Don't scale Agile. 'Descale' your organisation.

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Scaling agile approaches



Alignment



Organisation

Autonomy

Consultants, Certifications & tools

Built in control

Do agile

Some examples but mostly 'new' companies
Built in resilience
Be agile

Domain group

Domain





Some History



- PMO
- Steering committees
- Long term resource planning
- Centralised functional teams
- Shared network resources
- Many different frameworks
- Days to do a release
- Volumes of policies
- Hot docking

Today



Domain









- Product / Feature Teams
- Multiple releases in a day
- 'Domain' Employees
- Own whole process
- Improving architecture
- Adapt quickly to changes
- Dedicated 'team areas'



Descale the company

Leadership

Product Development

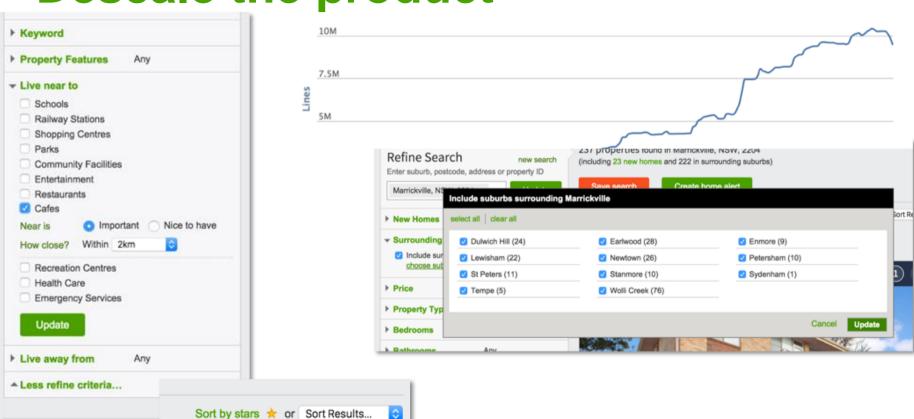
Mobile PMO Testing

UX / Design Ops Finance

HR Infrastructure

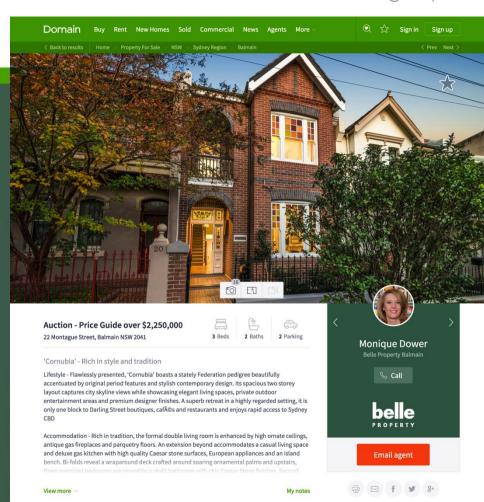


Descale the product

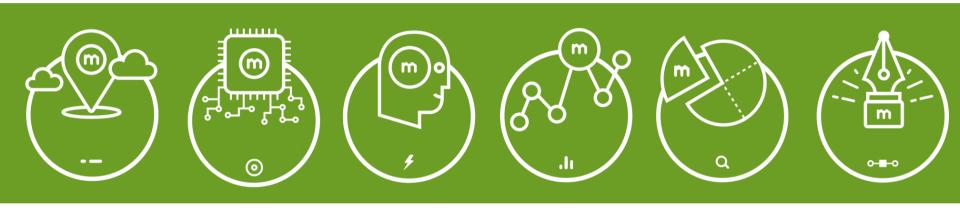


Domain group



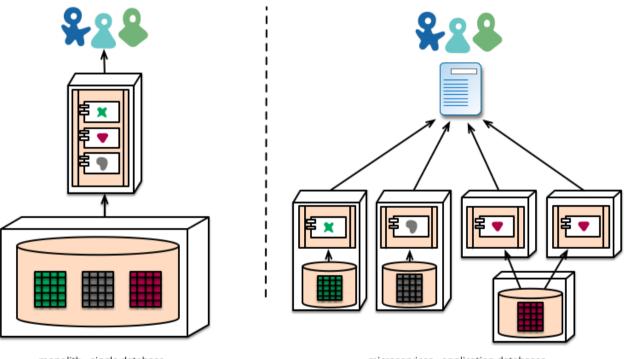


Descaling coordination/ projects



"Think in terms of federations and partnerships instead of armies." James O. Coplien. @jcoplien

Descale the technology



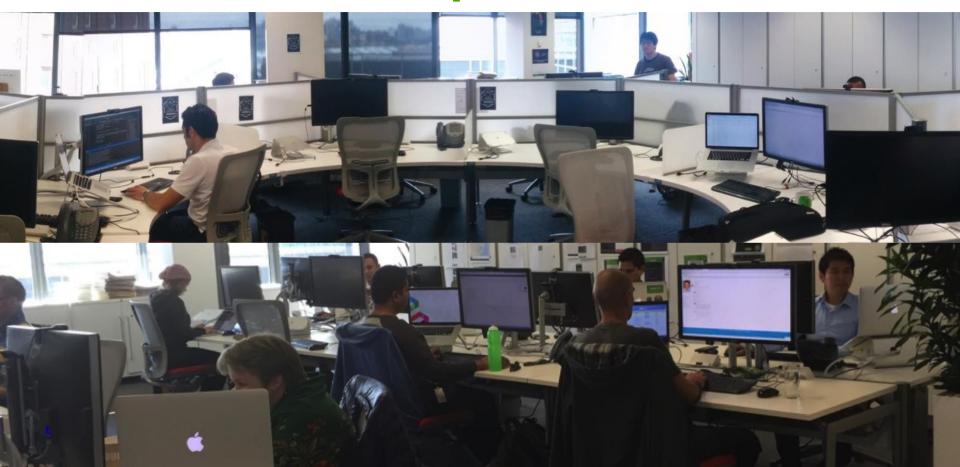
monolith - single database

microservices - application databases

Descaling Finance

Project Delivery (For Product)	— becomes →	Agile Product Delivery
Approval Process		Value Prioritisation
Business Case KPIs		Performance Tracking
Large Cost Estimates		Controlled Spend
Benefits Reviews		Measure and Respond
Projects		Continuous Delivery

Descale the workplace



Retrospect, things I'd do differently



"Grow your business — not your teams." Alex Lope-Bello

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