



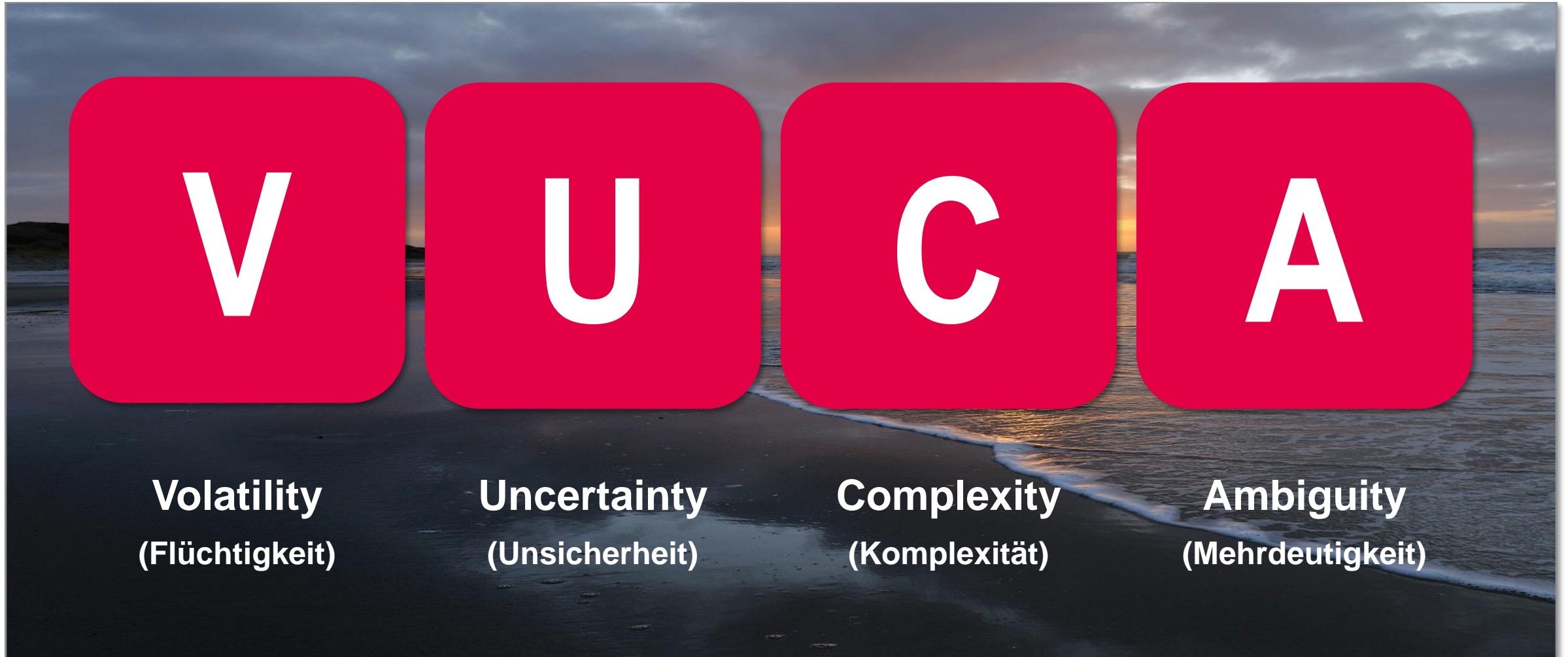
Agile Transformation Strategy

Road Map

Das Problem



Wir leben in einer VUCA-Welt



Wann funktioniert agil?

Agile Methoden basieren auf **crossfunktionalen Teams**, die alle Fähigkeiten haben, ein werthaltiges Increment für die Organisation zu entwickeln ...

Teams die über einen **längeren Zeitraum zusammenarbeiten** sind in der Regel produktiver als Teams die konstant im Forming-, Storming- und Norming- Status sind ...

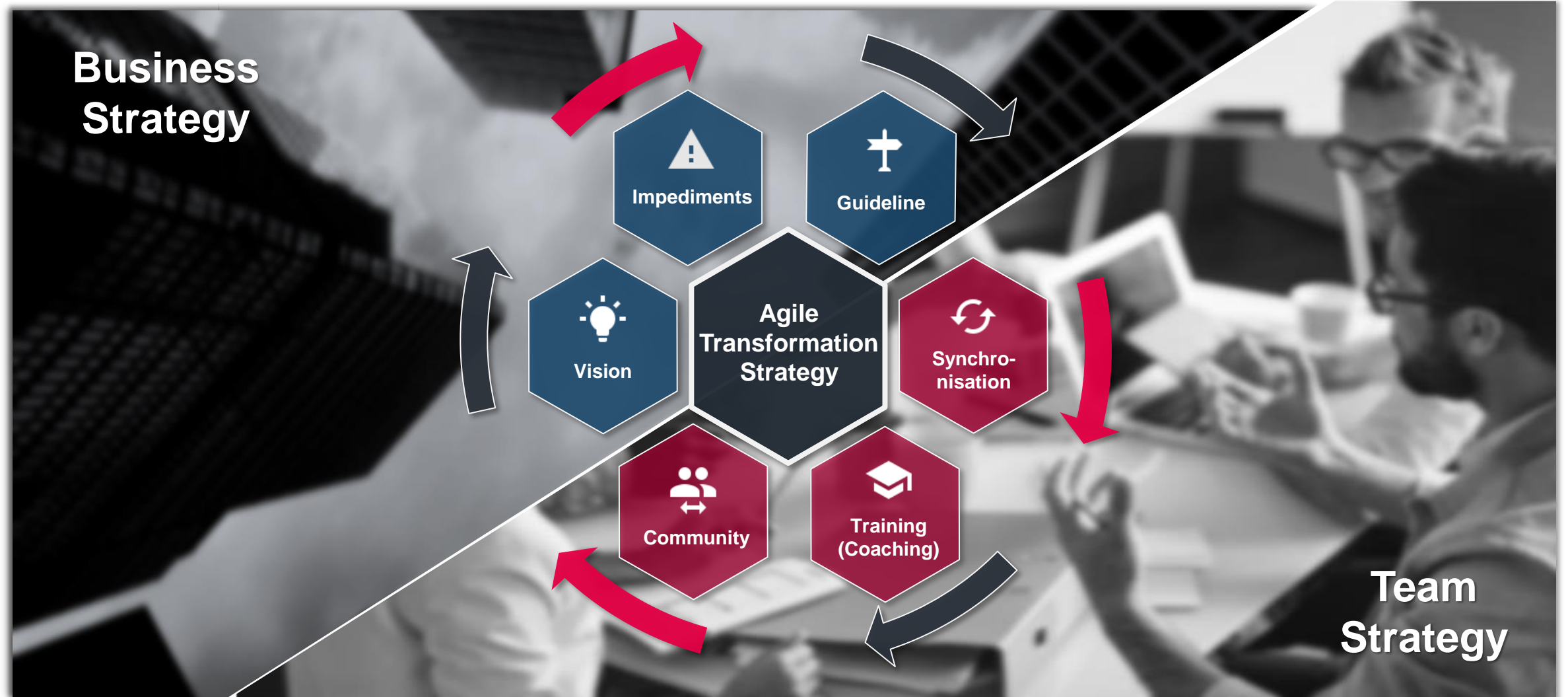
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Empowerte **selbstorganisierter Teams** sind in der Lage selbstständig Lösungen zu generieren ...

Delivery-Teams **fokussieren** sich auf das jeweilige Projekt (zeitlicher Anteil).

➔ mind. > 40 % (= 2 Tage / Woche)

Agile Transformation bei der MAN





Agenda

- 1 Vision**
- 2 Impediments**
- 3 Guideline**
- 4 Synchronisation**
- 5 Training (Coaching)**
- 6 Community**



Unsere Vision für MAN

Die agile Transformation schafft die Rahmenbedingungen für eine effiziente, moderne und selbstorganisierte Arbeitsweise bei MAN.

Die agile MAN ist ein Vorreiter für Agilität und Kundenorientierung. Sie begeistert ihre Kunden mit innovativen und genau richtigen Produkten zur rechten Zeit.

AGILE

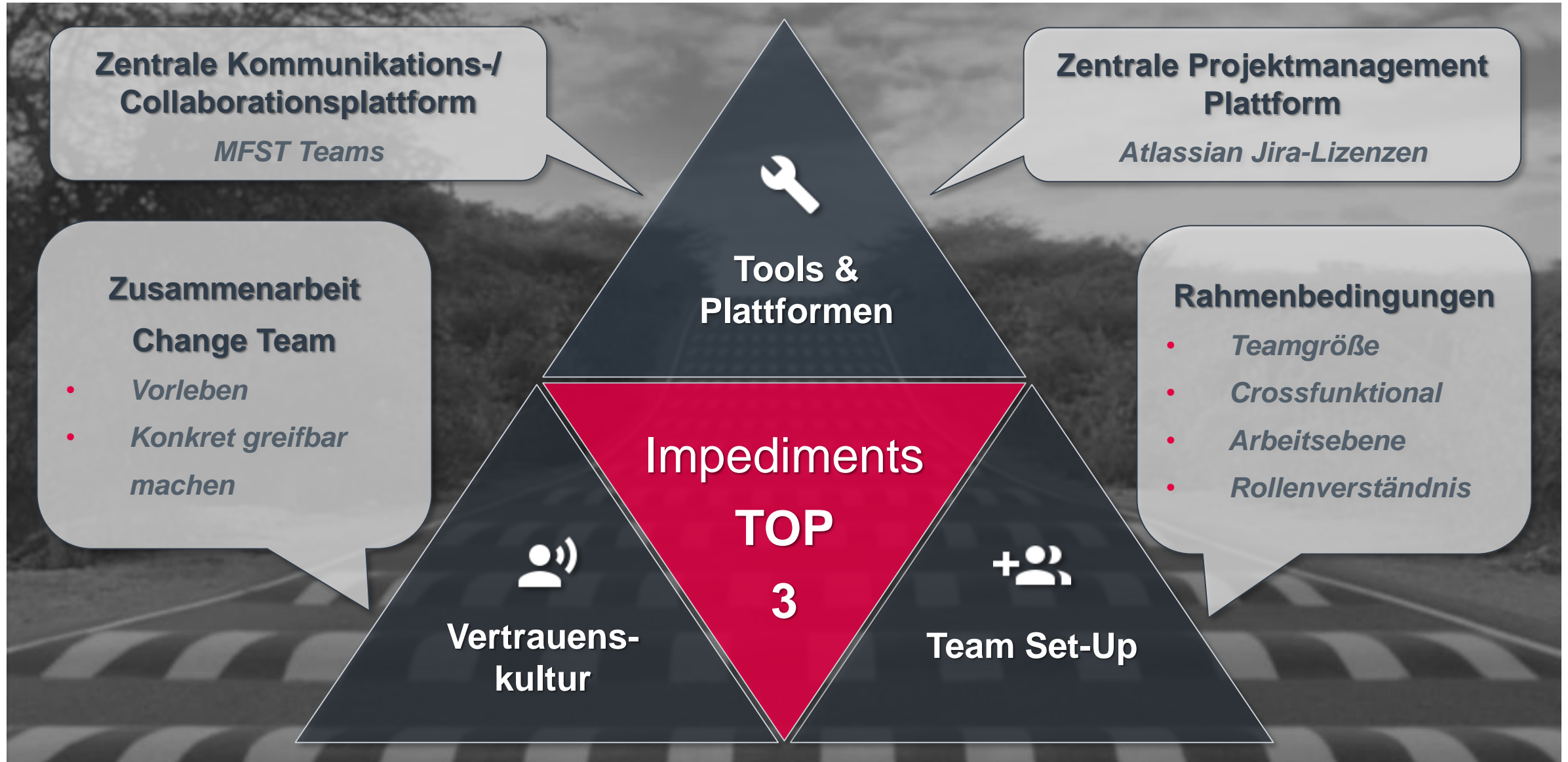
**Customerdriver
&
Co-Creation**

**Iteratives Vorgehen
(Liefern)
&
„kleine“ Schritte**

**Feedback
Loops
&
Daten**

**Prototyping
&
Testing**





Zusammenlegungs-Workshop

Wann: *Januar 2018*

Wo: *Workshopraum Zukunftswerkstatt (A47)*

Dauer: *3 Stunden*

Ziel: *Klärung der Zuständigkeiten*

Mögliche Teilnehmer:

- *GD*
- *GC*
- *FIO*
- *EZST*
- *HKA*
- *HKI*

The 7 Levels of Delegation

Distributed control in a complex system is achieved when authority is pushed into all corners of the network.

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However, people prefer not to "lose control". Therefore, in order to make them feel safe we must play along with the assumption that they have at least *some* control over their situation. That's why delegation can benefit from the use of the **seven levels of delegation**.



1. Tell

You make a decision for others and you will tell them about it. A discussion about it is neither desired nor assumed.

2. Sell

You make a decision for others but you try to convince them that you made the right choice, and you help them feel involved.

3. Consult

You ask for input first, and you take it into consideration, before making a decision that respects people's opinions.

4. Agree

You enter into a discussion with everyone involved, and as a group you reach consensus with each other about the decision.

5. Advise

You will offer the others your opinion and you hope they listen to your wise words, but it will be their decision, not yours.

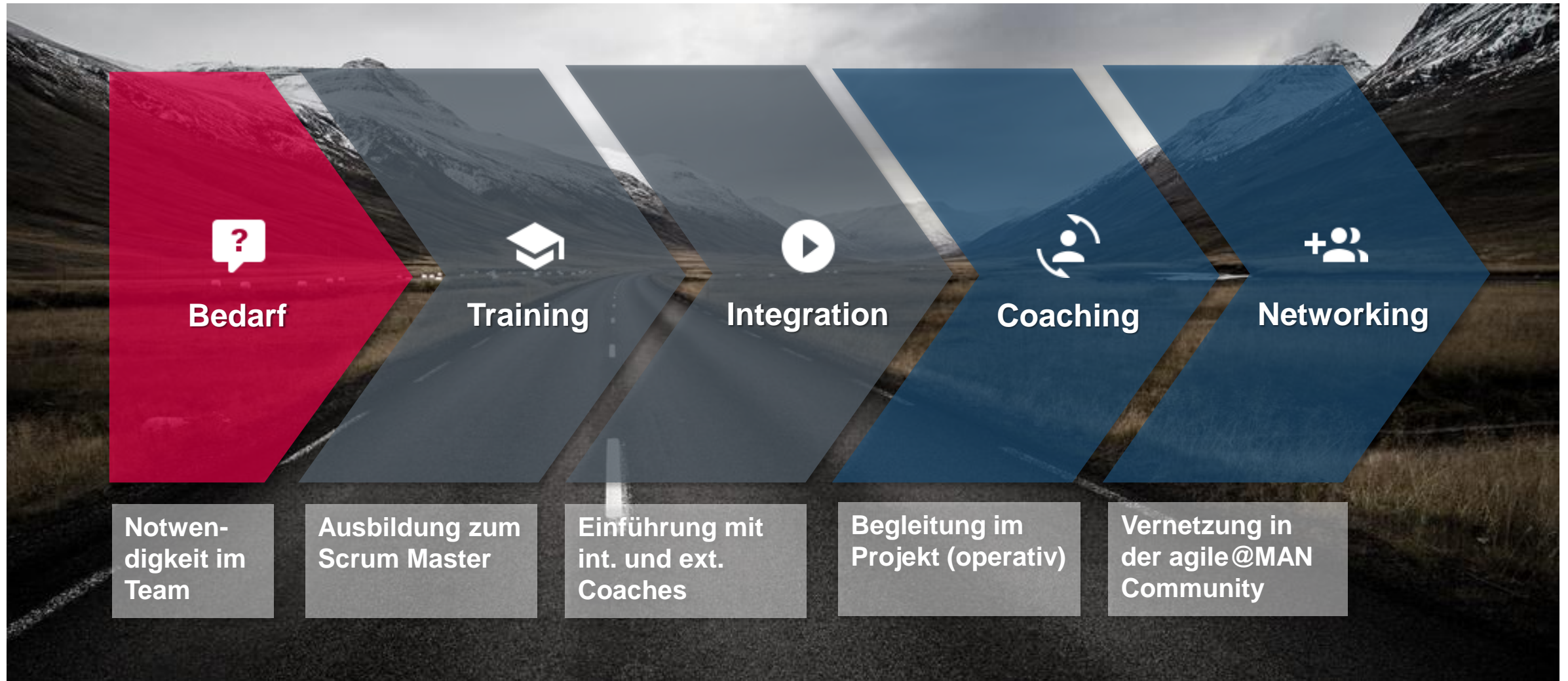
6. Inquire

You first leave it to the others to decide, and afterwards you ask them to convince you about the wisdom of their decision.

7. Delegate

You leave the decision to them and you don't even want to know about details that would just clutter your brain.

SCRUM Kick-Off



Community



Regelmäßige (Gesamt-) Community Events

- Nächster Termin KW 16
- Konsequenter Open Space Ansätze
- Gastvorträge

Errichten einer zentralen Plattform für den Austausch

- Kommunikation innerhalb der Community
- Spezielle Community of Practice (z.B. Scrum Master)

Methoden & Team Set-ups

A high-angle, night-time photograph of a wet steel truss bridge. The bridge's complex metal structure, with numerous rivets and beams, frames the scene. On the bridge, several vehicles are visible: a red MAN truck with a white trailer in the center, a blue MAN bus further ahead, a silver MAN van in the foreground, and a red pickup truck. The wet pavement reflects the headlights and streetlights, creating a shimmering effect. The overall atmosphere is industrial and dynamic.

STOP TALKING - KEEP DOING!

Thank you!

