

[MUSIC] As we discussed in the previous module, an Agile transformation map is a one page document that captures key pieces of information, envision statement, metrics, timeline inputs, and identified or known risks. There are three dimensions or levels of transformation we're planning for in this capstone project. We're now ready to approach the organization level.

- 0:28 This one page view is beneficial for alignment and identification of areas of overlap. We want to ensure that we're moving in the same direction in all three areas.
- 0:39 The goal of each one is to support the other two.
- 0:43 In this module your task is to complete the third and the final column of the transformation roadmap.
- 0:49 First, you have to create an envision statement for the organization. To refresh you on how to create an envision statement, please revisit video on envisioning. An example of the envision statement I have created is, our goal is to scale Agile across the enterprise to optimize business processes and better support our Agile teams by February 2023. It includes three elements, what, why, and when. The what part encompasses scale Agile across the enterprise. It is followed by the why part, to optimize business processes and better support our Agile teams.
- 1:30 The statement is concluded with the when part, by February 2023.
- 1:36 I prefer creating a longer term envision statement when working with Agile teams because it reduces the time spent in planning.
- 1:44 For example, it's not uncommon to create a project envision statement for 90 days, six months, or even a year. Did you notice that the envision statement does not include the how part? This is important. You don't have to know at this point in time exactly how you will make this vision happen. All you need to know is what your goal is. The envision statement does not have to be perfect. A lot of times teams get caught up or delayed looking for the perfect wording. The envision statement has to be simple and make sense to anyone unfamiliar with the project.
- 2:19 Next let's look at the metrics section. How will you know that you're making a difference and moving in the right direction? For an organization scaling Agile examples of metrics include employee Agile knowledge ratings, which you'd get by conducting a survey, a number of Agile teams, or the number of departments that adopted Agile.
- 2:44 Timeline inputs are the next row of the form. These should be longer term ranges, which indicate the beginning and the end date.
- 2:51 As we discussed in the team module, knowing these inputs will allow you to create the Gantt chart. In my case, my day trainings will be starting in December, 2020 and ending in February, 2023. To calculate duration, subtract the finish date from the start date, this will be the duration in days.
- 3:10 If you'd like to create the Gantt chart in Excel, please watch the next video tutorial. As we discussed earlier, please note that the next row in the table captures any potential risks we know could get in the way of our goals.
- 3:24 For my organization, I will list shifting business priorities, changes in leadership, along with unexpected events and unforeseen risks. The first two can be sufficiently addressed and mitigated through proper change management. For unknown and unforeseen risks, we will have to keep a close eye on changes that come up in the future. The notes section is there for you to enter any additional relevant information. I will add benchmarking against Apple and Disney, and scheduling a call with my contacts at Spotify to discuss their experience and the lessons learned from scaling Agile. Now it's your turn to fill out the form and create the Gantt chart.