

Successful Transformations

- Success stories
 - Medium-sized orgs with think middle-management lanes
 - Values of executives and developers are strongly aligned
- Individual transition in non-Agile team/org
 - Possible, but often end up with leaving
- Trend ...
 - Small companies like start-ups adopt Agile
 - Large non-Agile companies use Agile consulting companies for certain software projects

Coaching

- Coach is NOT trainer
 - Trainer inculcates the Agile values and teach the Agile principle
 - Trainer has short tenure
 - Trainer is often hired from outside the companies or teams
- Coach should be optional and
 - one of team members, may rotate among team members
 - act as team's conscience
 - not a manager
 - strictly internal to the team
- Scrum master - often project manager, not