Agile Assignment 1

Case study 1 and 2

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Case study -1

❖ What are Silo

❖ What are Silos and how were they formed?

❖ What techniques and tools did T-Mobile employ to effect this change in their organization?

❖ How do you incorporate this into your own organization?

What are Silo

Organizational silos are structures that separate employees into individual groups. Although professionals work at the same company, they only communicate and collaborate with colleagues in the same silo as them. Organizational silos can form according to an employee's:

❖ **Department**: Employees who have similar roles may create an organizational silo within their department. For example, at one website company, the copywriting team may have a separate silo than the editing team.

❖ **Rank within the company**: Organizational silos can exist based on an employee's experience level. For instance, entry-level employees may share a silo that's distinguishable from the silo of managers. Employees who've worked at a company for a long time may share a silo that's different from new employees.

❖ **Geographical location**: Geographical factors can refer to the location of an employee's office, such as a silo for the employees who work on the fourth floor of a building. Organizations with remote employees may have silos among employees who telecommute from the same region.

❖ **Schedule**: Employees can form organizational silos among coworkers who work at the same time as them. For example, at a news station, the producers who organize the morning newscasts may share the same silo, while the producers over the evening show have their own group

What are Silos and how were they formed?

The causes of organizational silos can include:

❖ **Lack of awareness of company vision**

Employees may be unaware of the company's overarching goal, which can create organizational silos. Suppose a nonprofit's overall mission is to serve senior citizens, but the employees are only concerned with accomplishing their individual goals. For example, the human resources department focuses on training new personnel, while the finances department focuses on attracting new donors, but there is little collaboration between each sector.

❖ **Competition between departments**

Departments that compete against one another may unite in an organizational silo to do better than the opposing group. For instance, the manager of a retail store promises a high commission rate to the department that sells the most products. The jewelry team forms an organizational silo to compete with the children's clothing team.

What are Silos and how were they formed? – Contd.

❖ **Physical separation of employees**

The physical distance of employees' workspaces can contribute to the creation of organizational silos. Employees may connect with colleagues who work in the same vicinity as them, which may be the same people they encounter on a daily basis. They may share the same communal spaces, such as break rooms or conference rooms, which increases their opportunities to communicate. They may not interact as often with coworkers who work on the other side of the building, for example.

❖ **Tolerance from management**

Leaders who tolerate silos allow the culture of separate groups to exist. The relationship between managers can also influence the morale of lower-level employees. For instance, a business has two chief officers who manage their own departments, but they disagree on what leadership direction to take. The tension causes their staff members to create organizational silos within their respective departments.

What techniques and tools did T-Mobile employ to effect this change in their organization?

T-Mobile introduced inception and discovery workshops involving every stakeholders and explaining each task, problem, gap and delays. Where every stakeholder can understand goal.

❖ T-Mobile can implemented by Kanban, adding user stories so everyone can understand requirement simply without adding more complexity.

❖ Can also use a business dashboard app like Dasheroo (free for up to eight insights) or Klipfolio (free for up to two users) to keep your company goals and metrics front and center for everyone to see. These tools allow you to display charts, graphs, and other visuals for an at-a-glance look at company-wide performance against goals.

❖ On a more individualized level, human resources software like BambooHR (contact for pricing) allows you to display your org structure in various formats, including everything from a traditional org chart to a map of functional and cross-functional teams. Allowing your employees to see how everyone at the company fits into the puzzle will create more empathy and encourage collaboration and information-sharing.

How do you incorporate this into your own organization?

1. Promote a shared vision

It's important that employees understand how their work contributes to the overall success of the company. Promoting a shared vision can create mutual understanding, which can allow collaboration between all of your employees, not just those who previously shared the same groups. Contemplate what you want your organization to accomplish and how your employees can work together to achieve it. You can share the goal on company-wide correspondence, such as mass emails or newsletters.

2. Communicate as a team

As a manager, you can encourage cohesive communication by using these methods:

❖ **Recognizing employees for their hard work**: When employees perform well, you can recognize them across departments, which can show your colleagues that you value their work regardless of their rank or position. Sharing universal praise can also give your employees a chance to congratulate one another, allowing them to create deeper connections.

❖ **Sharing names and pictures of employees:** On newsletters and other materials, consider writing the names and job titles of employees and attaching a headshot. Employees may be more likely to collaborate with coworkers who they recognize, and it may be helpful if they understood one another's roles.

❖ **Attending assembly meetings**: Consider reserving time at regular intervals to gather with everyone who works in your organization, either virtually or in person. You can initiate icebreakers to allow employees to get to know one another, and you can encourage open discussions to allow professionals to share new perspectives about how to reach company goals.

How do you incorporate this into your own organization? – Contd.

3. Implement team-building exercises

Team-building exercises can encourage cross-departmental collaboration among your employees. Invite every employee to a shared space and instruct them to partner with coworkers outside of their normal groups. Have the employees complete a series of tasks, which allows them to combine their skills and work together.

4. Track organizational progress

Monitor your progress in dismantling organizational silos to determine the success of your strategies. You can review the morale in the workplace to see if your employees are collaborating more. You can also design forums or surveys to retrieve feedback on how your employees perceive one another that worked outside their initial groups. Apply the feedback to future techniques so you can continue to make progress

Case study -2
Facilitations System (Facify-me)

❖ "Estimate the effort for the above features expressed in Story Points" and state any assumptions you made.

❖ Identify Sprint's required to attain the above Product Backlog Development

❖ Determine sprint backlog for each Sprint

❖ Evaluate the Velocity of the Sprint Execution

Assumption – (Facify-me)

Roles

❖ Facility admin

❖ Coach

❖ user - player

❖ Executive

❖ Super admin

Application Developed

❖ UI (SPA – React)

❖ API (Dotnet core)

❖ Mobile app (React Native)

Team size

❖ 6 developer (4 developer, 2 tester)

❖ Product Owner

❖ Scrum Master

Sprint life

❖ 2 weeks

Estimate the effort for the above features expressed in Story Points

Title: Register user from provided list	**Story ID -1**	Story Point: 3
User Story: As a logged in user, I want verify all user in db so that validate		
Acceptance Criteria: Given user When verify all user in db Then validate		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: Login page with authentication	**Story ID -2**	**Story Point: 3**
User Story: As a logged in user, I want login page to authenticate so that user portal		
Acceptance Criteria: Given user When login page to authenticate Then access user portal		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: Login page with authorisation	**Story ID -3**	**Story Point: 5**
User Story: As a logged in user, I want login page to authorization so that access page based on role		
Acceptance Criteria: Given user When login page to authorization Then access user portal		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [UI] Dashboard page implementation	Story ID -4	Story Point: 3
User Story: As a logged in user, I want land on dashboard page so that redirect to any page		
Acceptance Criteria: Given user When land on dashboard page Then redirect to any page		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Dashboard page implementation	Story ID -5	Story Point: 5
User Story: As a logged in user, I want land on dashboard page so that redirect to any page		
Acceptance Criteria: Given user When land on dashboard page Then redirect to any page		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [UI] Booking ground page for facility admin	Story ID -6	Story Point: 2
User Story: As a logged in user, I want use booking ground page so that book ground		
Acceptance Criteria: Given user When use booking ground page Then that book ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Booking ground page for facility admin	Story ID -7	Story Point: 3
User Story: As a logged in user, I want use booking ground page so that book ground		
Acceptance Criteria: Given user When use booking ground page Then that book ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Approval ground page for approval1/2	Story ID -8	Story Point: 5
User Story: As a logged in Facility admin, I want use booking ground page so that approve ground		
Acceptance Criteria: Given user When use booking ground page so that approve ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [UI] Ground list page with availability	Story ID -9	Story Point: 3
User Story: As a logged in Facility admin, I want use booking ground page so that see list of ground availability		
Acceptance Criteria: Given Facility admin When use booking ground page so that see list of ground availability		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Ground list page with availability (real time display)	**Story ID -10**	**Story Point: 5**
User Story: As a logged in Facility admin, I want use booking ground page so that see list of ground availability without refresh page		
Acceptance Criteria: Given Facility admin When use booking ground page so that see list of ground availability without refresh page		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Ground list page show available when canceled - (with 4 slots)	Story ID -11	Story Point: 5
User Story: As a logged in Facility admin, I want use booking ground page so that cancel ground		
Acceptance Criteria: Given Facility admin When use booking ground page so that cancel ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Send notification to team member/coaches on confirmation	**Story ID -12**	**Story Point: 5**
User Story: As a logged in user, I want use receive notification so that get confirm		
Acceptance Criteria: Given user When use receive notification so that get confirm		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [Mobile] Send notification to team member/coaches on confirmation	Story ID -13	Story Point: 5
User Story: As a logged in user, I want use receive notification so that get confirm		
Acceptance Criteria: Given user When use receive notification so that get confirm		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Coach should be able to make request for any changes in ground selection	Story ID -14	Story Point: 3
User Story: As a logged in coach, I want make request so that I can select ground		
Acceptance Criteria: Given coach When make request so that I can select ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Coach should be able to make request for any changes in Schedule changes	**Story ID -15**	**Story Point: 5**
User Story: As a logged in coach, I want make request so that I can change ground		
Acceptance Criteria: Given coach When make request so that I can change ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Request from coach should be sent to Facility team	Story ID -16	Story Point: 3
User Story: As a logged in coach, I want make request to facility team so that I can change ground		
Acceptance Criteria: Given coach When make request to facility team so that I can change ground		

Estimate the effort for the above features expressed in Story Points – Contd.

Title: [API] Request from coach should be sent to executive	**Story ID -17**	**Story Point: 5**
User Story: As a logged in coach, I want make request to executive so that I can change ground		
Acceptance Criteria: Given coach When make request to executive so that I can change ground		

Identify Sprint's required to attain the above Product Backlog Development

❖ Total user story points – 70

❖ User story for one developer – 7 Hours

❖ Developers – 6

❖ Assumed Velocity – 7*6 = 42

❖ Sprint's required - 70/42= 1.6 Sprint

❖Sprint's required – Round off = **2 Sprint** (4 week)

Determine sprint backlog for each Sprint

User story	Description	Story point	Sprint	Sprint
1	Register user from provided list	3	1	
2	Login page with authentication	5	1	
3	Login page with authorisation	5	1	
4	[UI] Dashboard page implementation	3		2
5	[API] Dashboard page implementation	5	1	
6	[UI] Booking ground page for facility admin	2		2
7	[API] Booking ground page for facility admin	3	1	
8	[API] Approval ground page for approval1/2	5	1	
9	[UI] Ground list page with availability	3		2
10	[API] Ground list page with availability (real time display)	5	1	
11	[API] Ground list page show available when canceled - (with 4 slots)	5	1	
12	[API] Send notification to team member/coaches on confirmation	5	1	
13	[Mobile] Send notification to team member/coaches on confirmation	5		2
14	[API] Coach should be able to make request for any changes in ground selection	3		2
15	[API] Coach should be able to make request for any changes in Schedule changes	5		2
16	[API] Request from coach should be sent to Facility team	3		2
17	[API] Request from coach should be sent to executive	5		2

Evaluate the Velocity of the Sprint Execution

- ❖ Total user story points – 70

- ❖ User story for one developer – 7 Hours

- ❖ Developers – 6

- ❖ Assumed Velocity – 7*6 = 42

- ❖ Sprint's required - 70/42= 1.6 Sprint

- ❖ Sprint's required – Round off = 2 Sprint (4 week)

- ❖ Evaluate the Velocity of the Sprint Execution = 70/2 = **35**