



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

3

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 tasks 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



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.

@googleslides



THANK

YOU