

Agile Transformation in Large Org

A transition in values

- Executives are driven by the Agile values, but
- Middle-management structure in large orgs have very different values
 - safety
 - consistency
 - command-and-control
 - plan execution
- End up with organizational dilemma.

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