



Enterprise Transformation Through Scenius

Roger
Survey



Stacie
Peterson



Bryan
Finster



verizon✓



usbank



Walmart *

“Scenius the intelligence and the intuition of a whole (community)... is the communal form of the concept of the genius.”

-Brian Eno

Where do Dojos come from?

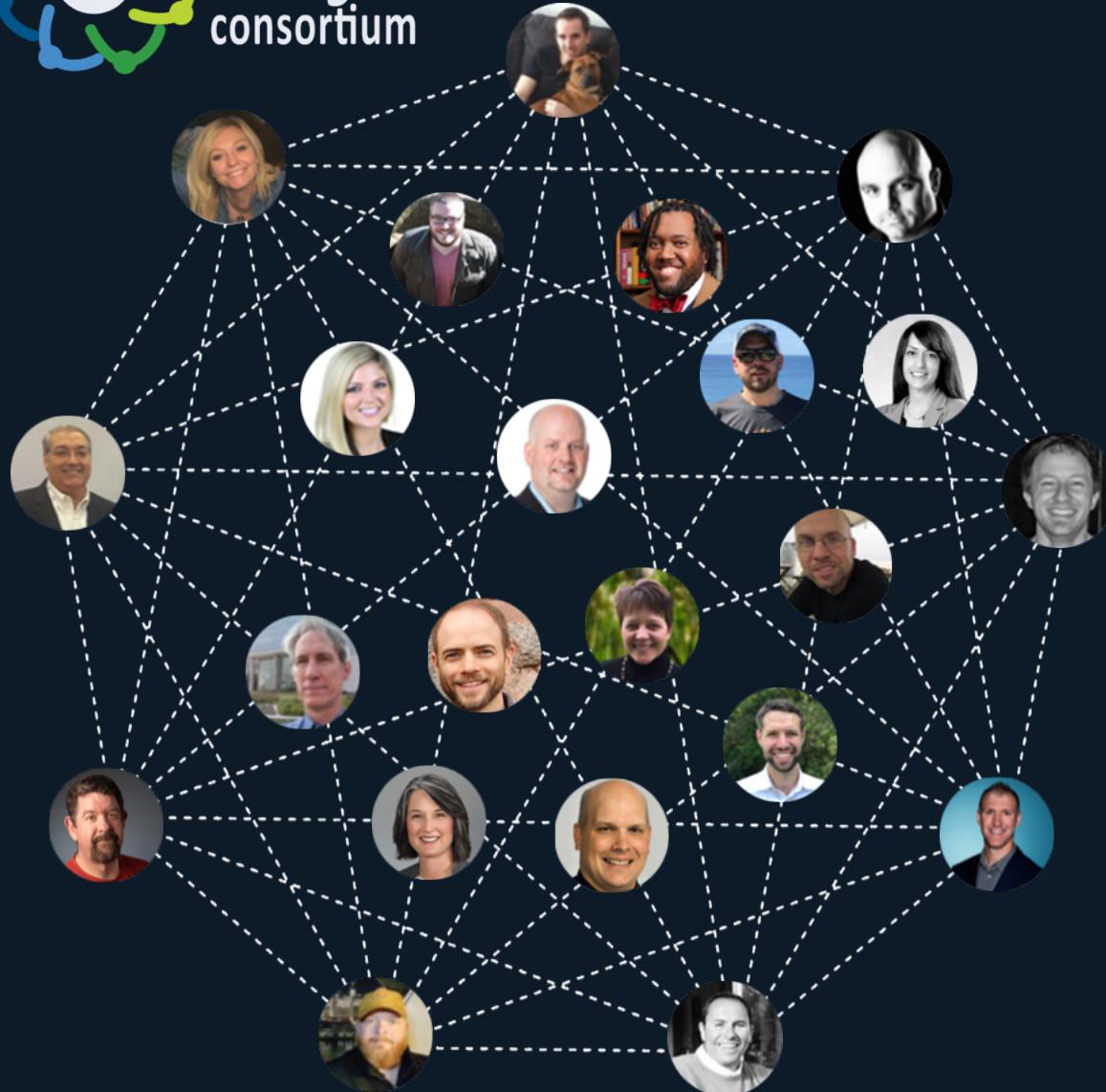




Started as an honest conversation leveraging personal relationships to share learnings and practices.

Our Beginning - A trio





Our Present

More than 100 practitioners
More than 40 companies

Continuous sharing

Continuous learning

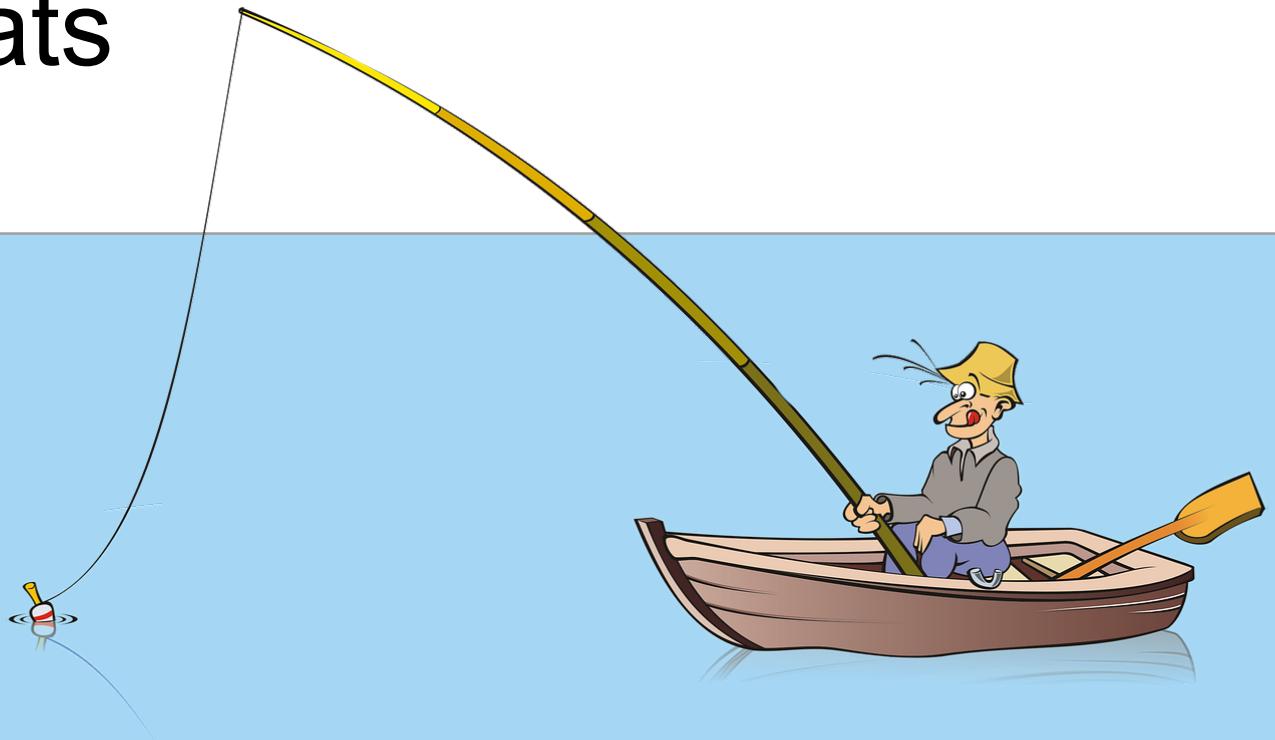
Scenius as a Service



Is Your Logo
Missing?



A rising tide lifts all boats



We're Building the community of practice



We Use 4 regular methods to build / grow our community of immersive learning practitioners.

Community Videoconferences (every 2 weeks)



Member On site Tours



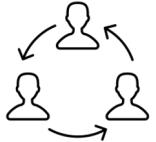
Annual Community Learning Event



Regional Meet-ups



What we do...



Sharing
Learnings



Discover
Shared
Solutions



Discuss
“the Place”



Build
Community



Develop
Tools &
Methods



Practice
Mentoring



Develop
Success
Measures

We build the Scenius of immersive learning in all that we do!

We're spreading the word about Dojos



David Laribee - Fostering the Third Way - Your DevOps Dojo

DevopsDays Columbus • 74 views • 12 months ago

Presenter: David Laribee Topic: Fostering the Third Way - Your DevOps Dojo Program link: ...



The Delta Air Lines Dojo Journey - Keanen Wold

IT Revolution • 750 views • 11 months ago

DOES18 Las Vegas – Delta launched a Dojo in June to bring together six transformation efforts to work directly with delivery ...



Fostering the Third Way Your DevOps Dojo

DevOpsDays DFW • 168 views • 12 months ago

In the DevOps Handbook, Gene Kim introduces the Third Way - The Technical Practices of Continual Learning. Enter the DevOps ...



Our members are sharing broadly with all we can reach inviting others to join the Immersive Learning DOJO Scenius

We're Establishing DOJO patterns and practices

Ross
Clanton



Jacki
Damiano



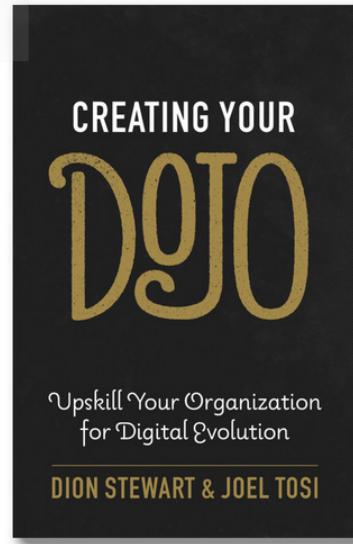
Joel
Tosi



Dion
Stewart

**THE DEFINITIVE GUIDE TO
CREATING YOUR DOJO AND
BUILDING A WORLD-CLASS
PRODUCT DEVELOPMENT
ORGANIZATION**

Coming Fall 2019



GETTING STARTED WITH DOJOS

A Dojo Handbook

The digital economy is here, and with it, organizations are facing an unparalleled rate of change. Enterprises are having trouble keeping up in order to sustain market relevancy. Dojos can be a uniquely powerful vehicle for accelerating transformation. This paper walks organizations through the principles of a Dojo and gives guidance on how to set up Dojos at your company.

"Creating Your Dojo: Upskill Your Organization for Digital Evolution" is for transformation leaders, coaches, and consultants interested in creating a dojo.

Our goal with this book is simple – we want you to be able to start up a dojo within your organization. We give away all of the secrets we've learned in the last five years helping organizations create dojos, grow dojo coaches, upskill teams, and evolve into learning organizations.

If you already work in a dojo, this book will help you ensure your teams are getting the

Our members are documenting the best practices and innovative patterns and publishing the Scenius for all to Share – Seeding it to others

We're Mentoring New Practitioners – Fostering Adoption



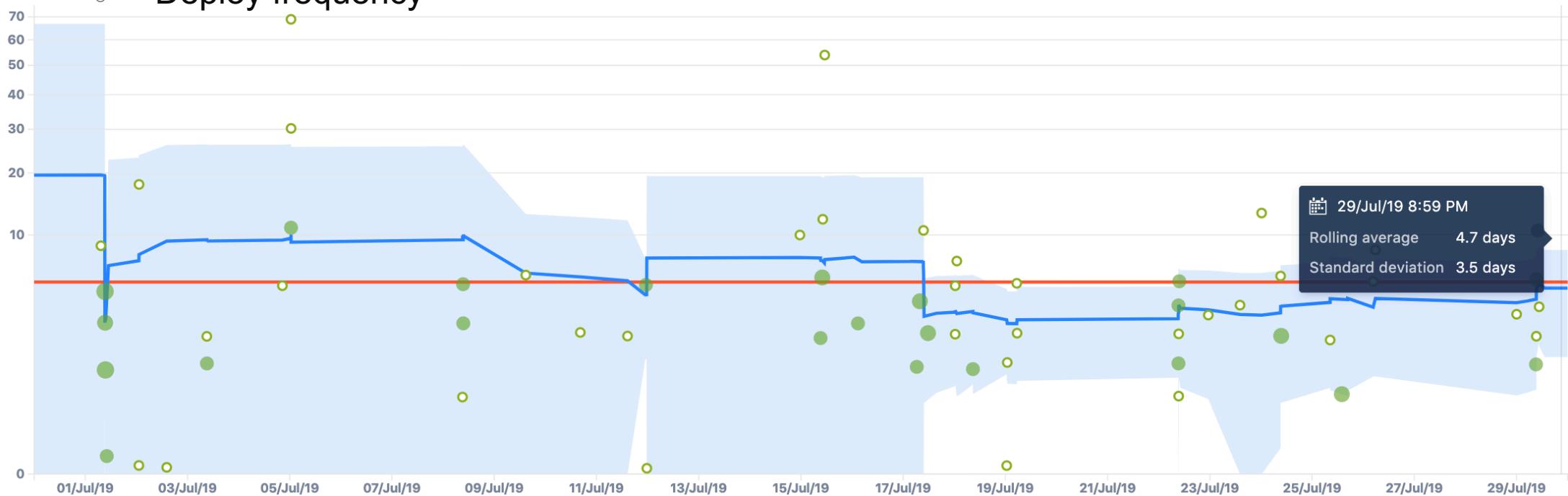
Established Practitioners Mentor those beginning their journeys to grow the adoption seeded

We're Measuring our Scenius' Success

Metrics Drive Improvement



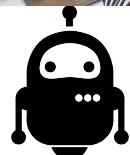
- Reduce batch size
 - Development cycle time
 - Commit frequency
 - Deploy frequency
- Measure outcomes
 - Change fail rate
 - Customer satisfaction



We Make more awesome!

verizon[✓]

In Less than two months



NetRobo Team

**Delivered
Multi-Million
Dollar Product
enhancement**



Saved \$2M/yr



Saved \$280K/yr

Defects

Before	After	Cost
400	150	~\$325k ~\$125k



**Drove 150%
improvement in
team metrics**

Deployment

Before	After	Cost
9.0 days	2.5 days	~\$125k ~\$30k

We Make more awesome!



In less than one month, a customer focused app for mobile lending was developed.

Ideation session

Two hand-drawn wireframes. The top one, labeled 'DESK TOP', shows a desktop interface with sections for 'PRODUCT NAME', 'NEXT STEPS', 'UPCOMING', and 'COMPLETE'. The bottom one, labeled 'MOBILE', shows a smartphone screen with similar sections and some handwritten notes like 'Completed' and 'Incomplete'.

Developed in UAT

A screenshot of the 'QUICK LOAN APPLICATION HUB' application. It shows an 'Application progress' bar at 10% complete. Under 'Quick loan details', it lists 'Product type: Term loan', 'Business name: ABC Company', 'Name: Taylor Addison', and 'Loan amount: \$10,000'. There are sections for 'Upcoming steps', 'Completed steps', and 'Completed steps' (including 'Credit application', 'Background information', and 'Financial obligations'). A large grey arrow points from the ideation section to this screenshot.

A pair of red low-top sneakers with white laces and soles, positioned at the bottom left of the diagram.

A small blue icon in the bottom right corner, resembling a folded piece of paper or a clipboard.

U.S. BANK | 16



Our Scenius At Work

Three Stories of
Growth

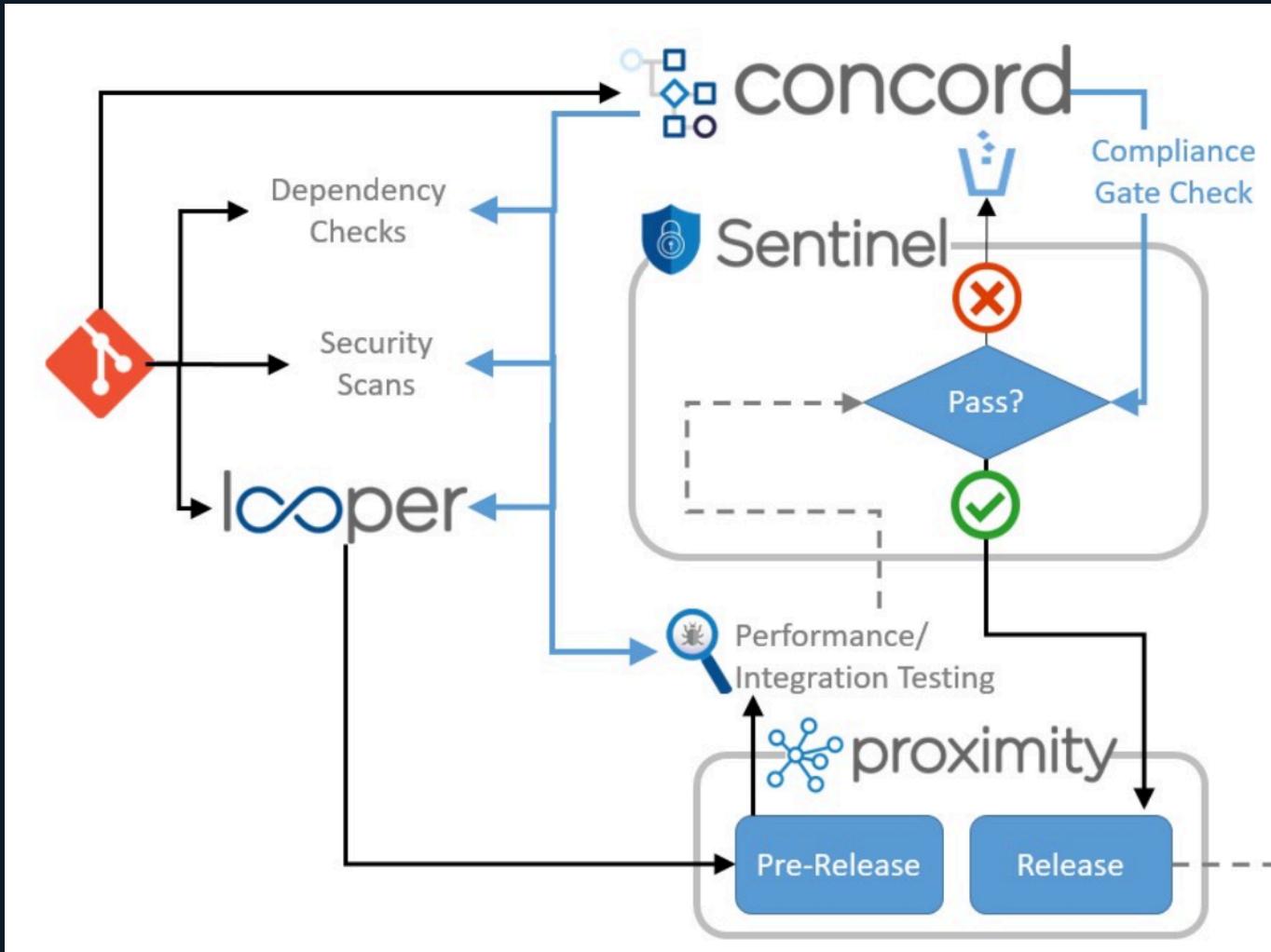
verizon✓

usbank®

Walmart *

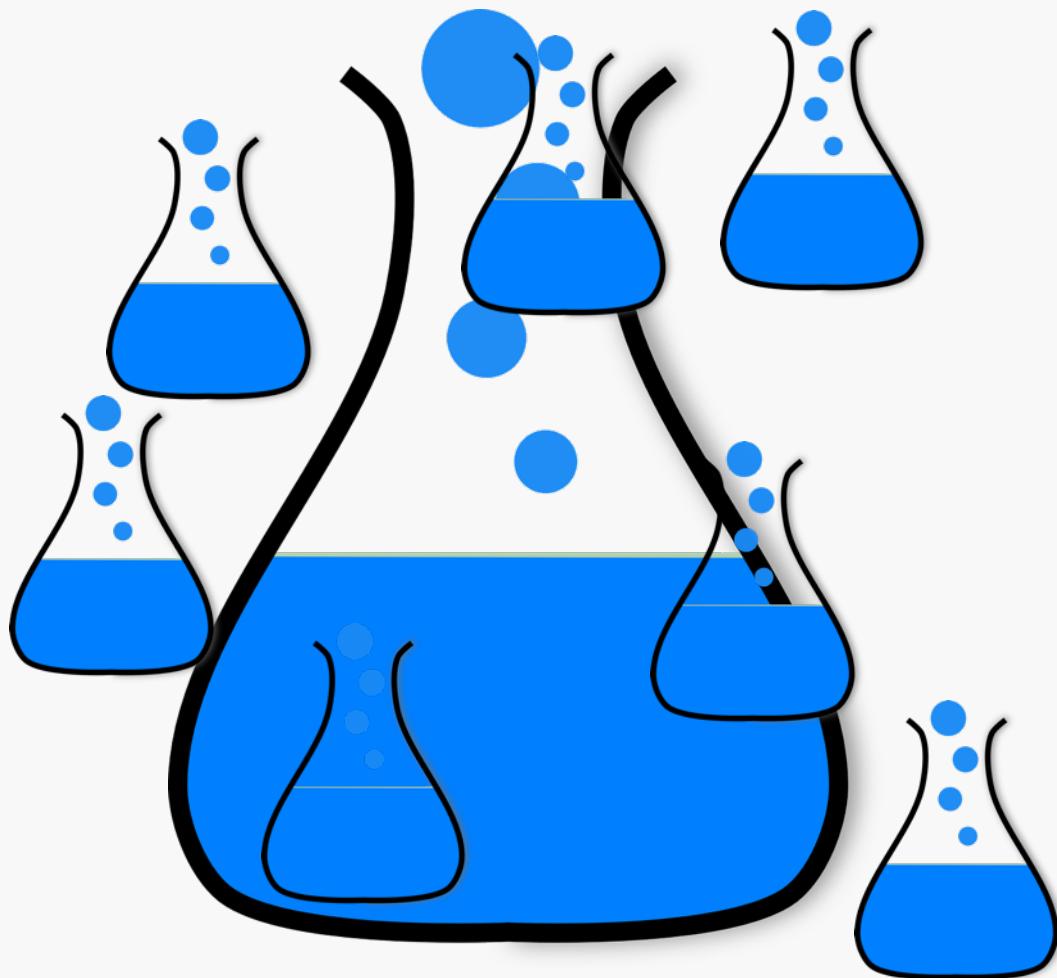


2017



Unified delivery platform
Community of interest
Gamified metrics

Horizontally scaling experiments



“What’s working?”

“What’s not working?”

“Why?”

“Has anyone tried this?”

Conversation: \$

Execution: \$\$\$\$\$

The **verizon**[✓]DOJO

Adopted the “Target” Model

- 6 Week Challenges
- Full Stack Teams
- DevOps / Agile
- Verizon Twist

“A Few Wrinkles, new perturbations”

Community Guidance Sought

- Growing Pains Shared
- Participation Success Factors
- “Pull Model” Lessons Reviewed
- Evolved patterns Adopted



What did we learn?

- That which is **measured** and reported **improves** exponentially
- **Leaders need to share the team's journey** to avoid recidivism
- There is **strength in Community**, The Consortium's Scenius has suggestions and answers
- Find what **works best for you!**
- **Share your successes and your failures** with the community



Evolution, New Patterns developed and became **verizonJO 2.0**



The Experience Studio

Defining new ways of working:

Physical spaces, a community of teams, a collection of Agile, Product and Engineering practitioners

Real
customers
walk in

Business
driven
strategy

The teams
can stay

Risk and
Security are
embedded



Unique features from other Dojos



What did I learn?

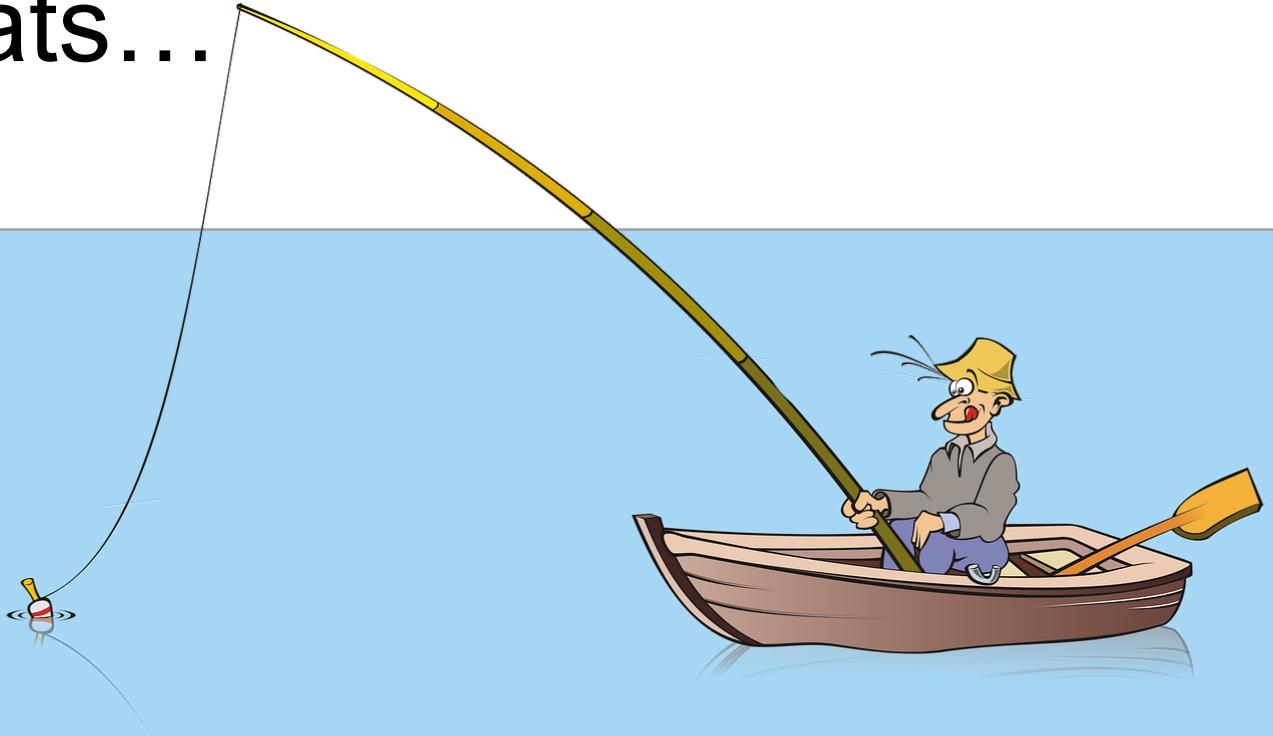
- **Transformation** doesn't look the same for every company (or every team)
- Have a "**Why**" **Story**
- **Leadership mindset** is key!
- **Product** over project
- **Get business buy in** to define it together
- **Culture and trust** can be impediments or accelerants
- Build an **engineering culture**





Learning at the speed of
contribution

A rising tide lifts all boats...



How are you **empowering** your teams and
incenting your organizations to change?



We need your help



DojoConsortium.org

bit.ly/dojoco