

Management

Principles and Practice

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Politics

Meaning of things Common good Relevant and Beautiful



Integrity

Say what I'll do it and do it



Responsibility

Do not rationalize, fix it



Partnership

Job not done until everyone's job is done



Respect

Everyone has a voice

Activities

Strategy (3 - 5 years)

A prioritized list of market opportunities and challenges, essential to the company's survival, within 3 to 5 years; renewed yearly.



Objectives (next 4 quarters)

The objectives the company chose to address within the next 12 months to meet its strategy; renewed quarterly.



Tasks (next 12 weeks)

The taks my organization committed to address within the next 12 weeks to meet the organization's yearly objectives; renewed monthly.



Backlogs (next 2 weeks)

The tasks the each scrum team committed to address within the next 2 weeks to meet the organization's quarterly objectives; renewed every two weeks;





Process

Intra-team: OKR. Agile, Pull Request, etc.)

Inter-team: OKR, Technology Xfer, Objectives, Strategy)



Tools & Technologies

Work: JIRA, GitHub, Travis, Docker, Kubernetes, etc) Products: JAVA 14, Spring 6, NPM 7, Angular 9, etc ...



People

New: mentoring **High Performers**: Motivate aligning their work with high priority Strategy and Objectives

Poor:

- Results: track, engage gently
- Behavior: engage gently and on the spot, cannot allow it to become norm;

OKR & Agile This is a subtitle placeholder







OKR and Agile

A process to align work with strategy and deliver customer value

Manifesto for Agile Software Development

We me uncovering better ways of developing software by doing it and helping others do it Through this work we have come to value

Individuals and interactions over processes and tools Working software over comprehensive documentation Customer collaboration over contract negotiation Responding to change over following a plan

> That is, while there is value in the items on the right, we value the items on the left more.

Results



Derive our objectives from corporate strategy and deliver results that add customer value

Agile



Self organized and sufficient teams, use an interactive collaboration approach to build software in short cycles, adding business value at each cycle.

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THANK YOU