

# ***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

Note: OpenAgile is not just for software or technology!!!

## 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.

# Who is Using OpenAgile?



## Suncor Energy

Oilsands mining projects and operations

## Equitable Life Insurance

IT projects

## ING Romania

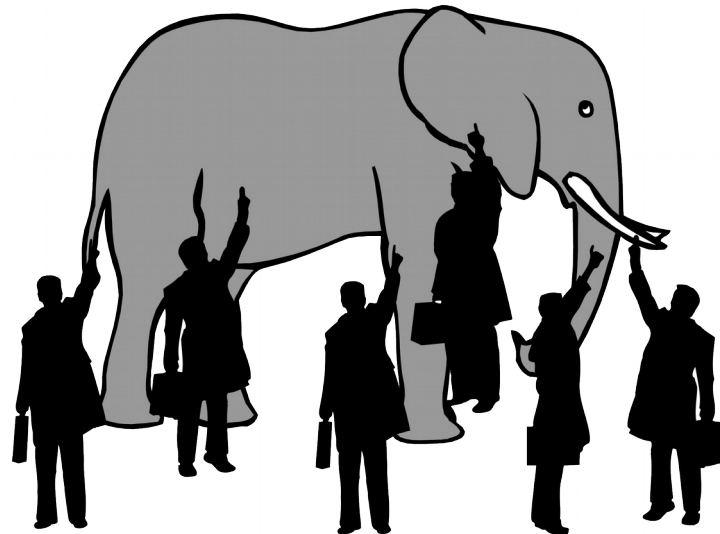
Sales management team

# OpenAgile

requires

## Truthfulness

honesty, integrity, transparency, self-awareness



# OpenAgile

requires

## Consultative Decision-Making

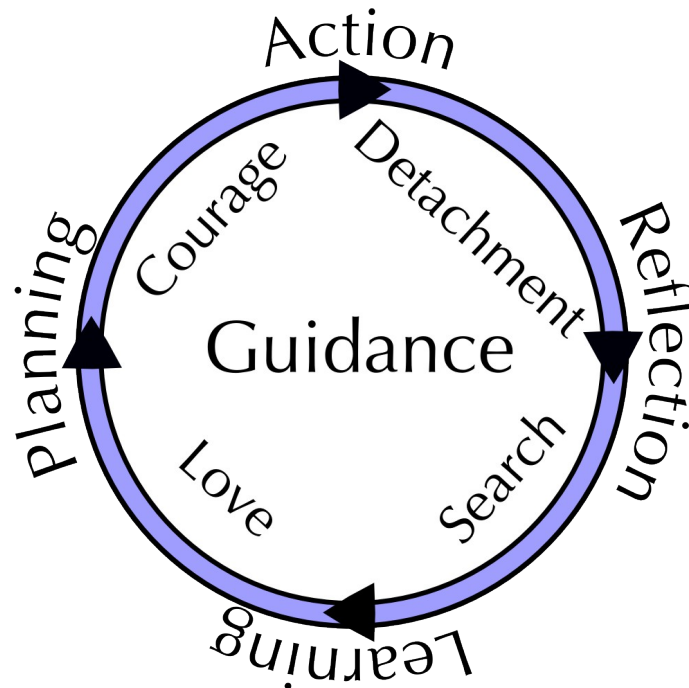
freedom to speak, search for truth, unified action



# OpenAgile

requires

## Systematic Learning

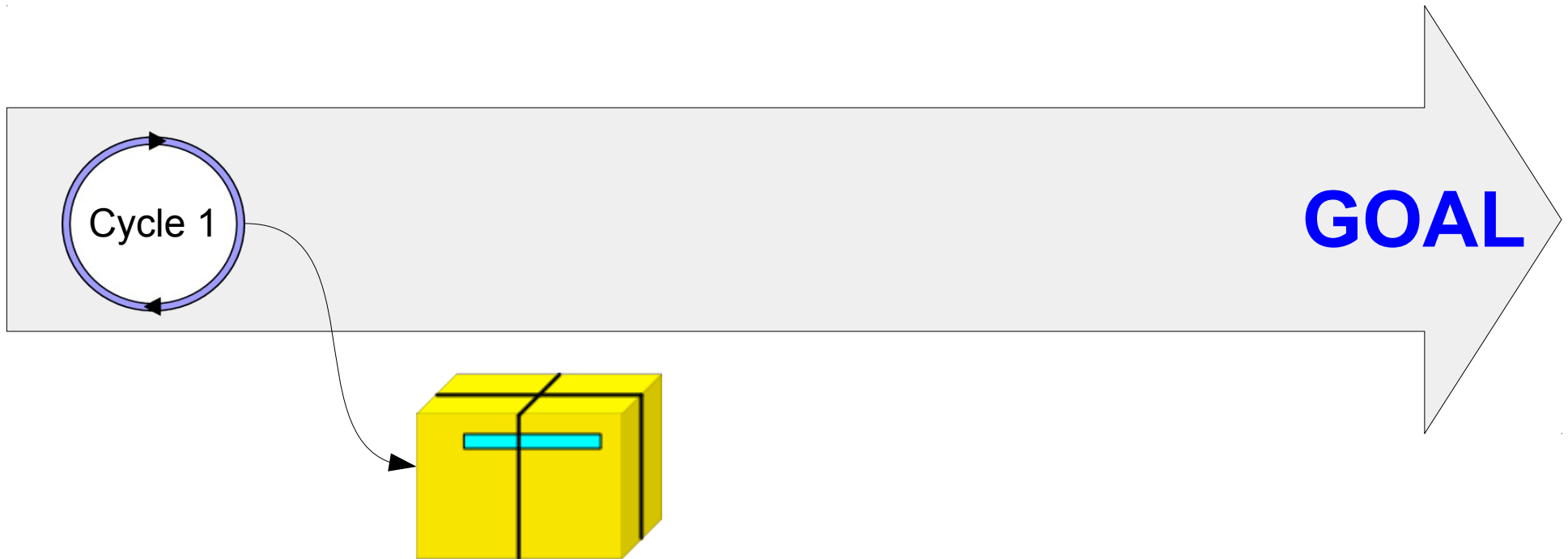




# OpenAgile Overview

## The Big Picture

OpenAgile

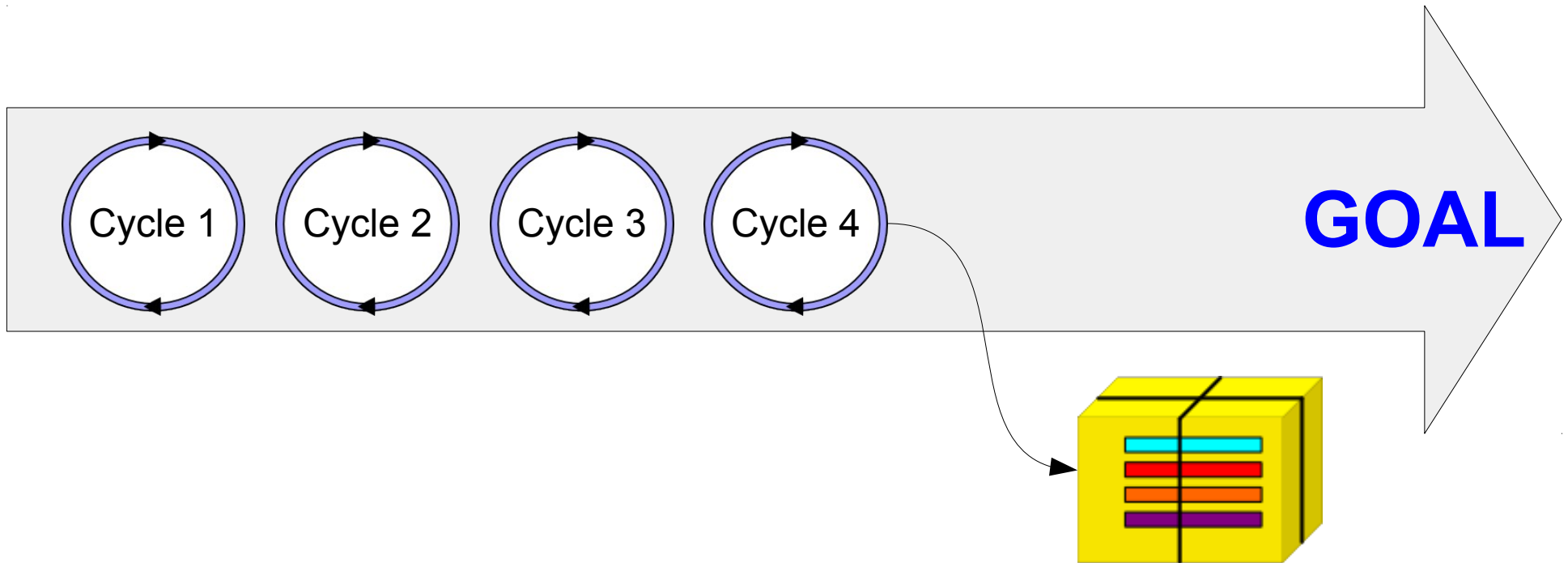


Work towards a clear goal or purpose.  
Break up the work into short Cycles.  
Deliver valuable results at the end of every Cycle.

# OpenAgile Overview

## The Big Picture

OpenAgile



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

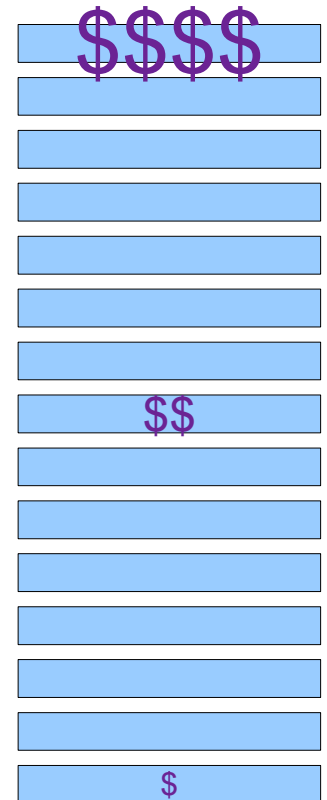
(For projects there should be at least five Cycles from start to finish to allow for suitable amounts of feedback and learning.)

# 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

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- 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

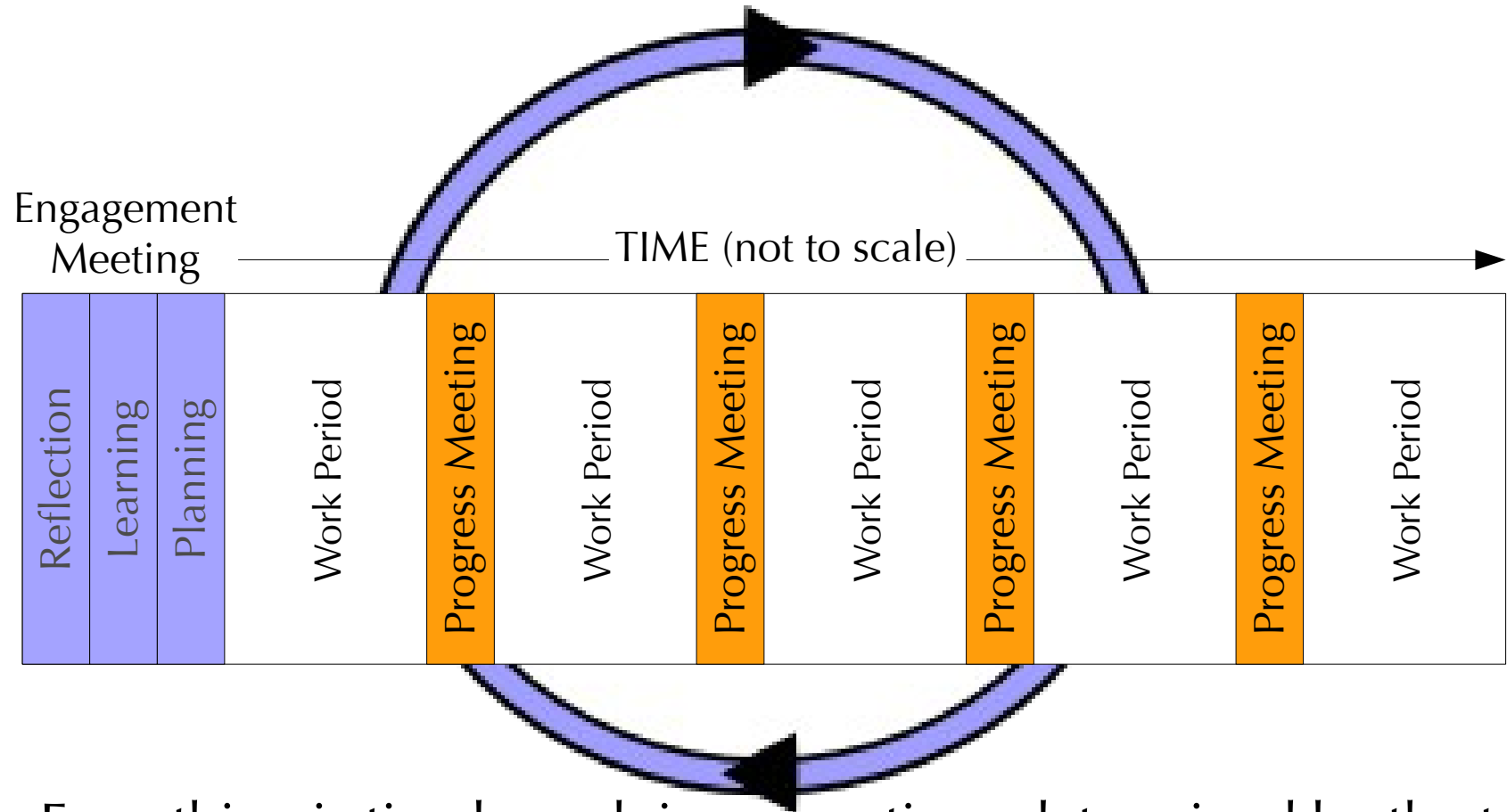


- Each Value Driver is like a ring of growth on a tree... not a part of an airplane

# OpenAgile Overview

## Inside a Cycle

OpenAgile



Everything is timeboxed, in proportions determined by the team. A Cycle should have at least four Progress Meetings and no more than twenty.

# The Engagement Meeting

Engagement  
Meeting

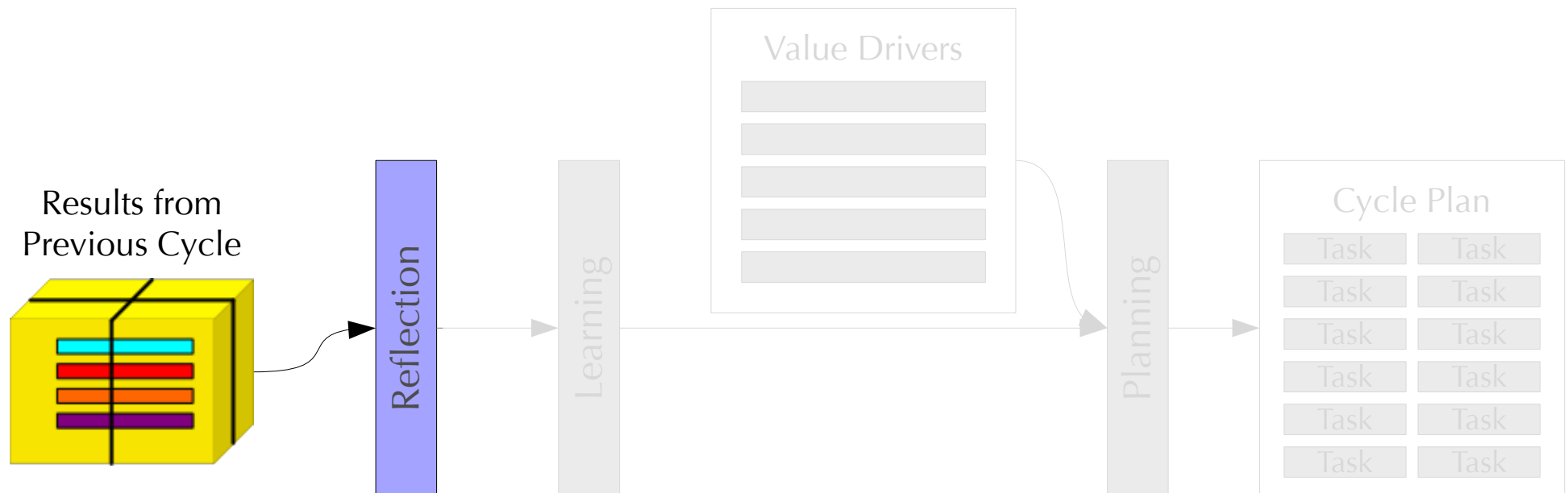


- Purpose: to take some time for systematic and practical learning
- Attendees: all individuals doing work to deliver Value Drivers (the “team” or the “community”)
- Agenda: “Reflect”, “Learn” and “Plan”
- Outcome: a “Cycle Plan”

## The Engagement Meeting

Each Cycle starts with the Engagement Meeting:

- **Reflection:** What happened during the last Cycle, what were the results?

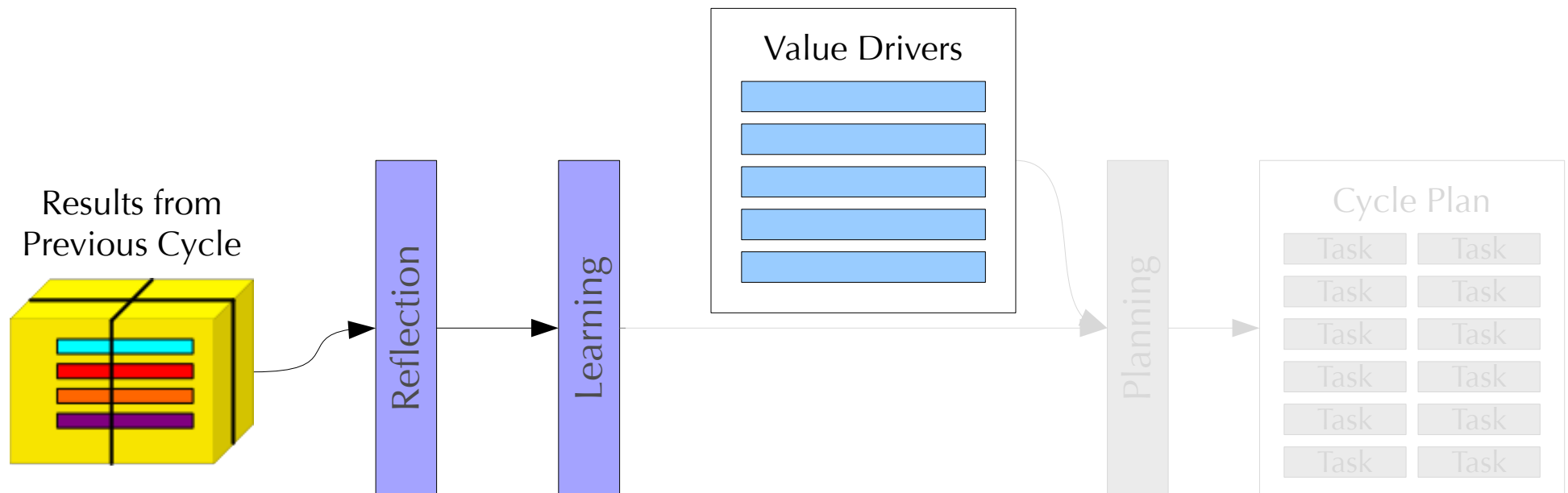




## The Engagement Meeting

Each Cycle starts with the Engagement Meeting:

- **Reflection:** What happened during the last Cycle, what were the results?
- **Learning:** What did we learn, what new principles have we identified, what new skills have we developed, how should we change our Value Drivers?

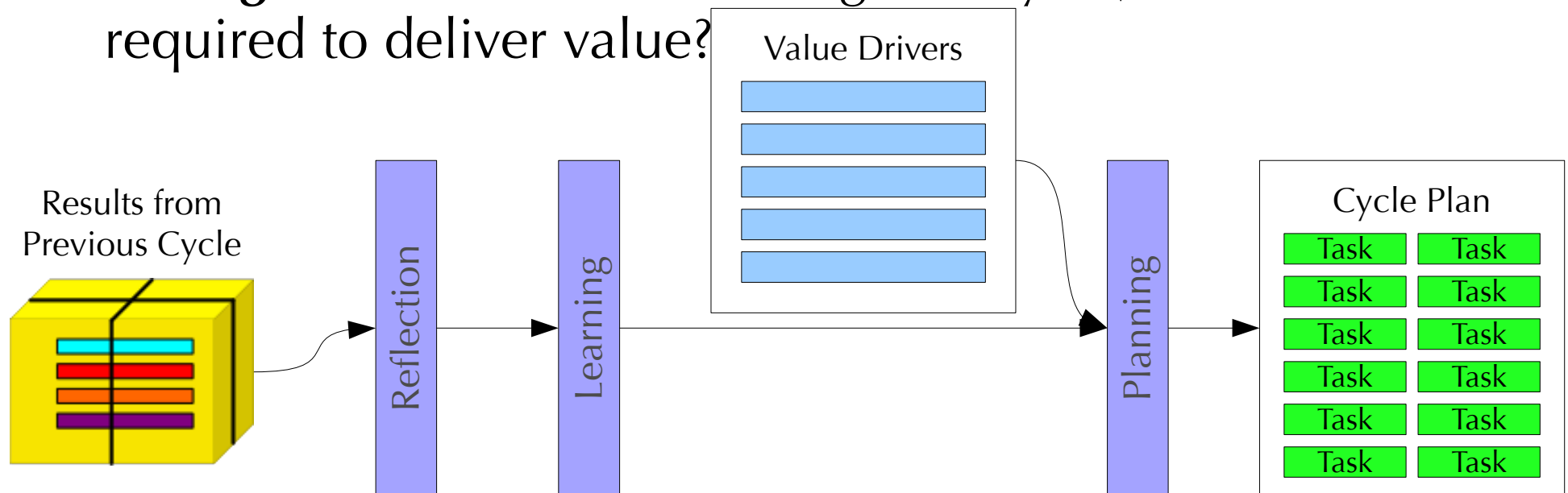




## The Engagement Meeting

Each Cycle starts with the Engagement Meeting:

- **Reflection:** What happened during the last Cycle, what were the results?
- **Learning:** What did we learn, what new principles have we identified, what new skills have we developed, how should we change our Value Drivers?
- **Planning:** What will we do during this Cycle, what Tasks are required to deliver value?

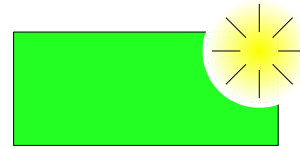


# OpenAgile Overview

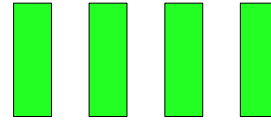
## The Cycle Plan

The Engagement Meeting results in a Cycle Plan that includes many Tasks. There are five core types of Tasks:

- New Artifacts



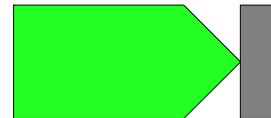
- Repetitive Activities



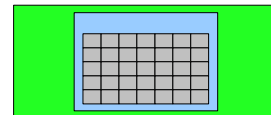
- Quality Problems



- Obstacles



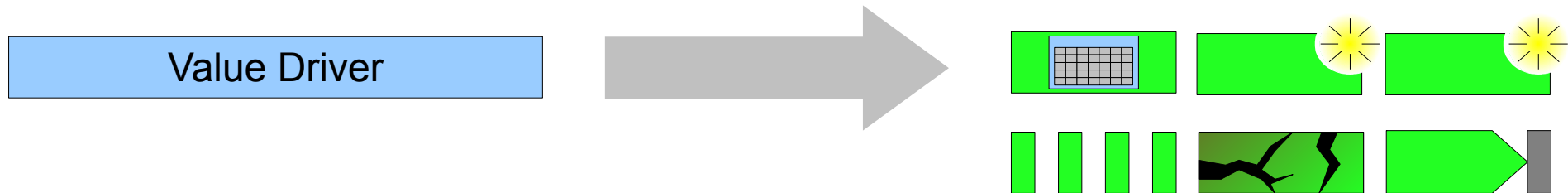
- Calendar Events



# OpenAgile Overview

## The Cycle Plan

A single Value Driver is decomposed into multiple Tasks.  
Remembering the five core types of Tasks is a way to ensure that this decomposition is effective:



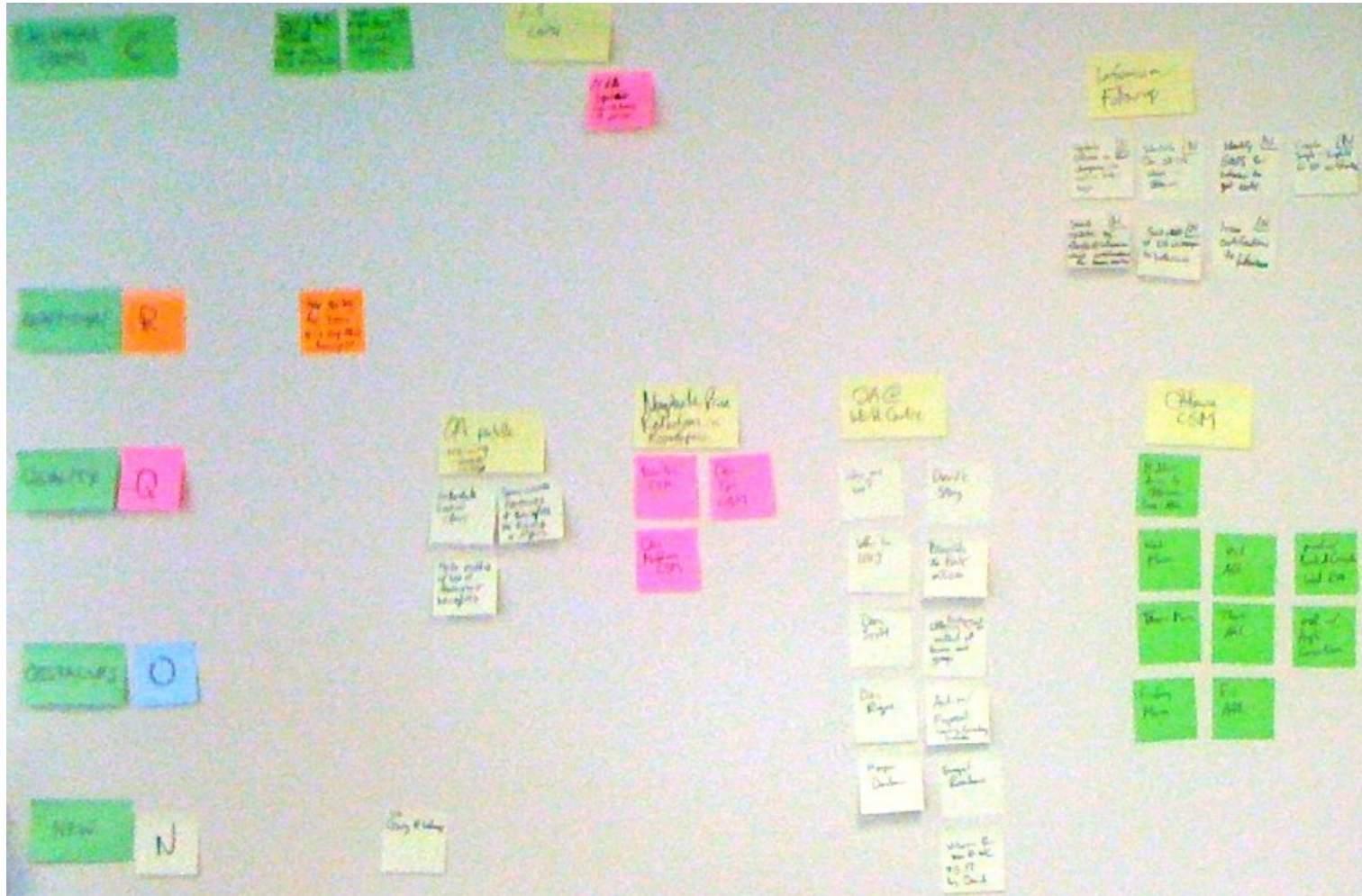
Some Value Drivers may translate to only a small number of Tasks:



# OpenAgile Overview

## The Cycle Plan

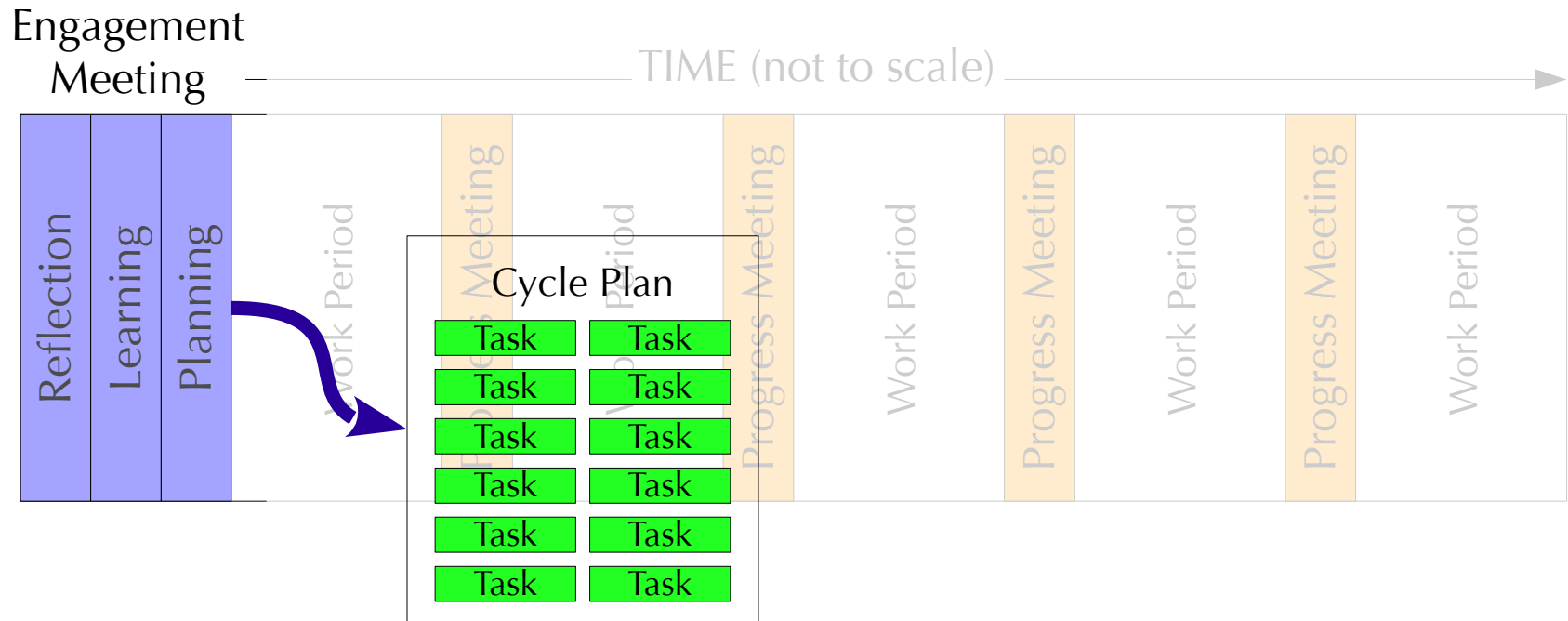
Teams should make their Cycle Plan visible. Displaying Value Drivers and Tasks on a wall is a good way to do this:



# OpenAgile Overview

## Going Through a Cycle

OpenAgile

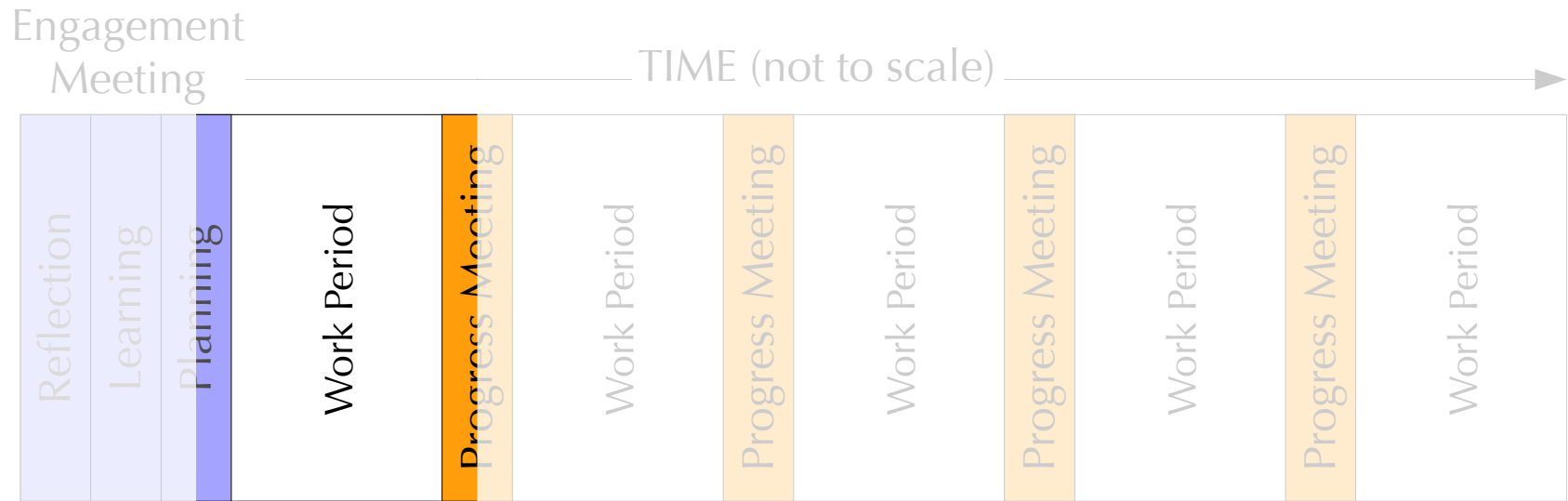


The Cycle Plan has many Tasks

# OpenAgile Overview

## Going Through a Cycle

OpenAgile

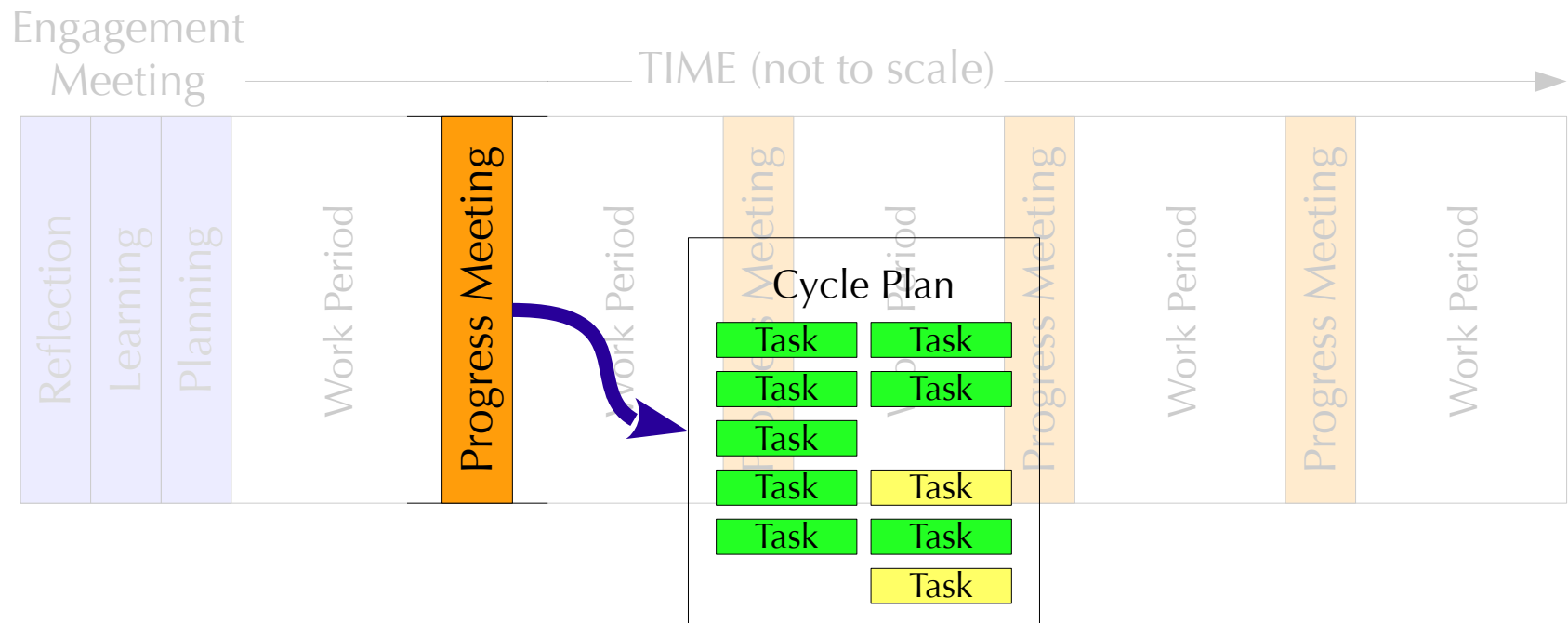


During a Work Period, Team Members work on Tasks.

# OpenAgile Overview

## Going Through a Cycle

OpenAgile

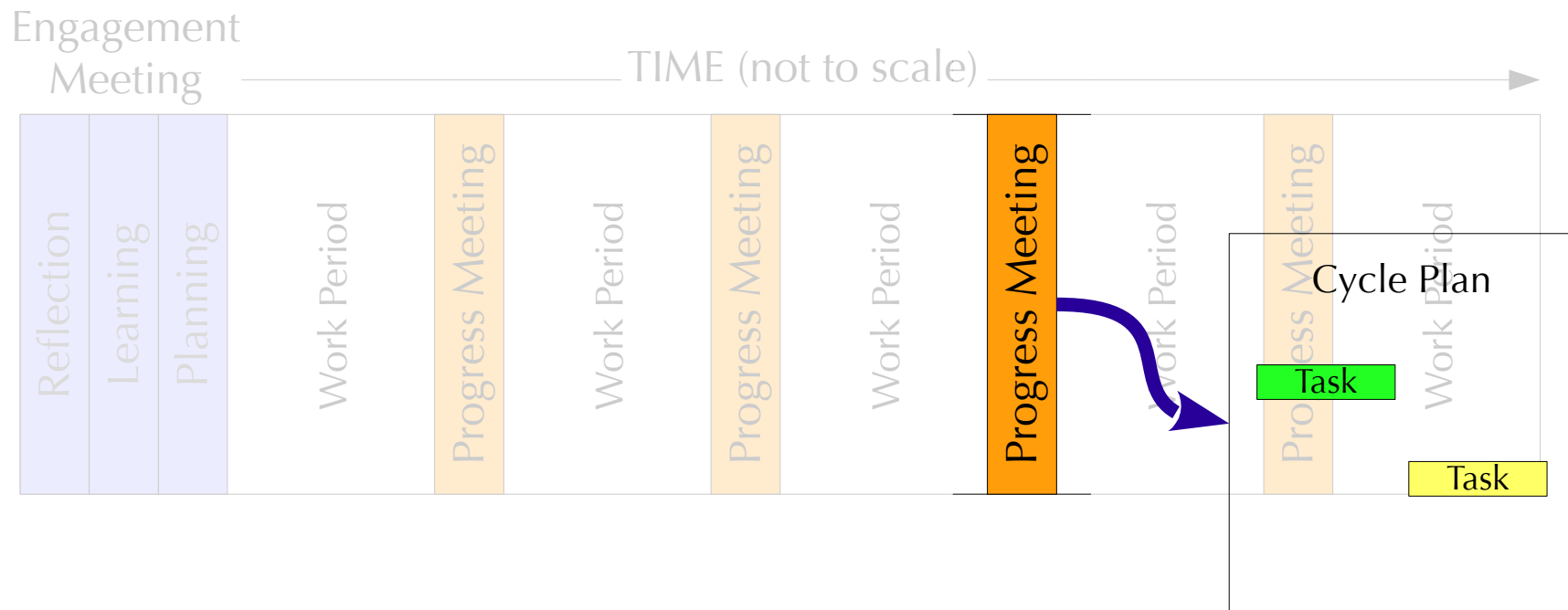


Over time, Tasks are completed and new Tasks may be added... Interruptions are made visible and tracked as new Tasks – a team uses Commitment Velocity to allow for expected levels of interruption.

# OpenAgile Overview

## Going Through a Cycle

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Near the end of the Cycle, most Tasks should be complete.



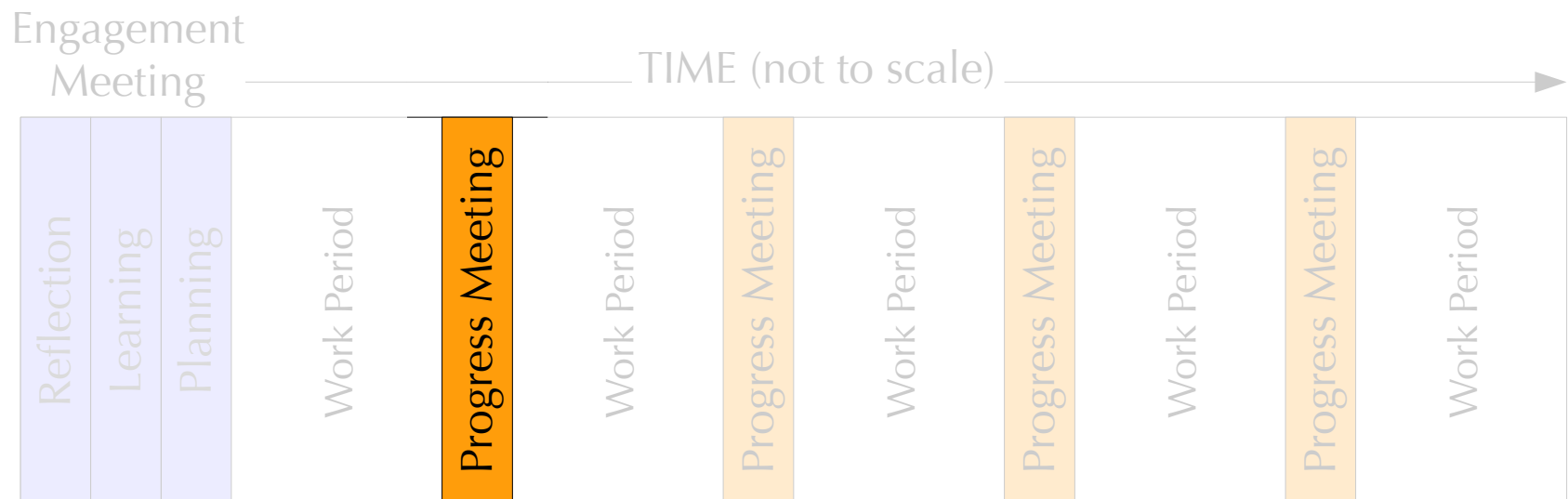
# OpenAgile Overview

## Progress Meetings



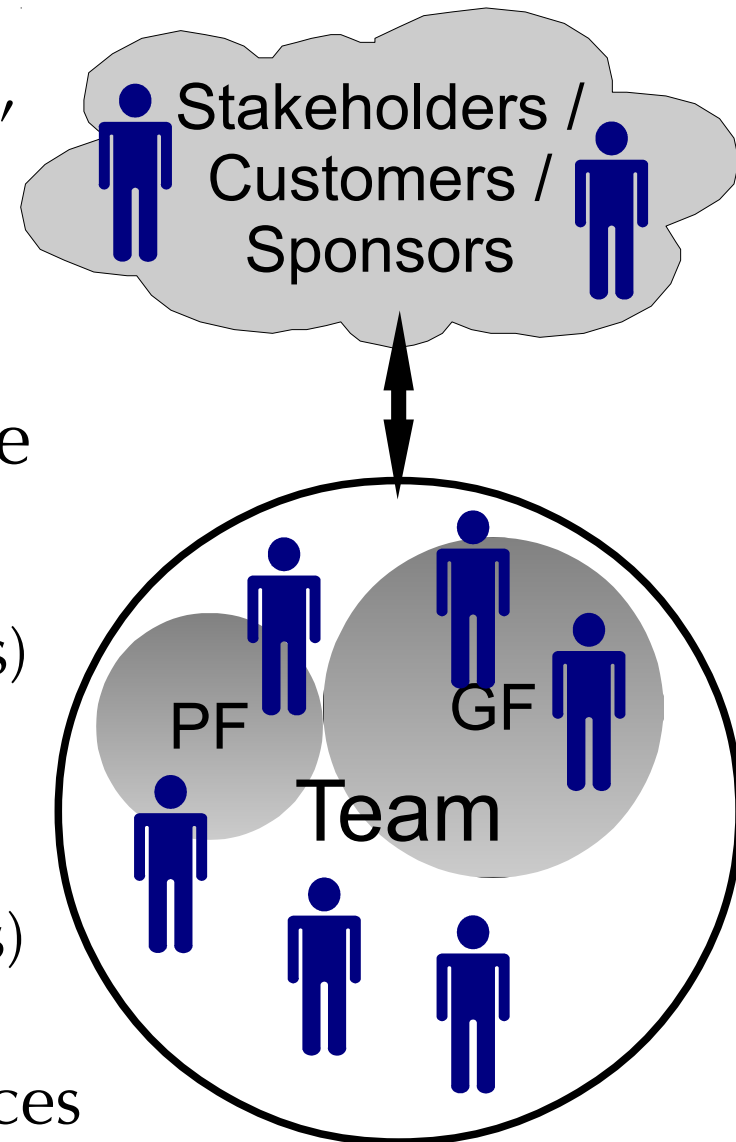
The Team meets at least four times per Cycle to engage in:

- Reflection:
  - What happened, what did you see and what Tasks did you do?
- Learning:
  - What did you learn?
- Planning:
  - What will happen, what Tasks will you do?



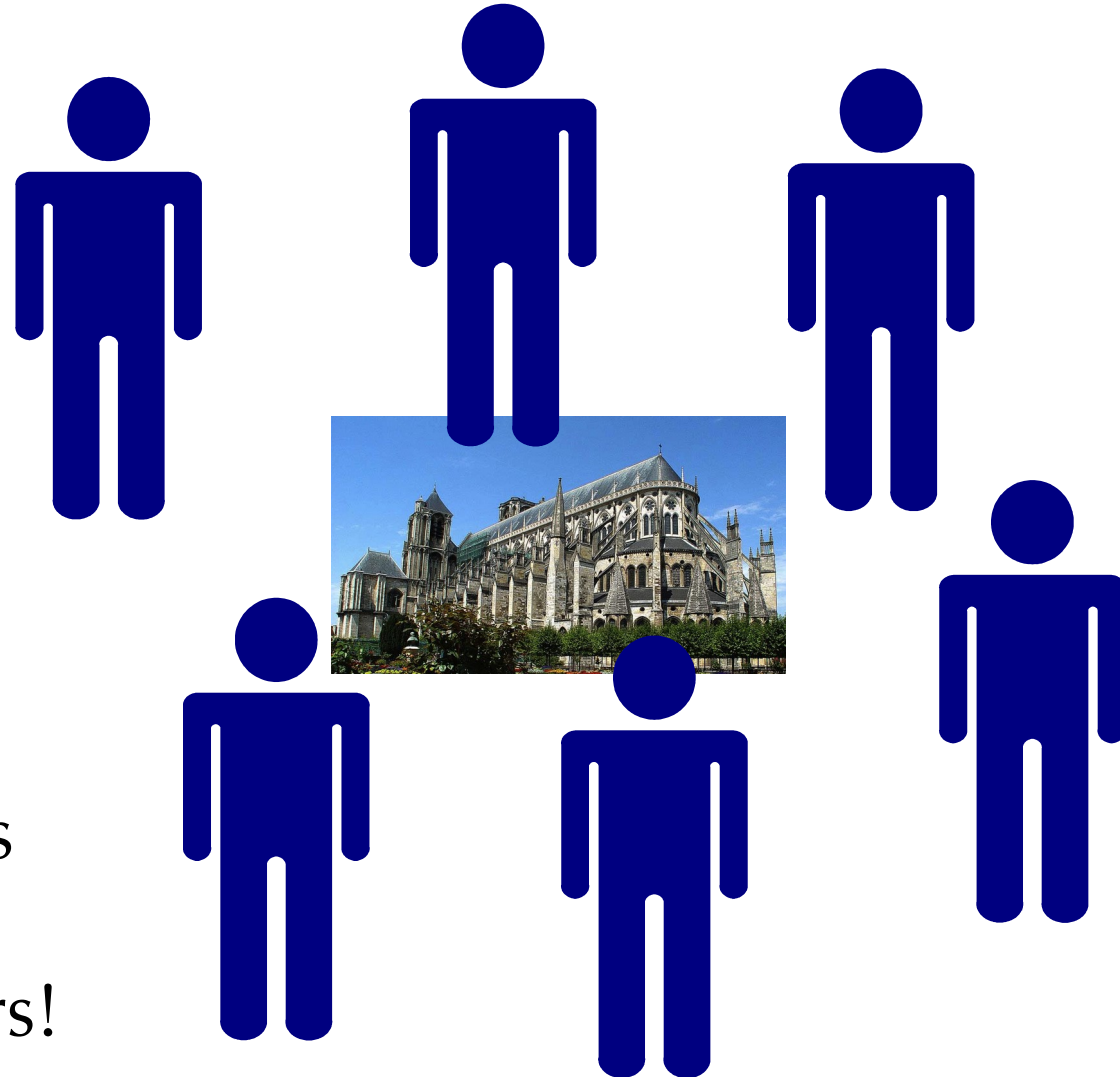
## Roles and Paths of Service

- 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



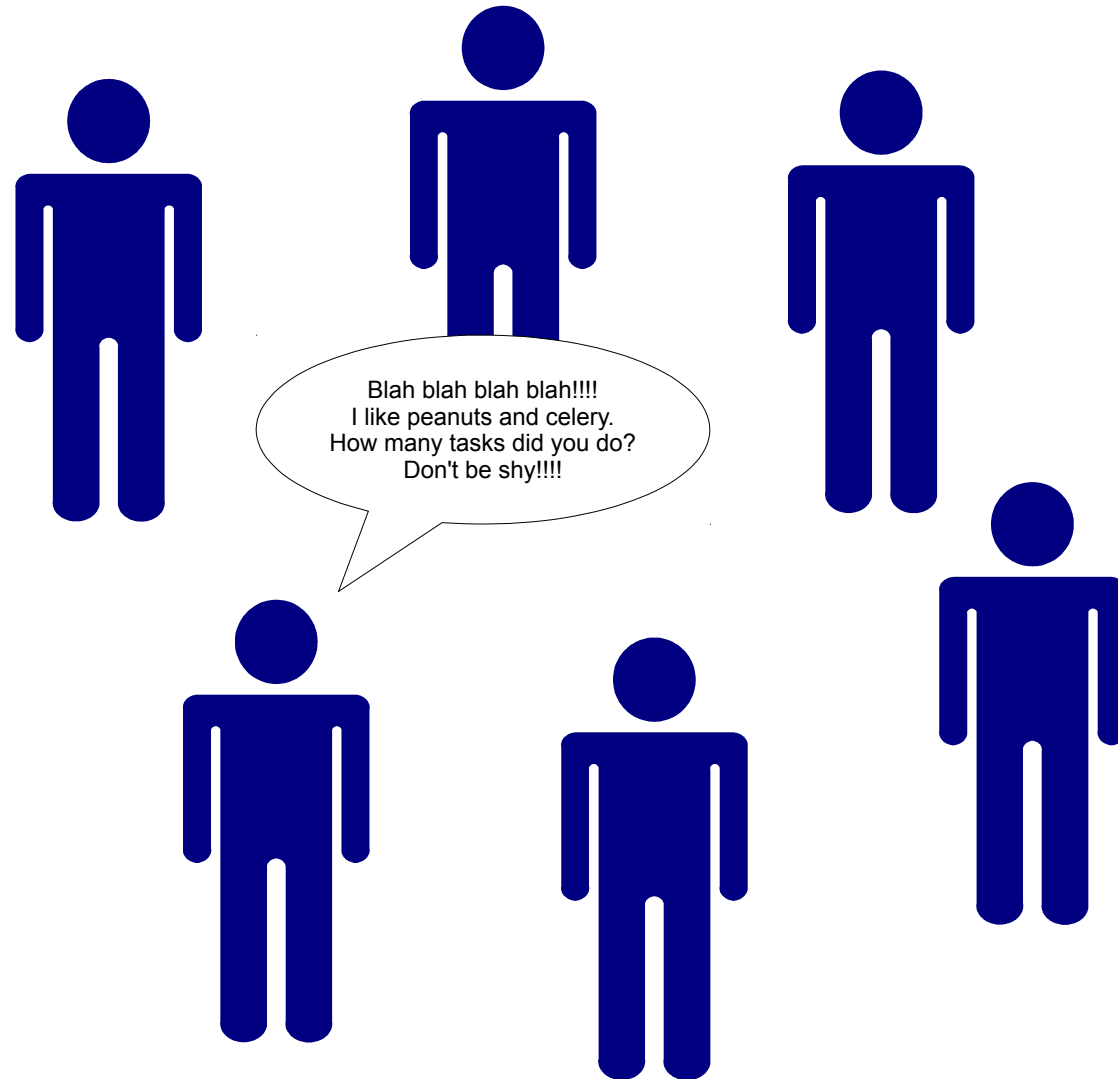
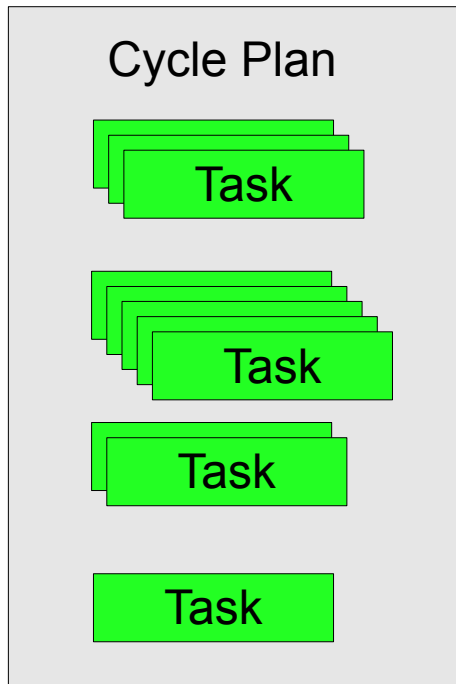
## Team Self-Organization

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

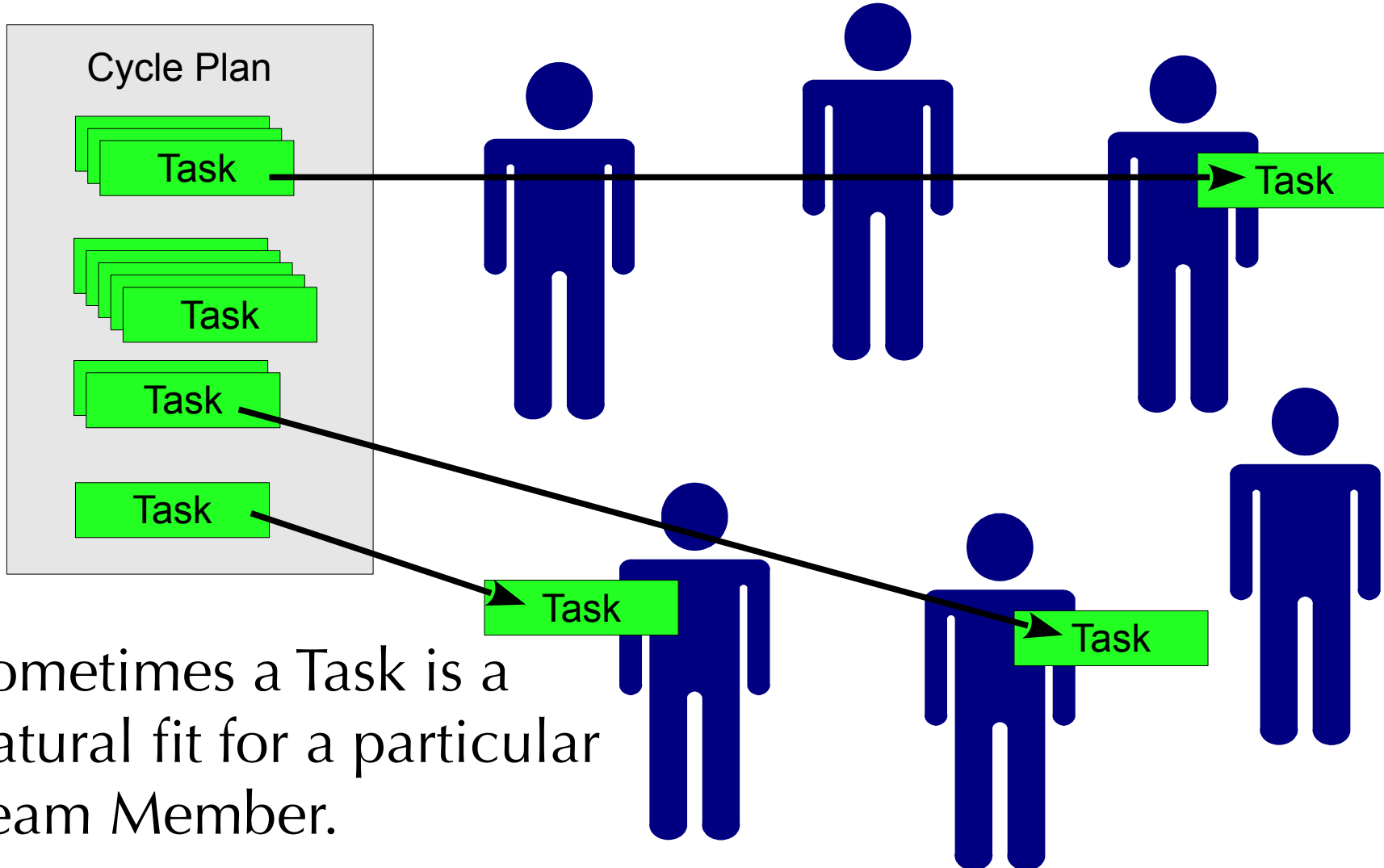


- Not stone-cutters
- Not wage-earners
- Cathedral builders!

Team 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.

# Team Self-Organization

Team Members self-organize like geese flying in formation.



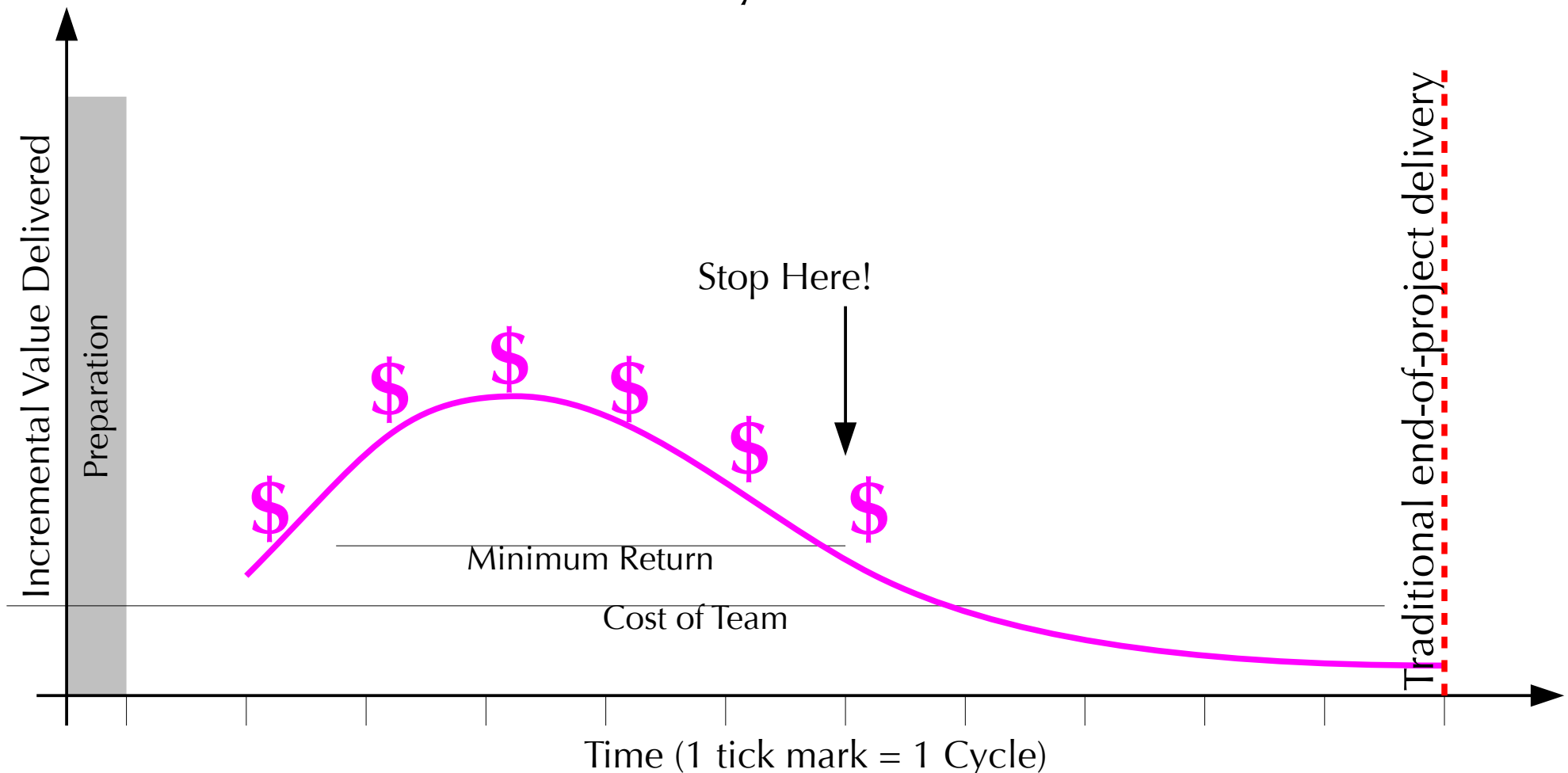
# OpenAgile Overview

## Delivering Value

OpenAgile

For Projects:

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



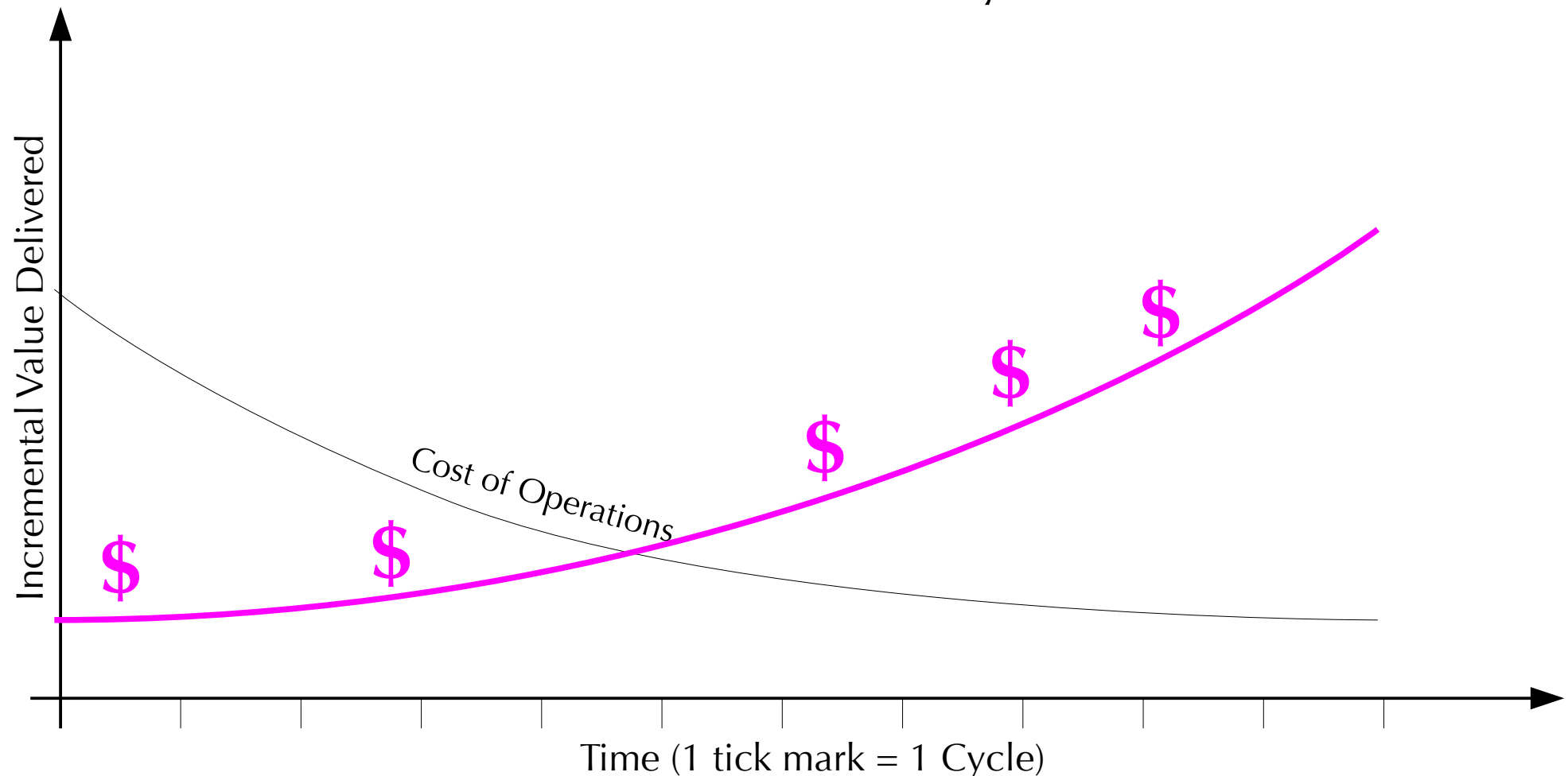
# OpenAgile Overview

## Delivering Value

OpenAgile

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
- Capacity-building program for individuals, teams and communities: <http://www.openagile.com/>



# 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



# Benefits of 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 Overview

## Next Steps?

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

