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# What models are companies using for agile transformation?

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Are you looking for agile transformation? Pondering on which model to use? Then this post is for you.

Transformation is marked change in form, nature and appearance.

**Agile transformation** of an organization is about **marked change in structure, policies, process culture and people (mindset)**. It cannot be brought in with just adoption of agile tools, techniques, practices and habits.

For an Organization, **Agile Transformation** brings **change** at five different levels of the business as depicted in the picture.

**Do you agree?**



Five levels of Agile Transformation

For an **agile transformation**, Organizations employ **proven models**. The **models** ensure good **structures are in place** and provide a **systematic way** towards the desired change **preventing** any **chaos and confusion**.

Some common models include **ADKAR, Kotter 8-Step Process for Change, Scaled Agile Framework (SAFe ®) and McKinsey 7-S**.

**ADKAR** is a **goal-oriented model** that is used to guide changes at both Individual and Organization levels. It helps in diagnosing where a **change is failing** and taking corrective action. This model is effective, easy and can be applied at various organizational settings.

**Kotter's 8-Step** process is a **change model**. It focuses on **changing behavior** of people and can be applied for all **top down** change processes. It is simple, defines clear steps

down once process has started, it's **difficult to change direction** and there is no room for co-creation.

**SAFe® is a scaling model**. SAFe® enables reaping benefits of lean agile development at Enterprise level.  As SAFe® is **designed for scaling**, it addresses all problems associated with scaling. One disadvantage could be its complexity.

**McKinsey 7-S** can be applied to any **organizational or team effectiveness issue**. This model considers **7 elements** and the **key** is to have these **aligned** and **mutually enforcing**. Before starting with this model, one need to inspect the current situation with respect to these elements and then define steps to take these factors to next level.

Let's take a look at these in some detail.

There are many other models that have been successfully used. We need to admit that, **No one solution fits all sizes**.  You agree with this right?

May be, that's why many organizations come up with their own model. If you are looking for your own hybrid model, my recommendation would be the following approach.

**1. ASSESS** - Think about the criteria and questions

**2. DEFINE** - Vision, Roadmap & Execution plan

**3. DECIDE** - Decide on Structured or Big Bang approach and execute

## Conclusion:

So far, I have discussed with you "Impact of agile transformation", "Prevalent models" and "My recommendations".

There is not one acknowledged way of agile transformation. My take here is, while there are many prevalent models and success stories behind them, we need to be pragmatic, assess our situation and adapt or define our own model.

I am sure, you have your story of agile transformation. Please comment and share here.
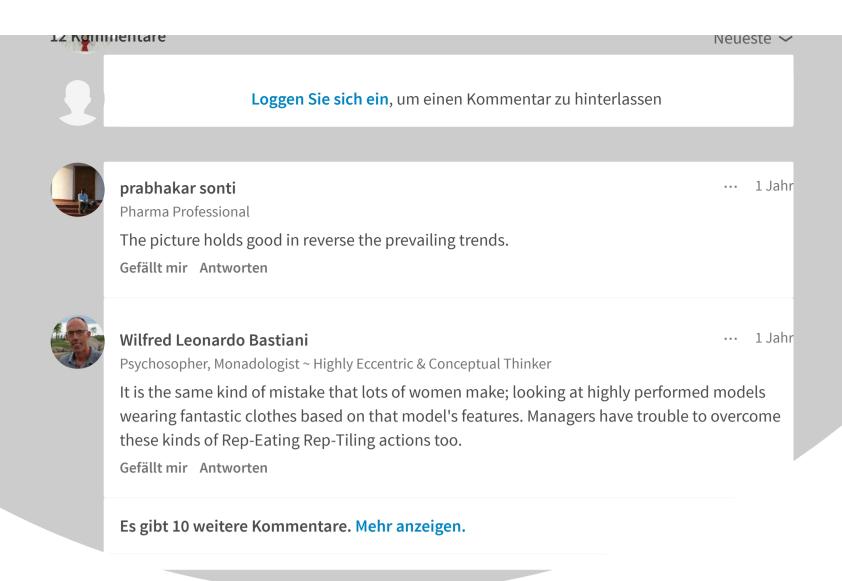
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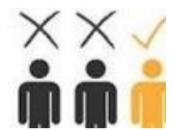4. Agile foundation and Lean software development  @ IPL – Prof. Aslam Hirani

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The picture holds good in reverse the prevailing trends.

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Psychosopher, Monadologist ~ Highly Eccentric & Conceptual Thinker

It is the same kind of mistake that lots of women make; looking at highly performed models wearing fantastic clothes based on that model's features. Managers have trouble to overcome these kinds of Rep-Eating Rep-Tiling actions too.

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