

## **Assessment and Management Focusing Workshop**

### **Abstract**

Technology organizations looking to improve their delivery processes and outcomes will greatly benefit from the AgileSparks Assessment and Management Focusing (AMF) workshop. The workshop is a Lean/Agile-driven solution that combines field-proven best practices, applied in an interactive manner facilitated by experts, to provide the organization's management with a context-specific road map to improvement, as well as with an understanding of key Lean/Agile principles and main frameworks for improvement.

The AMF workshop is suitable for organizations in different stages of their Lean/Agile journey. Whether you are new to Lean, trying to scale it or trying to go from practices to real understanding and application of Lean/Agile at the organizational level - this workshop is for you.

### **About us**

AgileSparks is a company that focuses on helping companies improve their project management and product development processes and increase their efficiency, with a special emphasis on software and hardware development. The company is led by a team of experts in Lean/Agile methodologies and is recognized by international organizations such as the Scrum Alliance and the Lean Software and Systems Consortium.

AgileSparks' experts have proven experience in Agile/Lean training, consulting and assimilation in over 100 companies in Israel and Europe, including large companies (1,000+ developers), ISVs (product development), enterprise IT and governmental organizations, TELCO, embedded SW and Web/SaaS products, startups and more.

With extensive experience in different sizes and contexts, and a team of world-class experts that continues to challenge itself to develop and improve best practices and building blocks, AgileSparks is uniquely positioned to help you choose wisely the way to improve, as well as be your trusted partner along the way. We have the experience and the know-how and, not less important, the passion to help your organization improve.

### **Objectives of the Workshop**

- Map the current reality and Challenges; frame them in Lean/Agile/System Thinking terms.
- Establish Improvement Focus/Goals at the System level

- Help the organization get to the root cause of challenges in the product development approach (using Lean tools such as Value Stream Mapping, Demand/Capacity Analysis, and other facilitation techniques)
- Focused Context-specific Introduction and discussion of key Lean/Agile approaches that are potential solutions for the identified challenges.
- Facilitate an Agile-based Planning session in which a high-level Improvement Strategy/Roadmap is identified and prioritized.

## **Workshop Approach**

The workshop is highly interactive and done in a small and intimate forum where everyone participates and affects the outcome. Innovation Games and other techniques are used, and as an important side effect the participants also learn how to effectively think and collaborate to solve tough system-level problems.

A major part of the thinking process in the workshop is done collaboratively, in real-time, with AgileSparks helping you apply relevant thinking approaches and tools. In order to have an effective workshop, we spend some time getting acquainted with your context and expectations, using a few focused assessment interviews.

In a true Agile fashion, we aim to deliver value rather than follow a predefined plan. While a backlog is prepared based on initial preparation/interviews to learn the general context and aims, we continuously seek feedback and adjust direction driving at maximum impact and return on the time of participants based on the discussions and insights that emerge.

Key Agile tools and concepts such as **Scrum**, **Kanban**, Agile Release Planning, **Agile Testing** strategies, **making commitments** in Agile, **visibility and dashboards**, Product Backlog and User Stories, **Estimation/Prioritization** games and **frequent Retrospectives** are used throughout the Workshop, leading to hands on learning of how Agile works. We believe these techniques and thinking tools are essential beyond the workshop on the ongoing routine of development management, and as a side effect of the workshop, participants will get acquainted to, and experience using, these tools.

## **Key Concepts Covered**

### **Continuous Improvement**

A key pillar of Lean/Agile is internalizing the mindset of always striving for feedback and adjusting the direction. This applies both at the Product level as well as at the Process level. Lean/Agile drives this feedback and improvement explicitly, with the aim of getting to a high maturity organization. Without this pillar, organizations are left following technical predefined rules, typically leading to decay in Agility and bottom line results.

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## Value-Driven Development

Understand why Agile development focuses so heavily on working products, its more general casting as "value-driven" development with incremental, iterative and risk-driven approaches. Understand the importance and benefits of a Flow-Driven Delivery, enabled by moving to smaller batches. See why it is essential to "Build Quality In" and how it reduces the overall cost of quality.

## Consumer & User Involvement

Understand the value, the concepts, the theory and some applications for working with stakeholders, buyers and users to get an optimal result.

## Planning & Adapting

Understand the value, the concepts, the theory and some applications for learning and adapting at all levels and on all topics (the product, the process, the team, the organization).

## Individuals & Interactions

Understand the purpose, the concepts, the theory and some applications around the importance of people as individuals providing value through working in teams. Various Organizational design options will be covered.

## Popular Agile Frameworks

Understand the main methodologies practiced in the market and when each is most applicable: Scrum, Kanban, XP. When to use each and when to combine.

## Transforming to Agile

Get an overview of the nature of Agile transformations and the major risks and milestones.

## Duration

1-2 days of interviews and preparation (depending on the group's size). Main Workshop is typically 2-3 days, depending on organization's size and complexity (preferably held at an offsite location).

The workshop is facilitated by one of our Lead Consultants.

In some contexts, it may be recommended to have 2 consultants to facilitate the workshop in tandem, to enable working in small teams and bring in as much senior expertise into the room in this critical step.