of many stakeholders and TIME

you need more expertise to build your own

can be specifically adapted to the needs & the context

you need to document and have to offer customized training

you can use methods and practices from several approaches

especially suitable for "non sweet spots"

you can make use of meta-frameworks



Strong Alignment  
Culture <-> Values

Heavily dependent  
from blueprint

You can tailor your  
framework v1.0 specifically  
to your organization

Comprehensive  
with many details

Very open  
in detail

You can create a real  
movement by saying  
"we are something special"



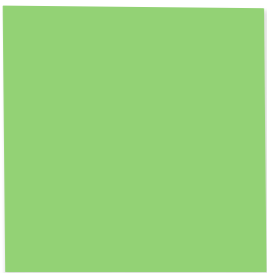


Hilfreich, auf bestehende Werte-Sets aufzubauen

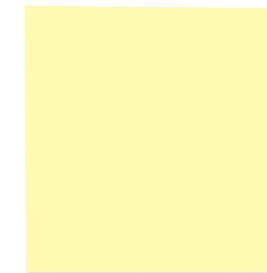
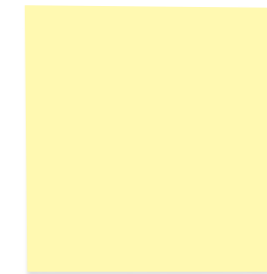
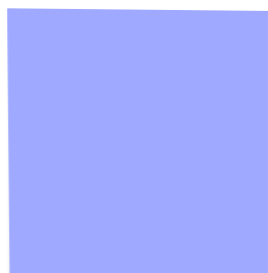
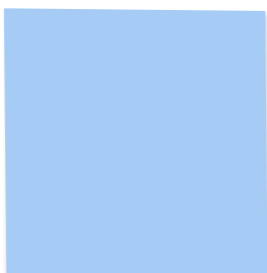
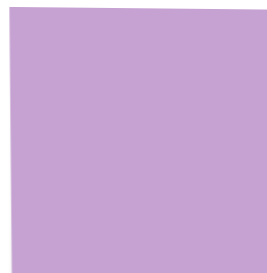
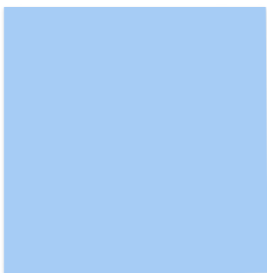
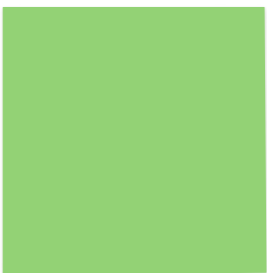
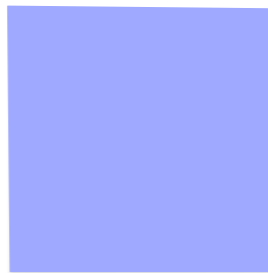
Mehr Commitment, wenn man das wirklich selbst durchnimmt.

Fokus in den ersten Workshops auf WHY - HOW - WHAT  
Warum machen wir das überhaupt? Was wollen wir erreichen?

Abhängig von Kontext / sehr hierarchisch vs. offene Kultur



Unternehmen vs Projekte transformieren



# Leadership Commitment

Advantage that it makes from the beginning very clear what has to be considered

"Fake commitment" from leadership, because they assume that what is written is already agreed

Danger is that top management finds process too lengthy

Risk of getting lost

Building a first MVP rather quick

Focus on value delivery - what helps the most quickly

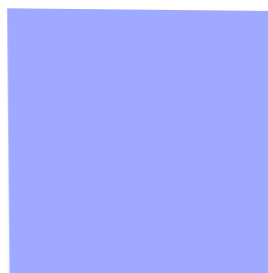
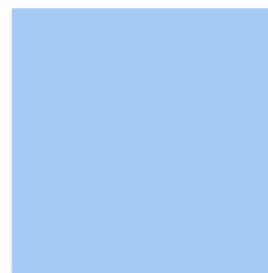
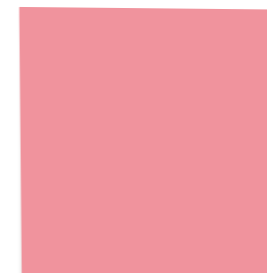
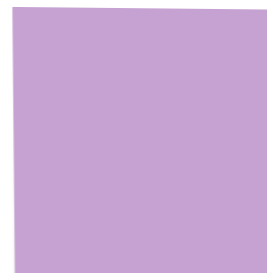
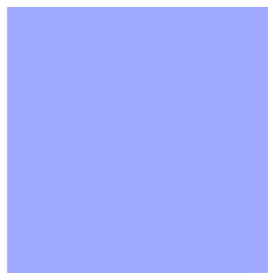
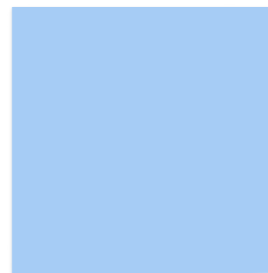
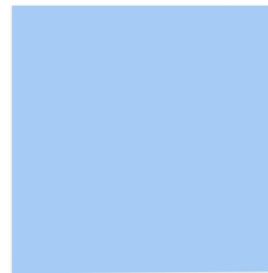
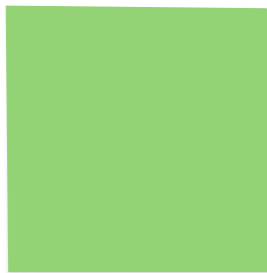
Check der  
Maturität,  
gerade des  
Senior  
Managements

Ein customized  
Ansatz braucht  
sehr sehr VIEL  
Kommunikation



Gerade wenn  
keine  
Dokumentation  
vorhanden ist!

Gefahr des  
"Das  
Framework  
betrifft mich  
gar nicht"



## Middle Management on board

More likely to get off to a quicker start by bringing clarity to the system from the outset.

Danger of simply nodding off by the people involved

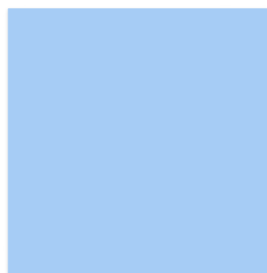
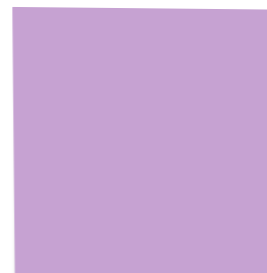
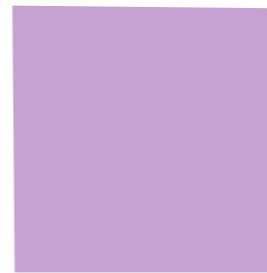
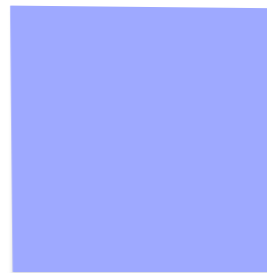
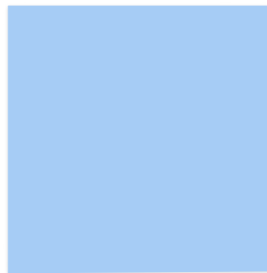
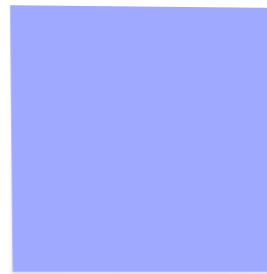
The blueprint also requires an intensive examination of the subject matter and a decent amount of change management.

In-depth study of each and every unit of the organisation

Increases probability of acceptance in middle management

Manche Unternehmen (vor allem mit weniger Reife) brauchen schon lange für die Einführung von Blueprints --> Risiko des auf dem Weg abkommens.

Support von Coaches auch für Rollen auf Flight Level 2 & 3 (und nicht nur auf Team-Ebene) --> Mittelmanagement braucht eine aktive (!) Rolle im Change-Prozess



Speaking  
"same" language

Advantage of industry-wide  
standardized role descriptions

Requires very often  
"translation tables"  
between company & industry

Risk of non-compatibility with  
updates of the blueprints

Way easier to  
continue with "as is"

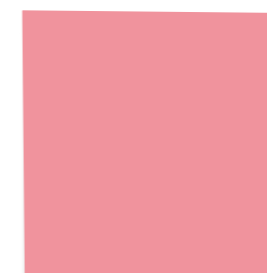
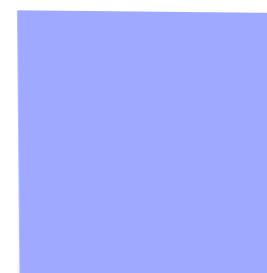
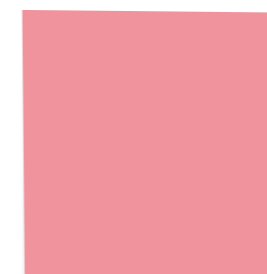
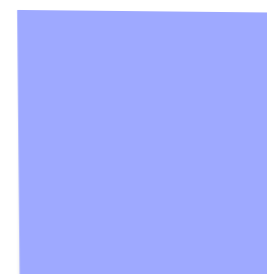
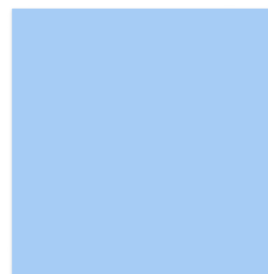
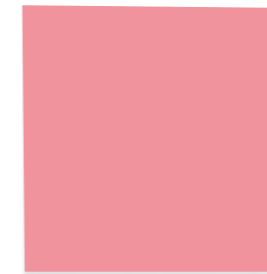
Which organisation really  
operates according to a blueprint?

Customized trainings  
are required

Gilt in so gut wie allen Business Bereichen --> selbiges Wording ist wichtig!

Ständig wiederholen und immer wieder alignen! Gilt für alle Ansätze!

Share-and-Grow Sessions (Erfahrungsaustausch) --> in die Diskussion kommen

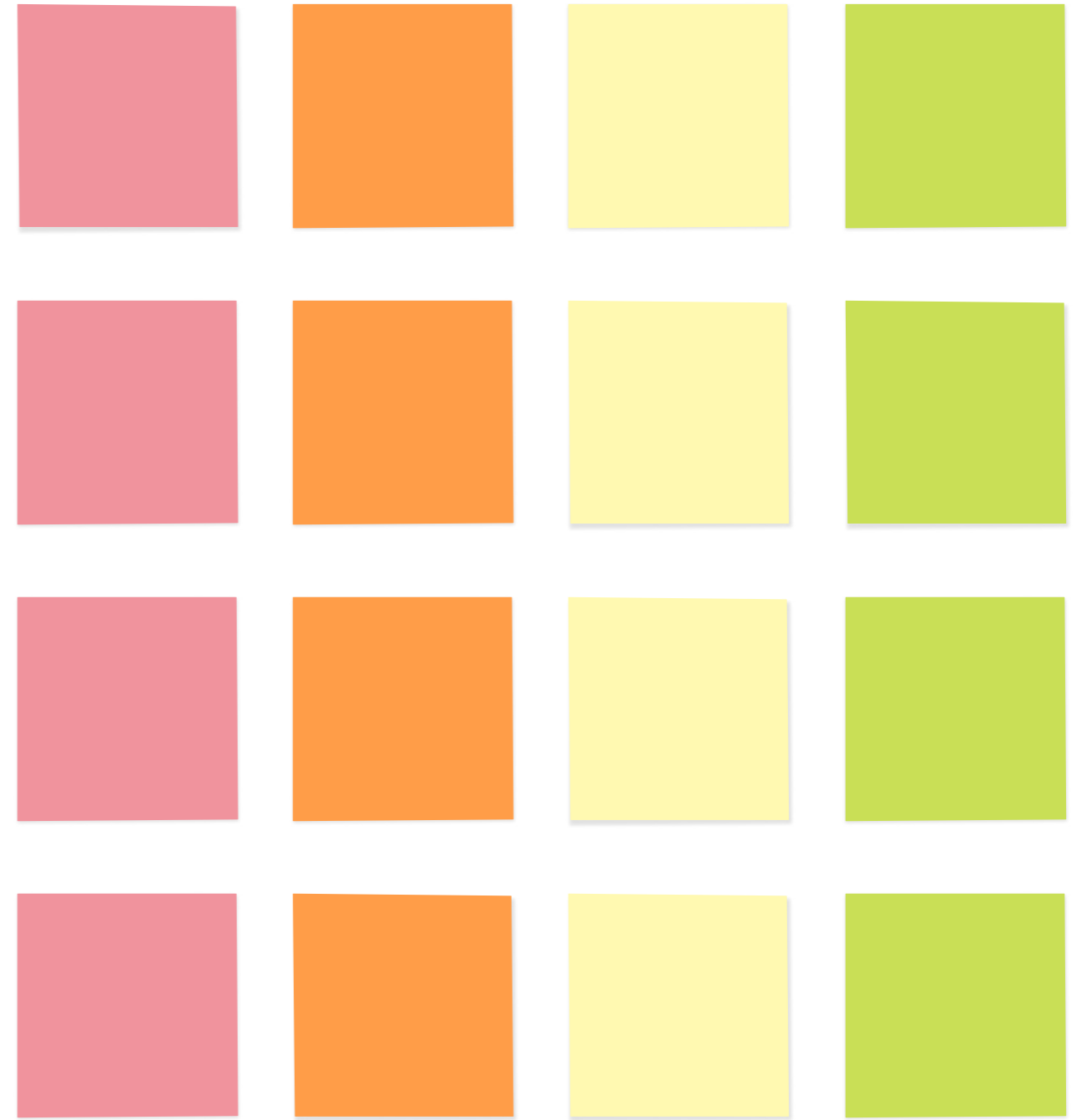
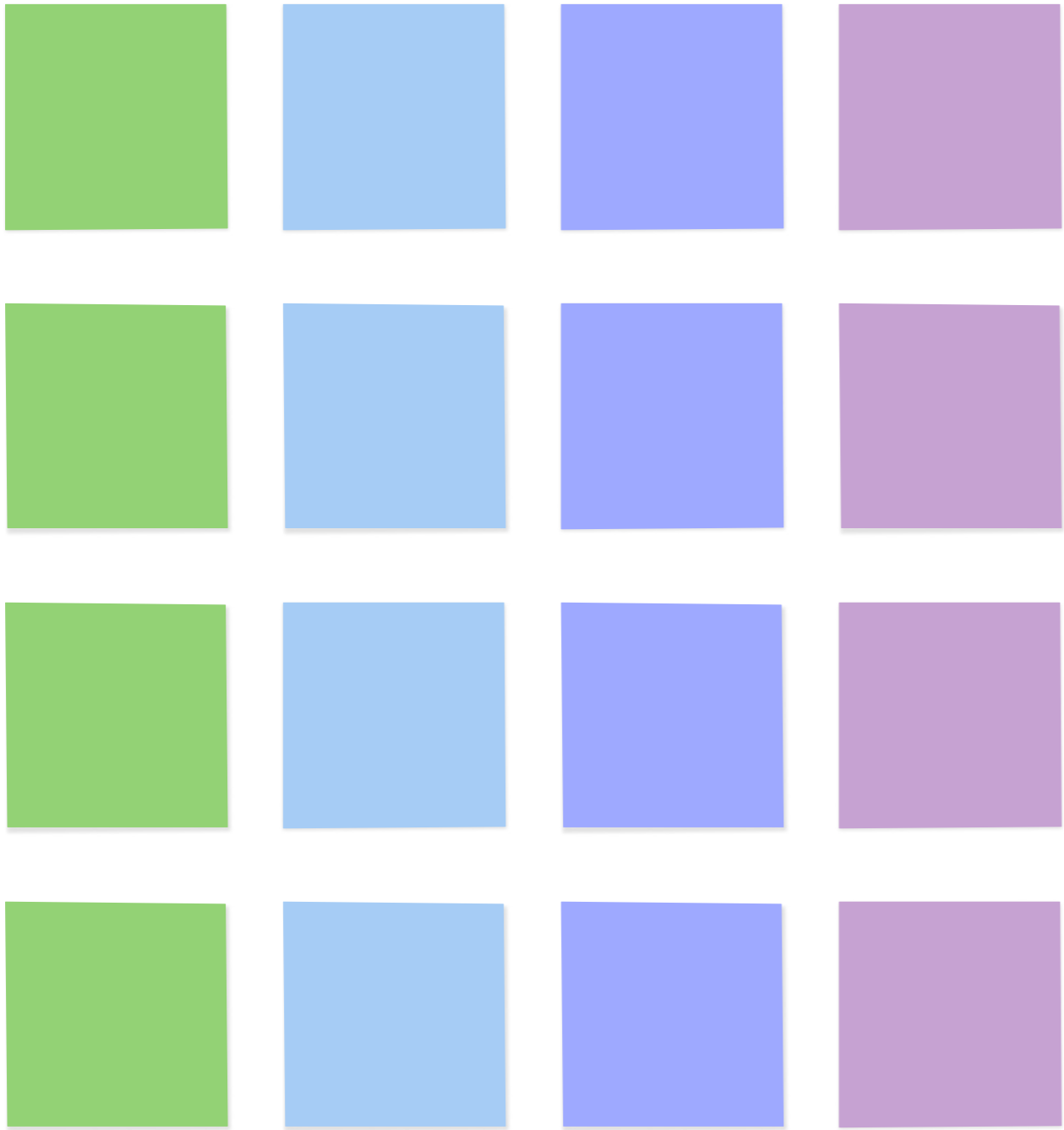


Start small &  
without compromises

Starting small is somehow  
challenging as many blueprints  
require an "all or nothing"  
approach

You can decide  
whatever you want





# Conclusion

Sorry!

No secret recipe or  
one-size-fits-all solution.

Whether you are successful  
with a blueprint or a self-  
defined solution heavily  
depends on many  
parameters

The key is to center your  
scaling approach around the  
agile values and principles.

**Just a few tips:**

Understand why  
you need to scale.

Invest in Awareness  
(through training or else)

DO NOT de-prioritize agile  
facilitation / coaching

Prove that scaling agile  
solves problems and make  
colleagues want the change

Use the right tools  
at the right places