

## Action Plan based on SWOT Analysis Worksheet

### Key Roles Required

Key Role Requirement	Rationale
<b>Scrum Master</b>	Guiding the Scrum team and the organization in understanding and implementing Scrum principles, practices, and values
<b>Product Owner</b>	Essential for prioritizing features, gathering requirements, and engaging stakeholders effectively
<b>Cross-Functional Scrum Team</b>	The team will collaborate to deliver high-quality product increments during each Sprint.
<b>Stakeholders and Sales Representatives</b>	Their involvement throughout the Scrum process is essential to ensure that the team is addressing their needs and delivering value to customers.
<b>IT Team</b>	Ensure that technology improvements are delivered in a timely manner.
<b>Management and Leadership</b>	Provide the necessary resources, training, and support to ensure a smooth transition.

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### Training Needs Assessment

#	Key Skill and Competency Requirements to Implement Scrum at NAD Inc.
1.	<b>Scrum Expertise:</b> The Scrum Master should have in-depth knowledge and understanding of Scrum principles, practices, and ceremonies to guide the team and organization effectively.
2.	<b>Stakeholder Management:</b> The Product Owner needs strong stakeholder management skills to effectively gather requirements, prioritize features, and represent the interests of stakeholders.
3.	<b>Collaboration:</b> Members of the Scrum team should be skilled in collaborative teamwork, working together to achieve common goals and deliver high-quality product increments.
4.	<b>Effective Communication:</b> Stakeholders and sales representatives should be skilled in communicating their needs, providing feedback, and actively participating in Scrum events.
5.	<b>Technical Expertise:</b> The IT team should possess the technical knowledge and skills required to implement technology improvements and deliver IT services efficiently.
6.	<b>Change Management:</b> Strong change management skills are necessary for guiding the organization through the transition to Scrum and addressing any resistance to change.
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### Challenges and Recommendations

Key Challenges to Implement Scrum	Recommendations to Address the Challenges
<p><b>Resistance to Change:</b> Employees and stakeholders may be resistant to adopting Scrum, especially if they are accustomed to traditional project management methods. Change management and effective communication are crucial to address this challenge. Explain the benefits of Scrum, provide training, and involve stakeholders early in the process to gain their buy-in.</p>	<p><b>Start Small and Iterate:</b> Implement Scrum gradually, starting with a pilot project or a smaller team. Learn from the initial implementation, gather feedback, and make continuous improvements based on lessons learned.</p>
<p><b>Lack of Scrum Experience:</b> If the organization lacks individuals with Scrum experience, the initial implementation might encounter difficulties. Consider hiring a Scrum consultant or coach to guide the team during the transition. Training and workshops can also help team members get up to speed on Scrum principles and practices.</p>	<p><b>Support from Scrum Coach/Consultant:</b> Consider hiring an experienced Scrum coach or consultant, especially during the early stages of adoption. They can provide valuable guidance and help navigate challenges.</p>
<p><b>Fragmented Communication:</b> Scrum emphasizes effective communication and collaboration. In organizations with siloed departments or fragmented communication, it might be challenging to ensure everyone is on the same page. Encourage open communication, hold regular cross-functional meetings, and use tools that facilitate collaboration and transparency.</p>	<p><b>Invest in Training and Education:</b> Provide comprehensive training and education to all team members and stakeholders involved in the Scrum process. This will ensure everyone understands Scrum principles, roles, and ceremonies, increasing the chances of successful adoption.</p>

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