

10 Reasons Why Agile Struggles in Large Organizations

1) Silent Skepticism:

Quiet resistance from people who outwardly conform to Agile practices but internally are skeptical.

2) Process Without Mindset

Teams use Agile tools and processes without fully embracing the Agile mindset.

3) Punishment Culture:

Fear of failure or preference for command-and-control leadership ignores Agile preference to **team autonomy.**

4) Informal Hierarchies

**People with unofficial power
(mostly legacy SMEs) subtly
undermine Agile's flat team
structures.**

5) Agile-Traditional Confusion:

The coexistence of Agile and traditional methodologies in the same organization creates confusion and dependencies on legacy systems.

6) Misaligned Adoption:

Different departments or teams adopt Agile at varying speeds, leading to misalignment.

7) Hidden Bottlenecks:

Dependencies and flaws that aren't visible until Agile stress-tests the organization's workflows.

8) Employee Burnout:

Unnecessary push for continuous delivery **when not required** leads to employee burnout. Those who get burnt out **blame Agile.**

9) Overlooked Bad Code:

The rush to produce working software leads to accumulating technical debt that goes unnoticed until it becomes a problem.

10) Subtle Customer Disengagement:

All delivery and no discovery leads to less customer involvement.

This leads to “right making” but at the cost of “making right”.

Agile is blamed in long run.

These are the 10 reasons.

But, that's not it.

**These are also the 10 steps you
can take (in sequence) to fix
Agile adoption in large orgs.**



Thanks For Reading!

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