0:00   [MUSIC] Congratulations on the reaching another milestone. You only have one more modular before diving into the Capstone Project. In this module, you will learn how to scale agile across an organization. You will learn what pitfalls you may encounter and how to avoid and overcome them. You will also look at the case studies of companies that have been successful at applying agile. First, let me refresh you on a few things about agile, agile and project management is a philosophy that allows businesses to move at a sustainable fast pace. Being innovative, and flexible as new opportunities arise. It's focused on supporting the creativity of people through the structure off self organizing teams.

0:52   These teams consists of motivated individuals who are focused on delivering the most value to the customer. These teams have supported by agile leaders who follow servant leadership philosophy. Agile philosophy is based on 12 principles. Focus on customer satisfaction through early and continuous delivery of software, welcomes changes to requirements requested by the customer, delivering increments infrequent springs of work. The primary measure off progress is working software, business functions and developers must collaborate throughout the project.

1:37   Trust teams of motivated individuals to get the job down support them in their work.

1:43   Face to face is the most effective mode of communication. A balanced, sustainable pace of work, frequent refinement and the excellence come before detailed documentation.

1:58   Self organizing teams are the heart and soul of agile key to success is prioritizing work and only completing the tasks that are most important. The team is empowered to say no to product features or tasks that don't add value. Team reflection occurs at regular intervals. The team continuously fine tunes its behavior. These 12 principles are rooted in the four core values of agile manifesto.

2:28   We're uncovering better ways of developing software by doing it and helping others to 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 your plan.

2:53   That is, while there is value in the items on the right, we value the items on the left more. And agile leader is a person with a growth mindset, and agile leaders subscribes to the servant leadership philosophy. They empower teams and organizations to observe, experiment and innovate. An agile team is a self organizing team of motivated individuals, this team is focused on delivering the most value to its customers in the shortest time possible, these individuals were collaboratively to evolve the team's behavior. They do this by taking time to collectively reflect, make necessary adjustments in how the team functions and continuously strive to be better agile organizations are variable and dynamic with a flexible structure, they're nimble in their response to change. They're defined by the agile style of leadership, which sets the vision direction and empowers its agile teams to figure out how to execute that vision.

3:59   Even though these organizations are dynamic, they're stable in their methodology.

4:05   Some people may believe that agile organization disregard structure, rules, documentation and processes. This isn't correct. Agile organization subscribe to a specific philosophy which allows for creative freedom, exploration and innovation within x structured methodology. To lead your organization to success in adopting agile, you must understand a few things. First, you must understand what agile is and is not. You must also understand psychology, and you must have an arsenal of change management models available to you, all of which we have covered in the specialization. The process of becoming agile is a process of transformation. You need to plan accordingly. Thorough upfront preparation and patients are your two best friends when it comes to setting in the organization up for success when facing change. As we discussed previously, before you do anything, you have to understand where your organization is today by completing an analysis of the current state, you will also need to lay out the future state off where you would like to be. Then you will compare it to the current state to see the gaps and opportunities you will want to identify possible quick quince before you begin taking any action.

5:28   Now that you're up to speed on the main points relevant to scaling agile, lets get sorry for the module. Thanks for watching. I'll see you in the next video.