

Onboarding The Team

WorldVisitz Agile Journey

Part III

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The Agile Framework benefits for WorldVisitz

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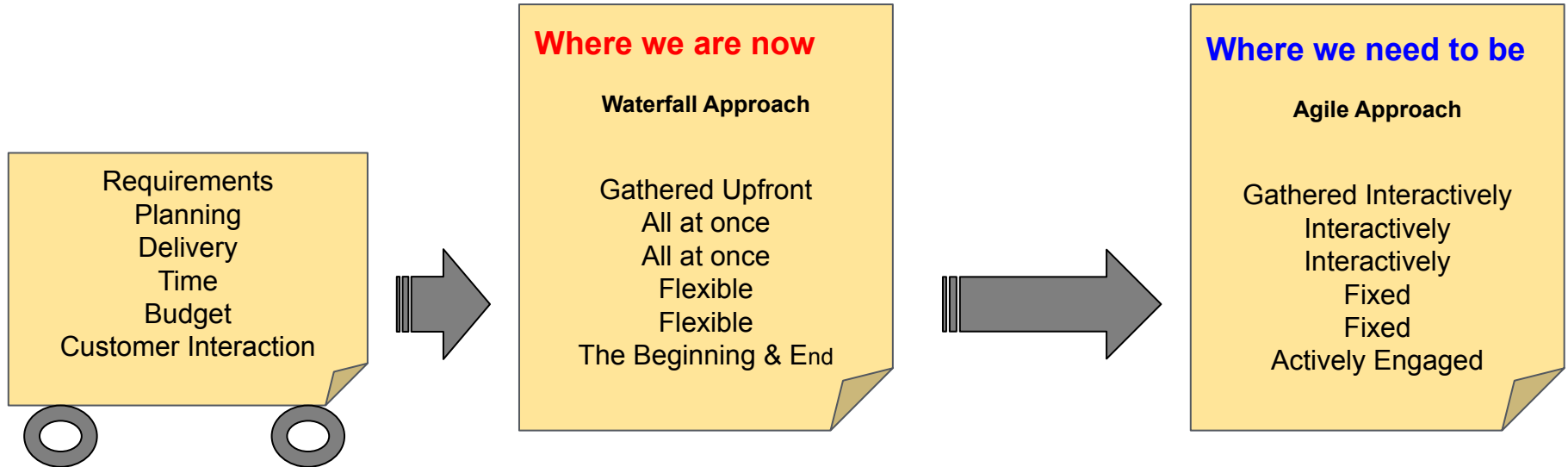
Top quality product	Client/User-involved testing allows for greater products. Changes can be made iteratively
Increased customer satisfaction	Involving the customer in the decision-making process ensure high customer value and feedback, which promotes customer satisfaction and retention
Superior and balanced control	Transparency, feedback and integration allow project managers and stakeholders to stay current with situations throughout all phases
Improved predictability	Sprint Backlog and Burndown Charts offer greater visibility and predictability. Easy risk assessment.
Less Risks	Small Sprint with focus on continuous delivery
Expanded Flexibility	Teams work in smaller groups with constant feedback from the PO/customer. Short cycle.
Improved team morale	Self-organized and self-managing with increased autonomy.

Agile Mindset and Anti-Patterns

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Anti-Pattern	Evidence and Result
Requirements were gathered and scheduled with all-at-once approach	As a result, delivery has a long schedule of 18 months. Whole or nothing mindset.
Quality standard was not properly and transparently defined for the project project	That resulted in no established uniformity in coding standard by onshore and offshore developers.
The team did not create an environment that allow transparency within and across with stakeholders	As a result, there is significant lack of trust and camaraderie among team members
There is no sharing of knowledge among team members to allow faster finalization of projects	The absence of which resulted in lack of knowledge transfer between teams members
There is no collaboration of any kind among team members and cross-functional stakeholders.	The Product Manager makes planning upfront and he is detached from the developers.

The New Mindset is Agile !!



New WorldVistz software Value-Oriented Delivery

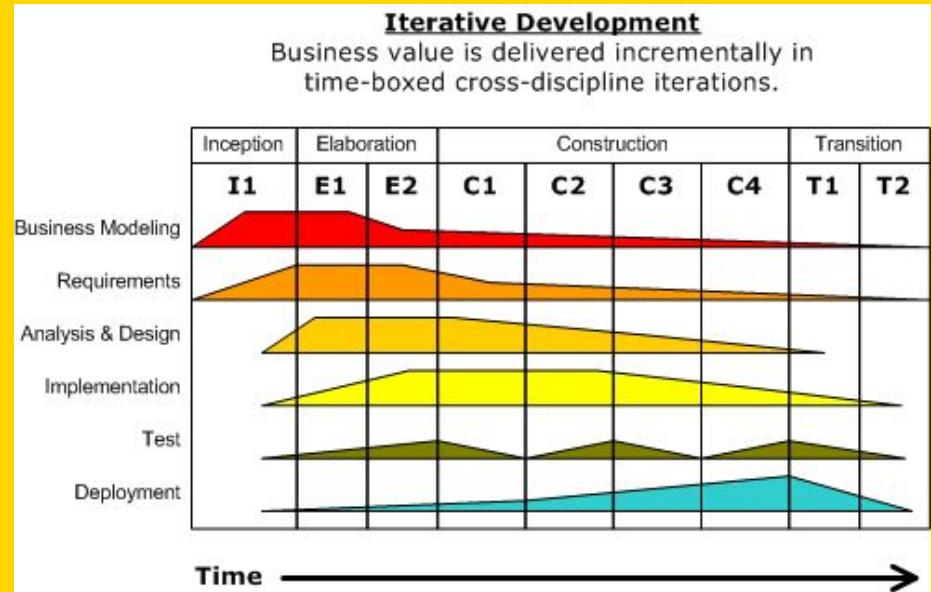
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Incrementally



AND

Iteratively



Increasing our soft skills through training for all

1. Work Ethic
2. Creativity
3. Communication
4. Problem-solving
5. Adaptability



Skill Gaps or weaknesses in the team

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	Individual Actual Skill set	Agile Required skill set
Jane Doe / Project Manager	Project Manager with traditional software development life cycle skill	Agile SDLC methodologies and processes. Scrum Framework values and principles. Scrum Agile leadership
John Smith / Product Manager	Product manager developing requirements in detail for long-term planning	Agile values and principles. Product Ownership. Incremental short-term planning and delivery. Understanding of product ownership and iterative delivery process and transparency.
Jim Brady (USA) Nathan Connor (USA) Venkat Ragu (India) Ali Khan (India) / Developers	Software developer	Scrum Agile principles. Sprint; Self-organizational skills sets and collaborational methodologies. Incremental solution delivery. Transparency
Katty Qualls / Tester	Traditional Waterfall Tester. All-at-once	Scrum Framework Agile values and principles. Sprint process, Agile testing management. Incremental releases'

The Necessary Scrum Framework Roles/Team

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Role and Team Member/Coaching opportunity	Justification
Jane Doe/Facilitator Her focus should be on facilitation and not planning/assigning work as she wants Jane should promote the Agile mindset of being self-organized and self-directed to allow self autonomy.	<p>Her background and ego could be a deterrent since she is accustomed to having total control on who does what, how and when.</p> <p>Should not impede independence of the team. Strive to enhance creativity, which will help assess performance.</p>
John Smith/Product Owner PO should listen and pay attention to inputs from the Agile team. Collaborate and be transparent. Be the voice of the customer(VOC) and get feedbacks and incorporate into requirements. Maintain and set proper priorities for Backlog.	<p>Having operated in an environment with departmental and process boundaries, it could take some time for him to adjust to the new Agile ways.</p> <p>Should not detach himself from the developers in order to embrace and encourage openness for better feedback.</p>
Venkat Ragu(India)/Agile Team Member Should allow developers to develop cross-functional skills, as well as work to collaborate with onshore and cross-functional team proactively with business.	<p>Develop incentives for knowledge sharing within the team and promote knowledge-transfer..</p> <p>Collaborate to establish and adopt Agile coding standard across the board for consistency</p>

Identified Training for WorldVistz team

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The Agile Framework
Methodology

All Team Members

The Scrum
Framework

Scrum Team
Scrum Master

Agile Project
Management

Product Owner
Project Manager
Business Analyst

The Agile Software
Development Life Cycle

Facilitator
Scrum Master
Product Owner
Tester

Ceremonies and Schedule

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Ceremony & Purpose	Agenda	Schedule and Frequency
<p>Project Vision</p> <p>Business leaders articulate the business need that is intended to be achieved.</p>	<p>Establish the product vision, goal or objective. A statement of purpose. Purpose of the organization. Purpose of the product. Who is the sponsor/stakeholder</p> <p>Provide justification for the investment. Baseline for moving forward</p>	<p>time-boxed to 1 hour and occurs once per project.</p>
<p>Daily Stand-up</p> <p>Team synchronizes activities and creates a plan for the next 24 hours;</p>	<p>Each team member answers 3 questions: What did I do since the last time we met? What do I plan to accomplish today? What impediments am I encountering?</p>	<p>Usually held daily (preferably in the morning); time-boxed to 15 minutes.</p>
<p>Sprint Planning</p> <p>Scrum Team conducts Sprint Planning to determine WHAT can get done over the next Sprint and HOW</p>	<p>Potential Sprint Goal</p> <p>Product Backlog sizing</p> <p>Sprint Capacity planning</p> <p>Backlog selection</p> <p>Backlog tasking</p> <p>Sprint goal</p> <p>Review and wrap</p>	<p>This can occur a few times per Sprint; time-boxed to a total of 8 hours per Sprint.</p>

Missing Agile Principles / Which ones to adopt

What we need

and

what they offer to WorldVisitz

Control over the empirical process	Offers transparency, evaluation and adaptation to the team
Self-organization	Gives independence to the team, will enhance creativity and asses performance
Collaboration	Brings awareness and clarity. Everyone is on the same page with scheduled releases
Value-based prioritization	Gives priority based on value and importance to the end-users and company for order of completion
Timeboxing	Allow tasks to be determined during sprint planning, which is monitored and discussed daily in standup
Iterative development	Requirements will be constantly revised and adjusted. Software development activities are repeated and reworked for the best product

Recommendation

- I recommend the Scrum Framework for WorldVisitz because of its benefits, as well as cultural impact on the entire organization's approach to software project management.
- In order to help the teams to embrace the Scrum Framework, understanding the framework values, rules and principles should come first. Then, start transferring the ownership of the process to the teams by focusing their attention on roles and ceremonies.

How Scrum Framework will help worldVisitz address some of the issues

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Problem/Concern	Scrum Framework Advantage
Current detailed requirements and specifications document has an 18 months' estimate for project delivery.	<p>"Deliver working software frequently, from a couple of weeks to a couple of months, with a preference to the shorter time scale."</p> <p>Agile incremental short-term frequent delivery approach will eliminate the 18 months wait time. We must deliver value timely and frequently</p>
Lack of knowledge transfer between team members	<p>"The most efficient and effective method of conveying information to and within a development team is face-to-face conversation."</p> <p>Often times, lack of communication between team members leads to lack of knowledge transfer. Adopting Agile face-to-face conversation within will definitely improve the situation . Also, culture of trust and respect.</p>
Lack of trust and camaraderie between	"Agile Frameworks promote trust and respect

References

[Agile methodology](#)

[Scrum Framework Ceremonies](#)

[Release Planning](#)