

OpenAgile

What is OpenAgile?



A method for organizations, teams and individuals to...

- Increase Productivity and Quality
- Allow Innovation and Respond to Change
- Increase Team Spirit and Personal Engagement
- Create a Culture of Continuous Improvement
- Reduce Costs and Risk



OpenAgile

is a

Value Delivery System & Learning System & Learning Community

Purpose of OpenAgile

is:

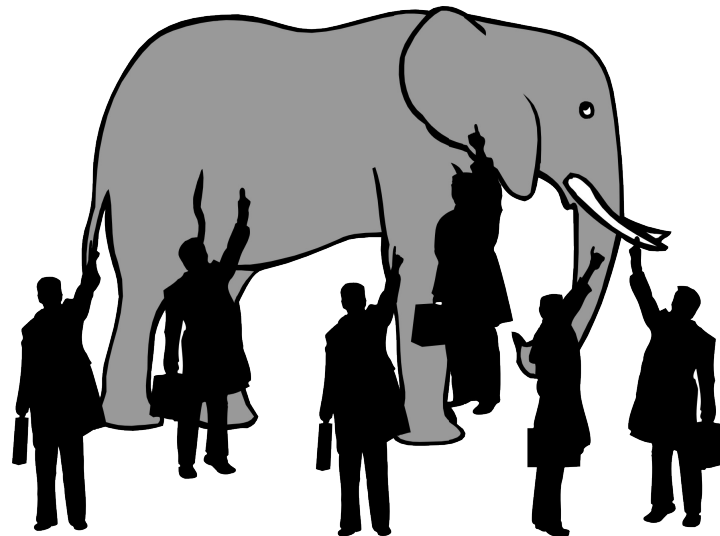
To create an environment in which people are free to express their true nature and capacities to contribute to the betterment of their organization.

OpenAgile

requires

Truthfulness

honesty, integrity, transparency, self-awareness



OpenAgile

requires

Consultative Decision-Making

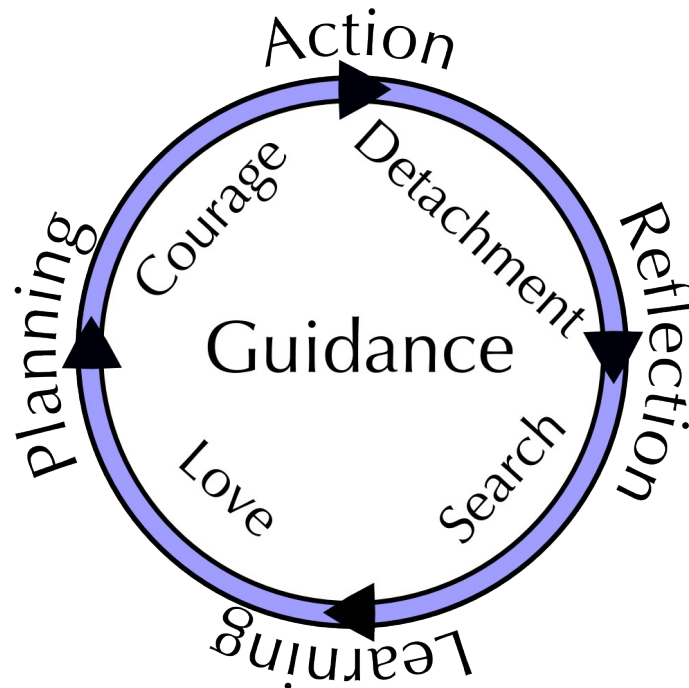
freedom to speak, search for truth, unified action



OpenAgile

requires

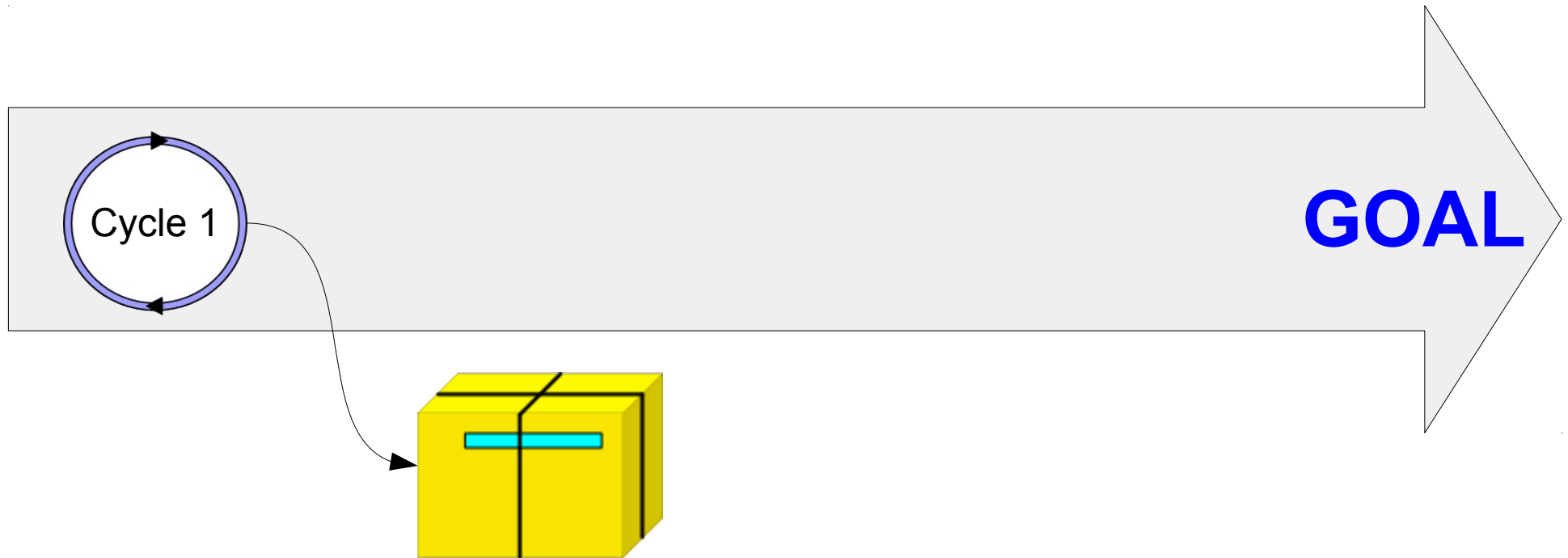
Systematic Learning



OpenAgile Overview

The Big Picture

OpenAgile

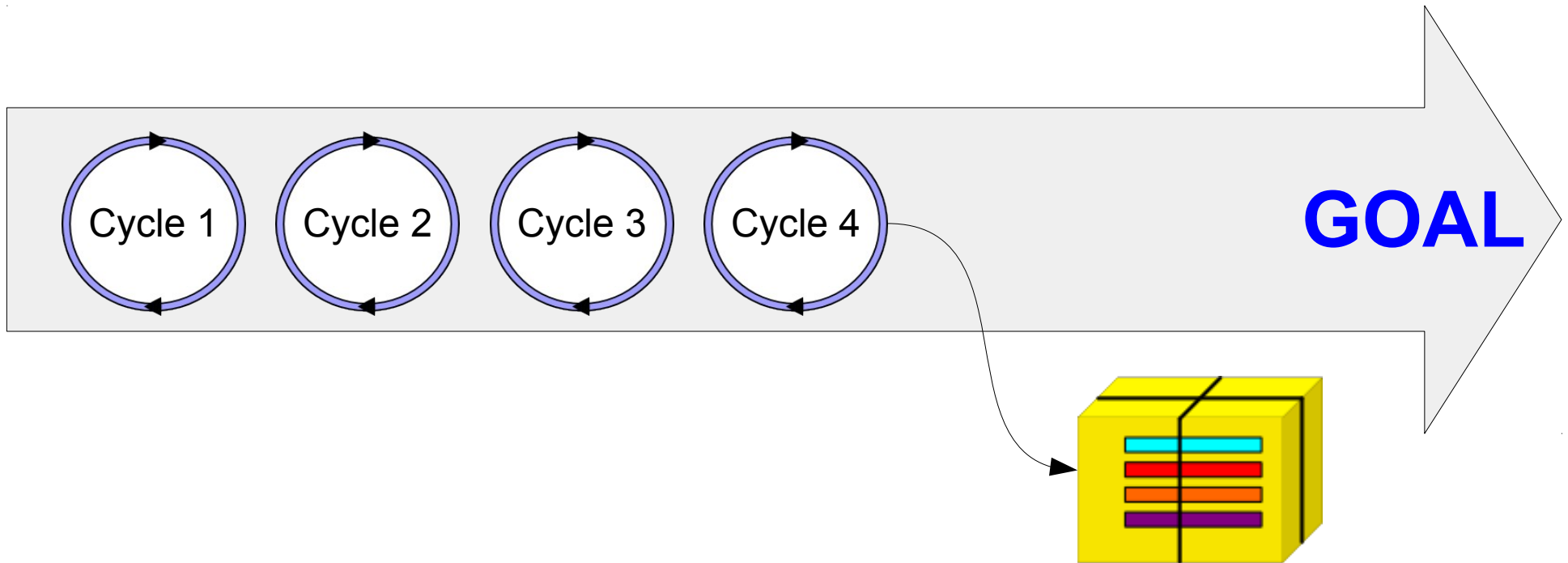


Work towards a clear goal or purpose.
Break up the work into short Cycles.
Deliver valuable results at the end of every Cycle.

OpenAgile Overview

The Big Picture

OpenAgile



Each Cycle builds on the results of previous Cycles and every Cycle is the same length of time.

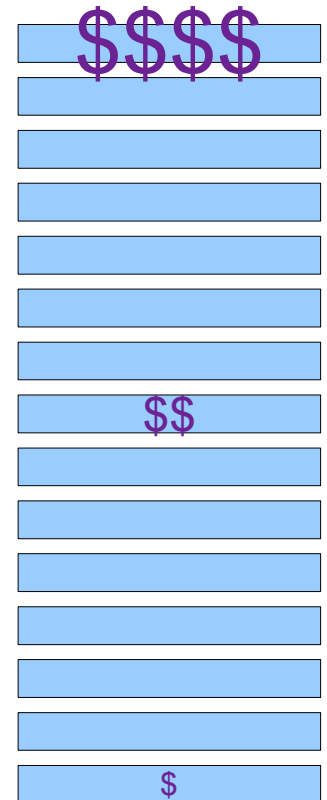
(For projects there should be at least five Cycles from start to finish to allow for suitable amounts of feedback and learning.)

OpenAgile Overview

Value Drivers



- Value Drivers are the things you work on during a Cycle and which you need to do to deliver value towards the Goal
- Value Drivers are prioritized into a list, usually with highest value at the top
- The list of Prioritized Value Drivers is used at the start of each Cycle to determine what activities occur during the Cycle
- A single Value Driver may be started and finished in one Cycle, take multiple cycles to complete, or be indefinite in duration



OpenAgile Overview

Organic Growth

OpenAgile



- always a tree
- adapts as it grows
- seasons are its Cycles
- stronger as it ages

vs.

- not an airplane until it is “finished”
- built according to detailed plan
- built in stages
- more fragile as it ages

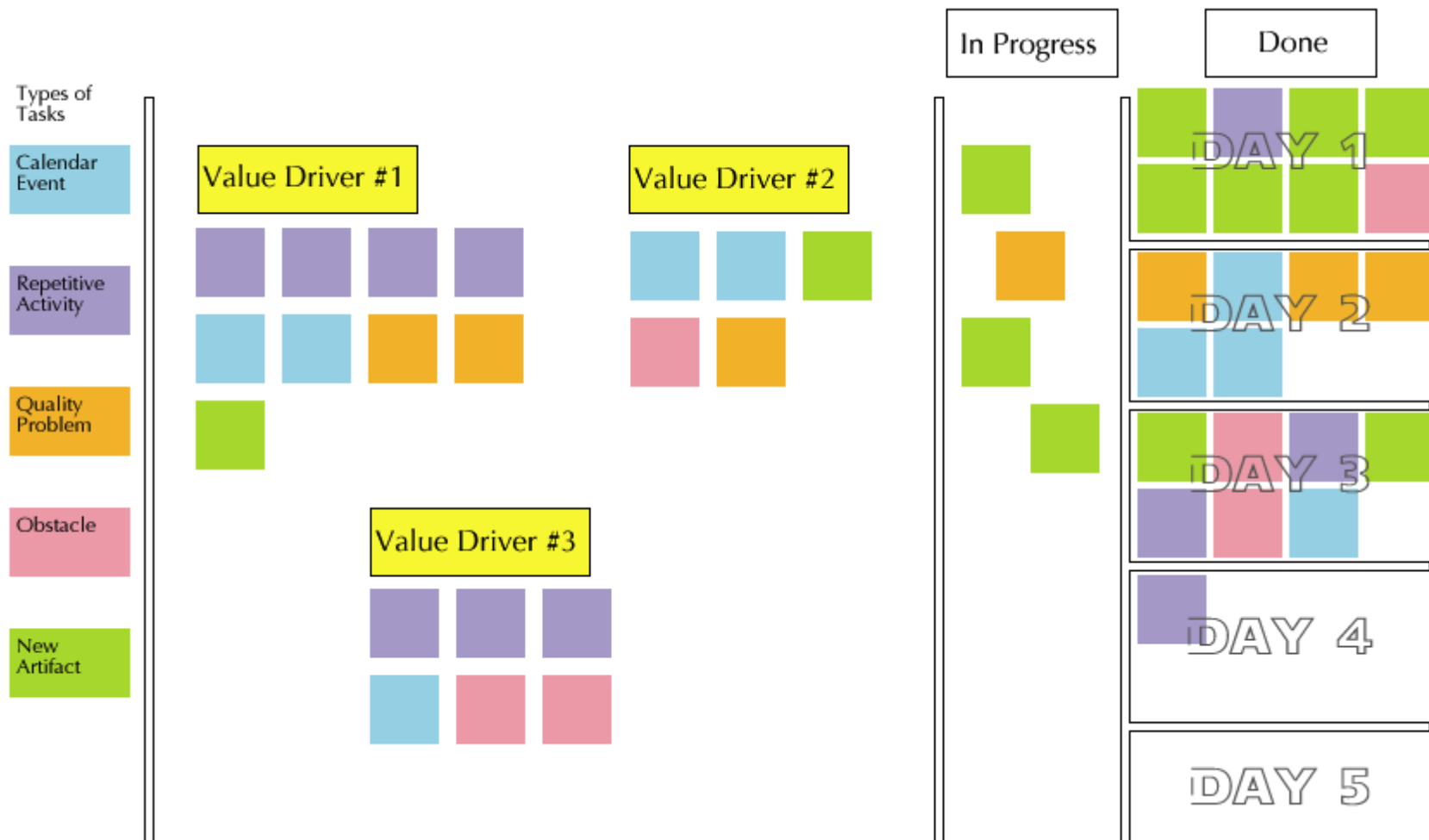


- Each Value Driver is like a ring of growth on a tree... not a part of an airplane

OpenAgile Overview

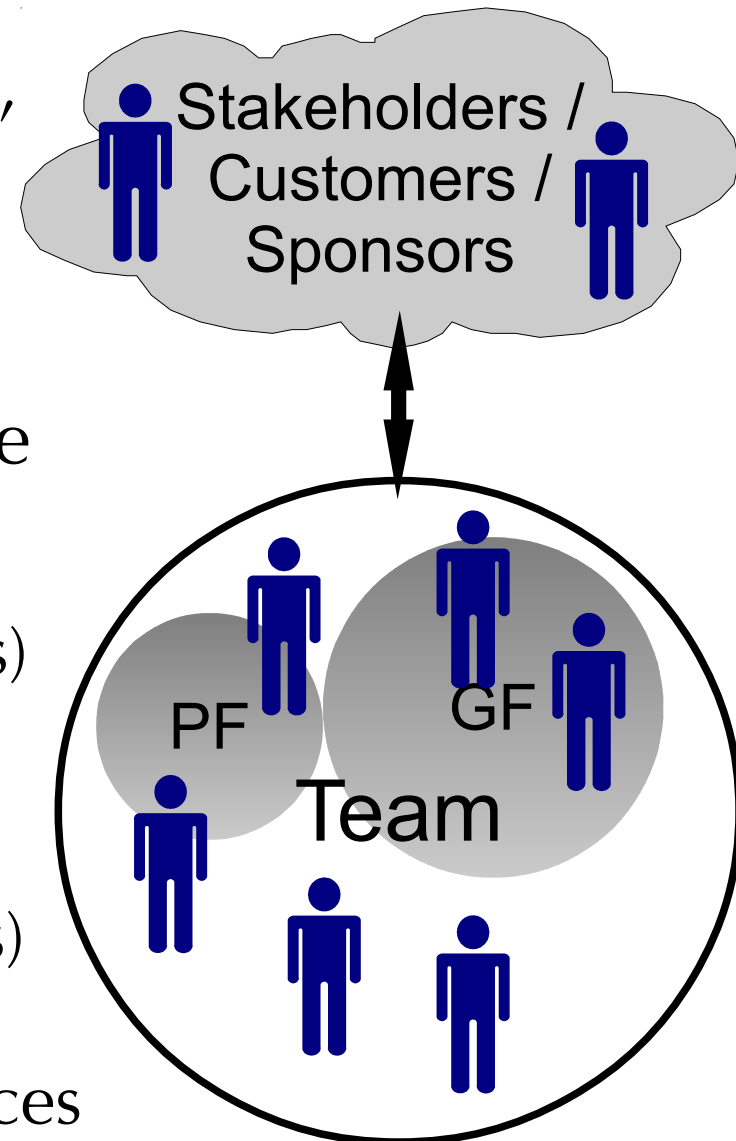
The Cycle Plan

Teams should make their Cycle Plan visible. Displaying Value Drivers and Tasks on a wall is a good way to do this:



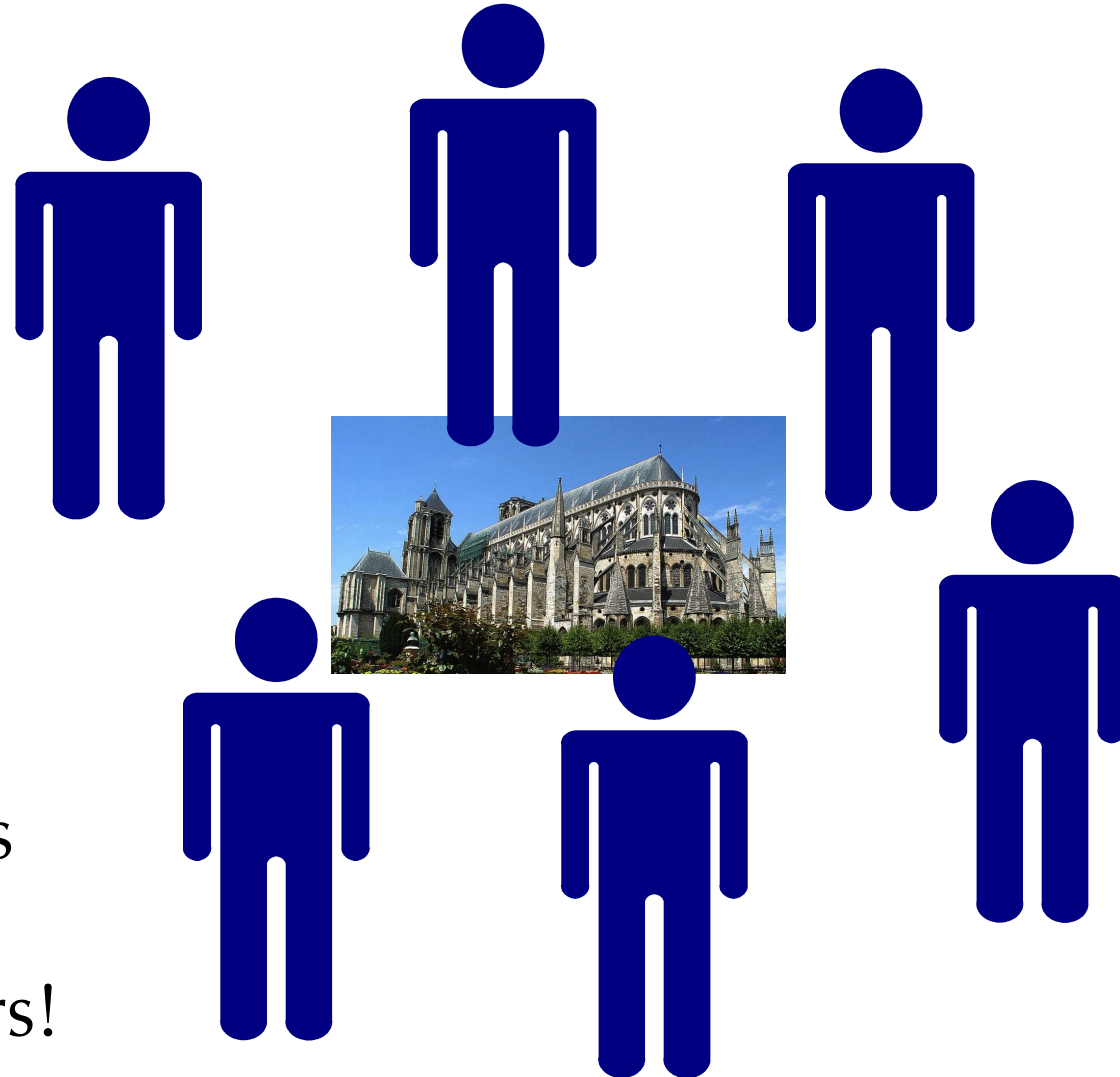
Roles and Paths of Service

- Team Member:
Performs work, committed to the goal, and creates value for stakeholders
- Paths of Service:
Ways that Team Members can help the team become more effective
 - Growth Facilitation: Team Member(s) who promote organic growth and the skills to work this way
 - Process Facilitation: Team Member(s) who facilitate the application of OpenAgile foundations and practices



Team Self-Organization

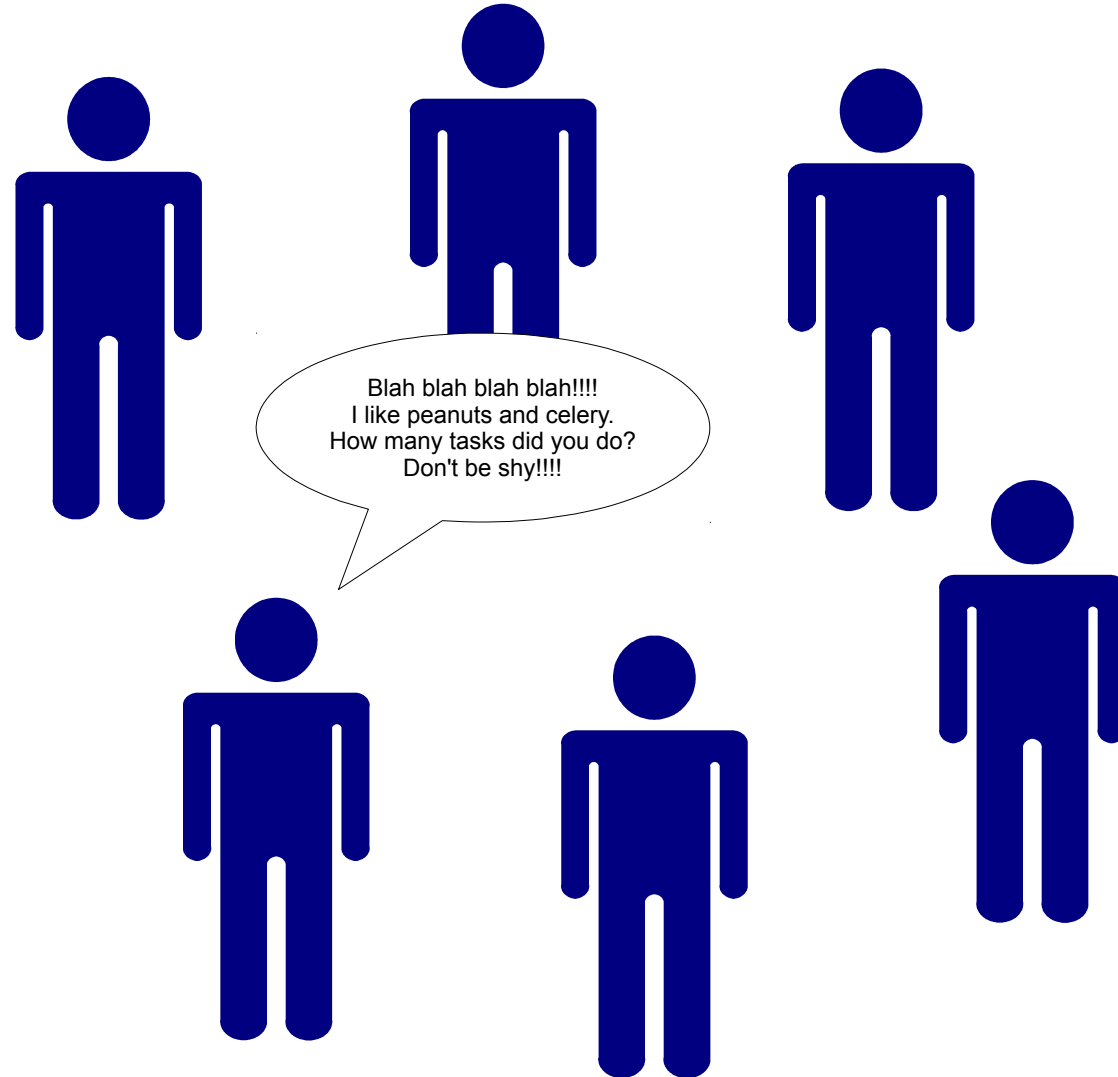
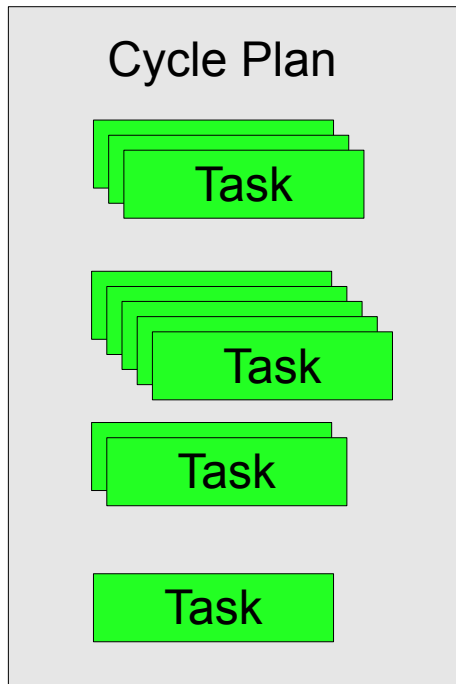
Team Members are ***committed*** to the overall goal!



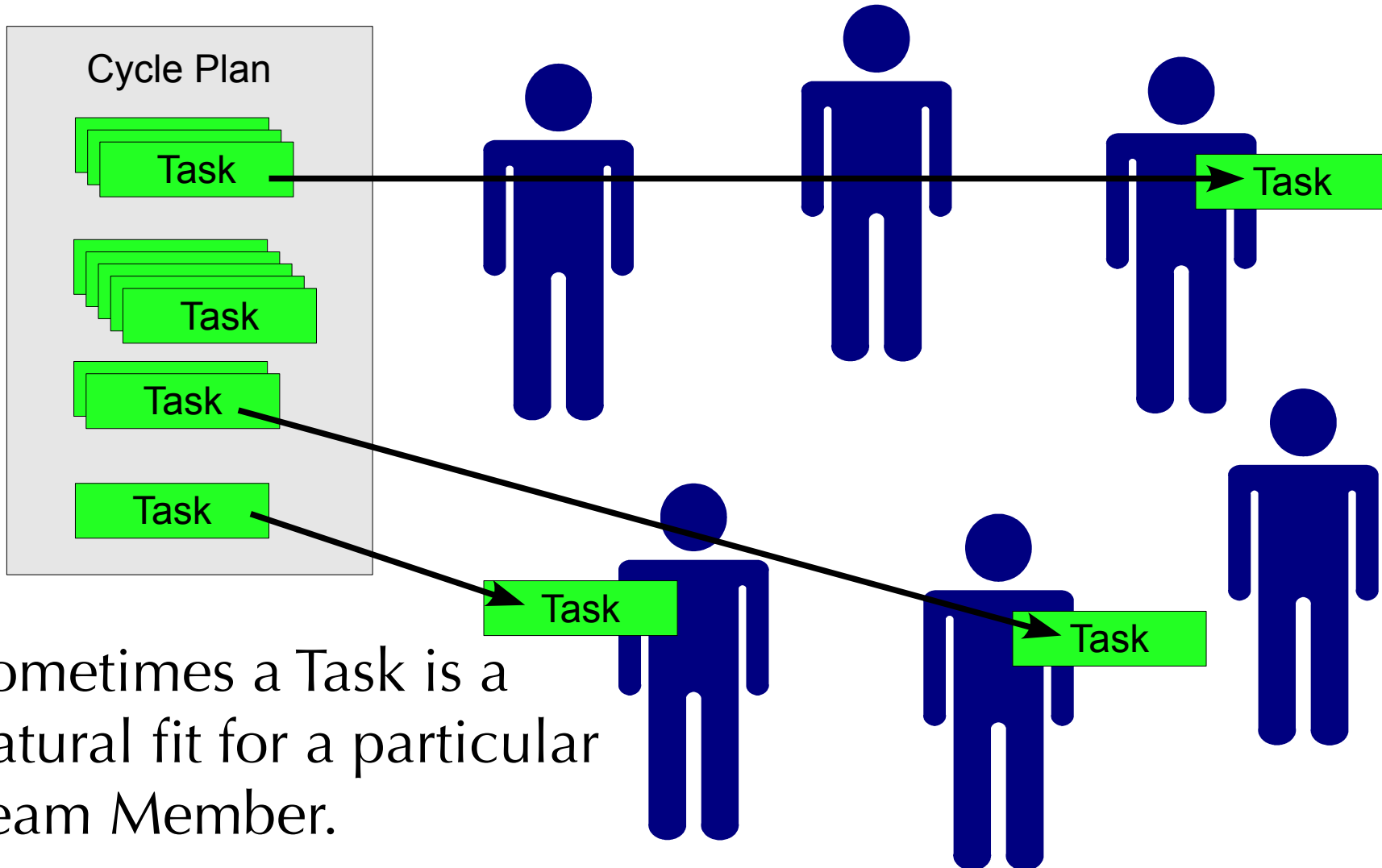
- Not stone-cutters
- Not wage-earners
- Cathedral builders!

Team Self-Organization

Team Members ***communicate*** about work throughout the Cycle!



Team Members ***volunteer*** for Tasks as the Cycle progresses!



Sometimes a Task is a natural fit for a particular Team Member.

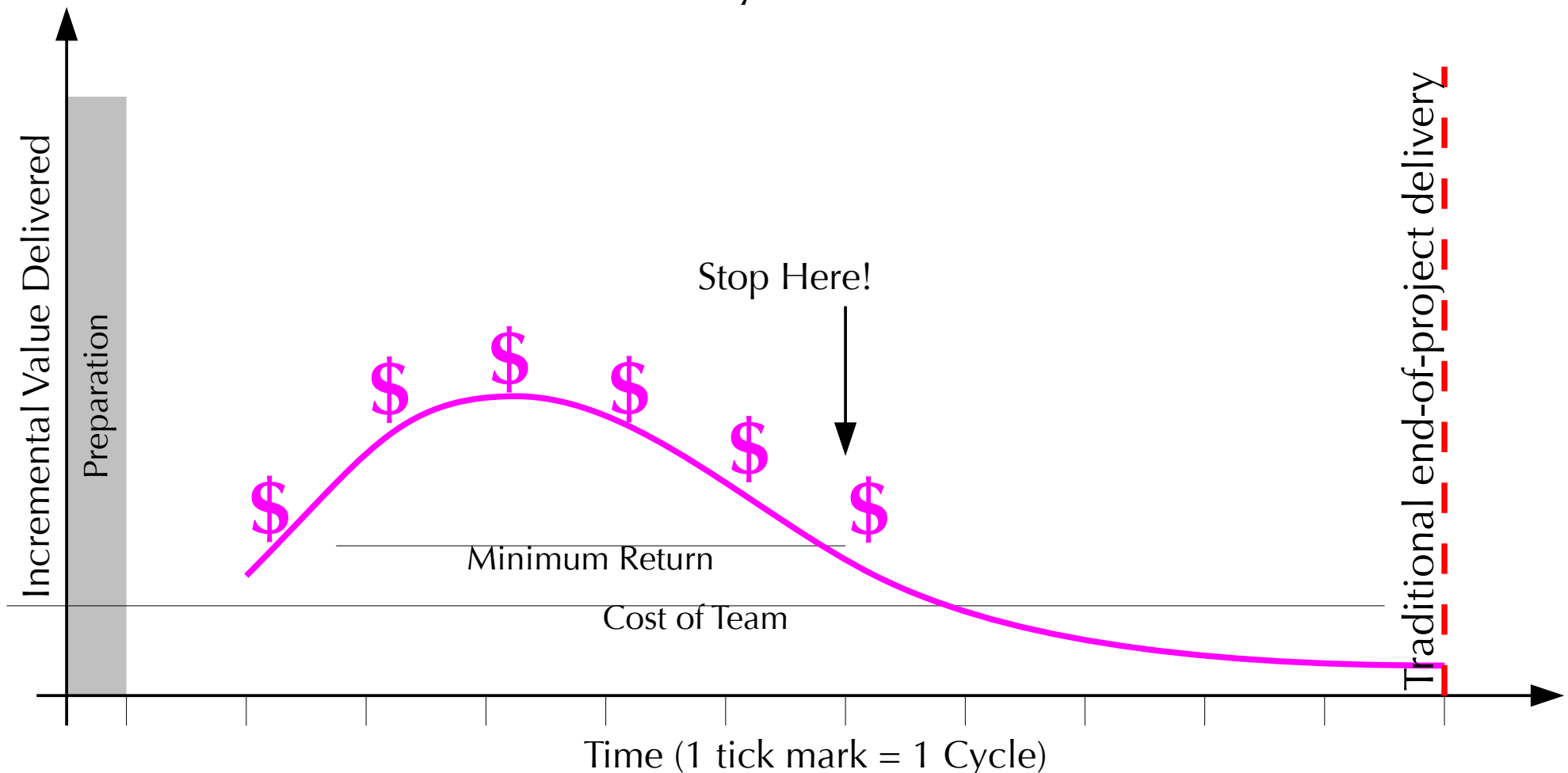
OpenAgile Overview

Delivering Value

OpenAgile

For Projects:

- Avoid risky bet-the-business efforts
- Deliver value continuously



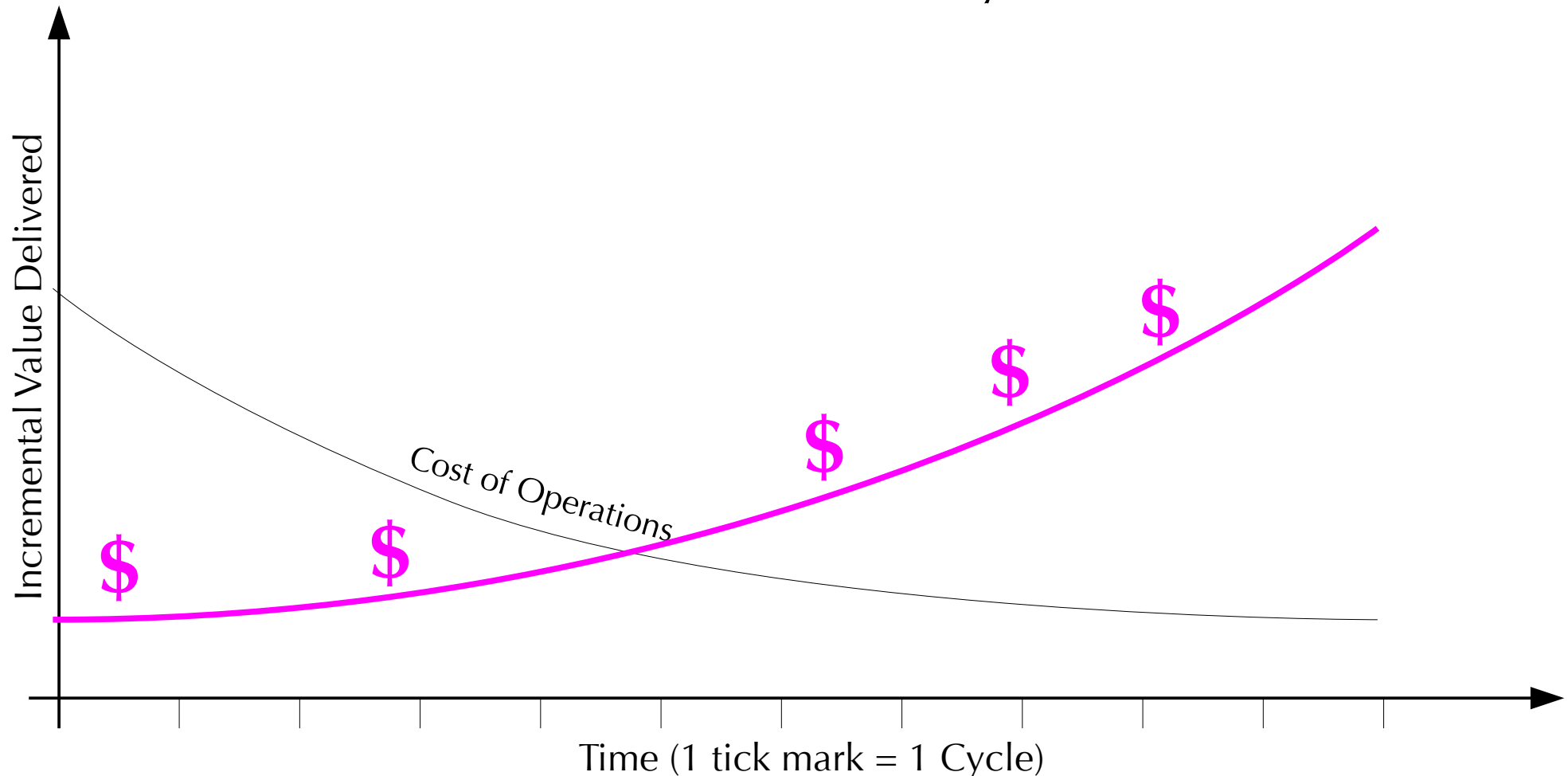
OpenAgile Overview

Delivering Value



For Operations:

- Avoid increasing bureaucratic overhead (waste)
- Deliver better value, more efficiently



- Don't get stuck in bad behaviors and sub-optimal processes
- Continuous improvement of:
 - Results
 - Process
 - People



OpenAgile Capacity-Building



A method for organizations, teams and individuals to build their capacity to execute, learn, and serve their organization:

Individual Levels:

- 1) Readiness
- 2) Team Member
- 3) Process Facilitation
- 4) Growth Facilitation
- 5) Mentoring
- 6) Tutoring
- 7) Catalyst
- 8) Master of OpenAgile

Team Levels:

- 1) Formed
- 2) Launched
- 3) Stable
- 4) Performing
- 5) Sustainable
- 6) Innovating

Organization Levels:

- 1) Formed
- 2) Launched
- 3) Stable
- 4) Performing
- 5) Sustainable
- 6) Innovating

OpenAgile Overview

Community

OpenAgile

- OpenAgile is open source: <http://www.openagile.org/>
 - Community involvement in improving OpenAgile
- OpenAgile has integrity
 - Community uses OpenAgile to deliver value and learn
- OpenAgile is being used in many industries:
 - Sales for financial products
 - Small business management
 - Mining projects
 - IT and technology R&D
 - Volunteer communities



OpenAgile Overview

Next Steps?

OpenAgile

- Capacity-Building: OpenAgile.com
- Community: OpenAgile.org
- OpenAgile Transformation

