



Agile Bluegarden A hard journey

A black and white photograph of a modern office interior. The space features large windows on the left side, offering a view of a city street with other buildings. Several large potted plants are placed throughout the room, adding a touch of nature. The ceiling is high and has a grid pattern with recessed lighting. In the background, a group of people is visible, possibly in a meeting or working area. The overall atmosphere is professional and bright.

Koncernen betjener mere end 75.000 virksomheder og beregner løn til mere end 1,5 millioner lønmodtagere

Mere end 600 ansatte
fordelt på 12 kontorer i
Norge, Sverige og Danmark





BG i 2012 Q3 "Burning platform"

En historie blev fortalt!



Agilt – Hvad er det? - Management Selling



Want a higher Return On Investment?

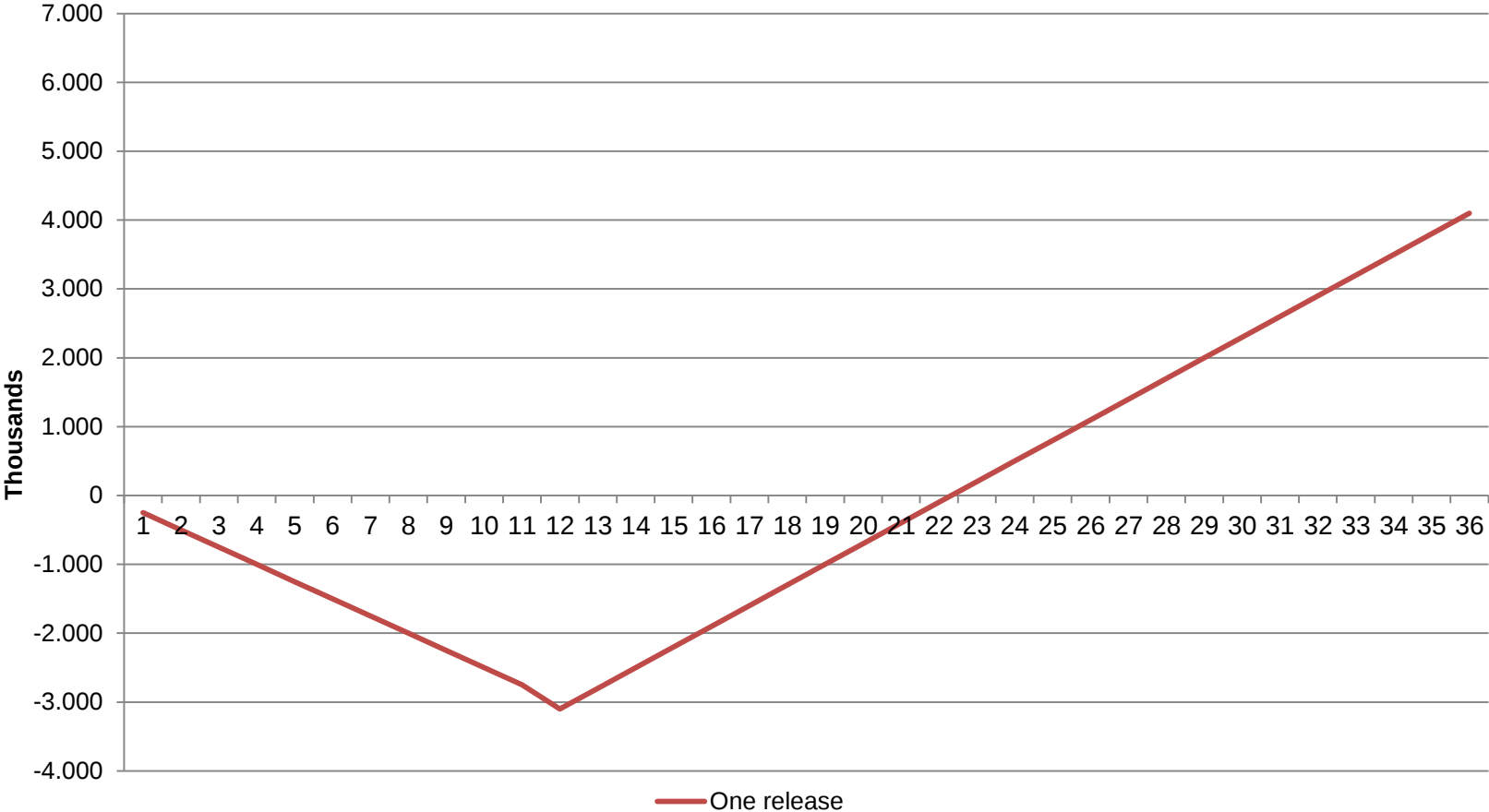


The business case

- Estimated project window: 3 years
- Expected monthly revenue: 300.000
- Monthly development cost: 250.000
- Development months: 12
- Release cost: 100.000
- Total cost: 3.100.000

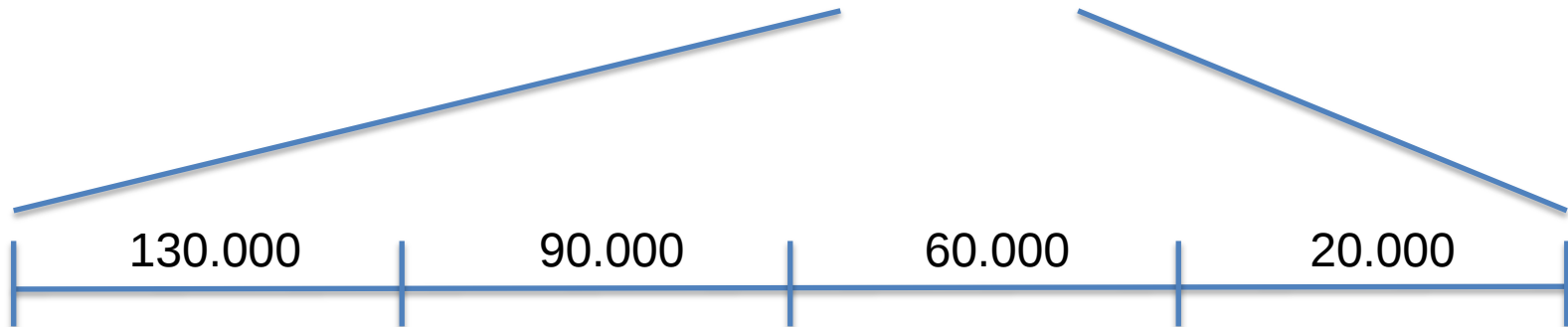


ROI



What if we split into more releases?

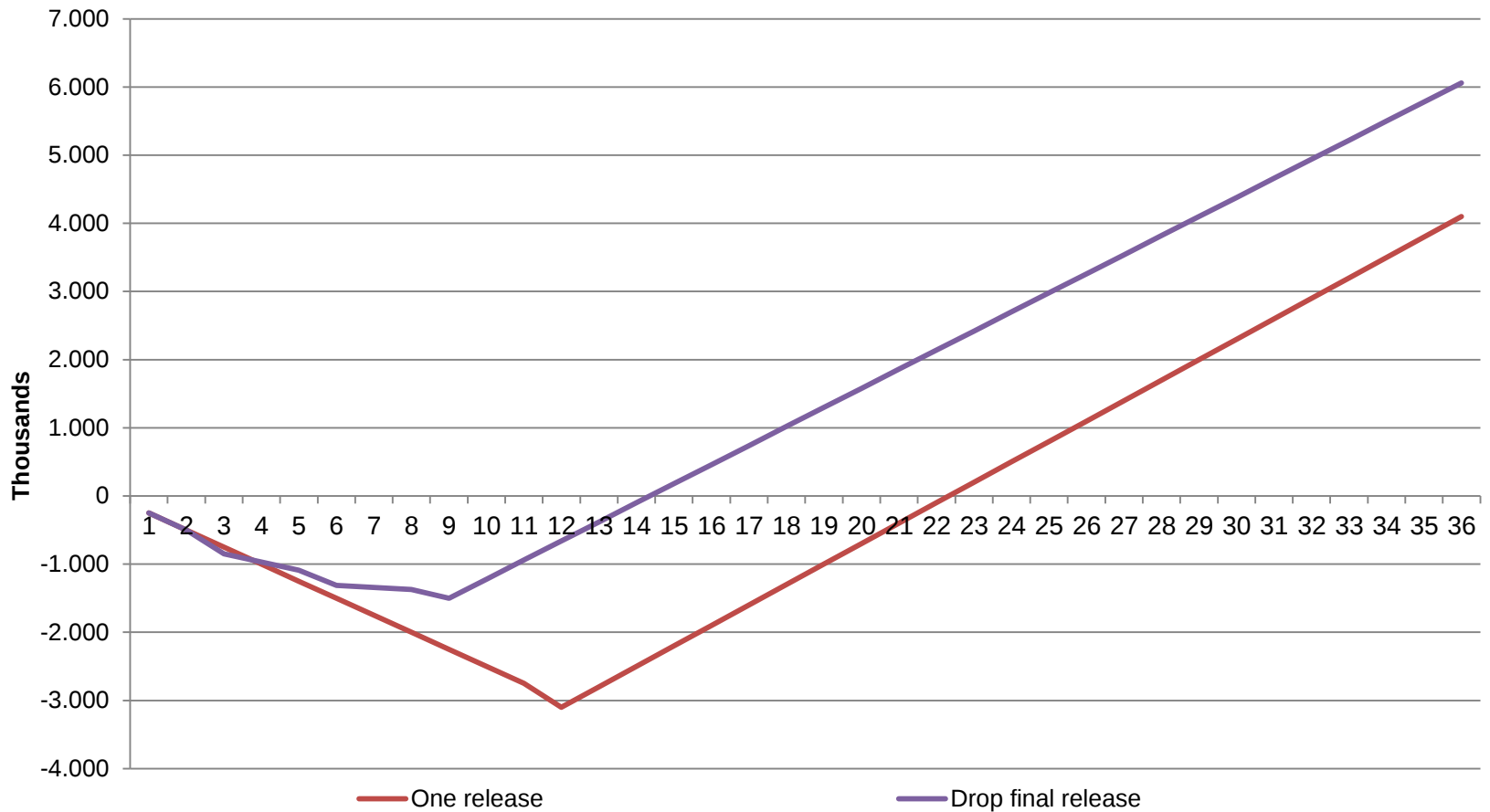
- Estimated project window: 3 years
- Expected monthly revenue: 300.000



- Monthly development cost: 250.000
- Development months: 12
- Release cost: 100.000



ROI – Drop final release



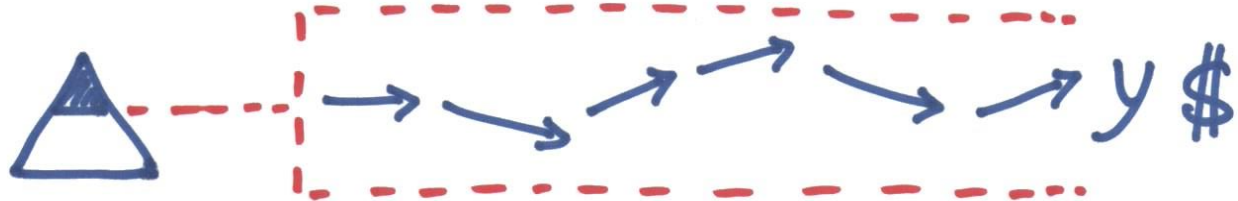
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Follow the value

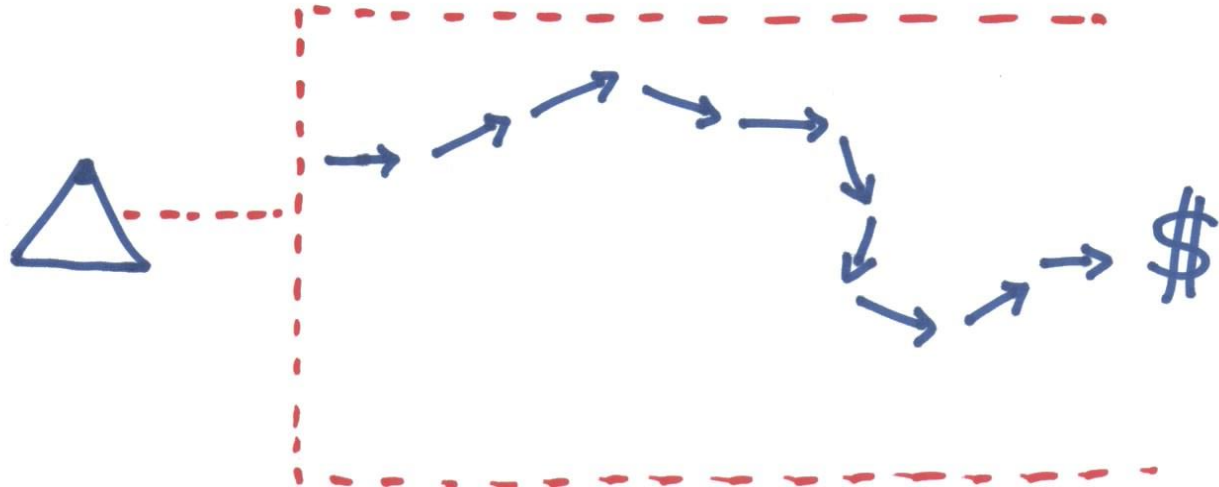
Everything
decided
(and locked)
up front



Some things
decided
up front



Little
decided
up front



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People over Process



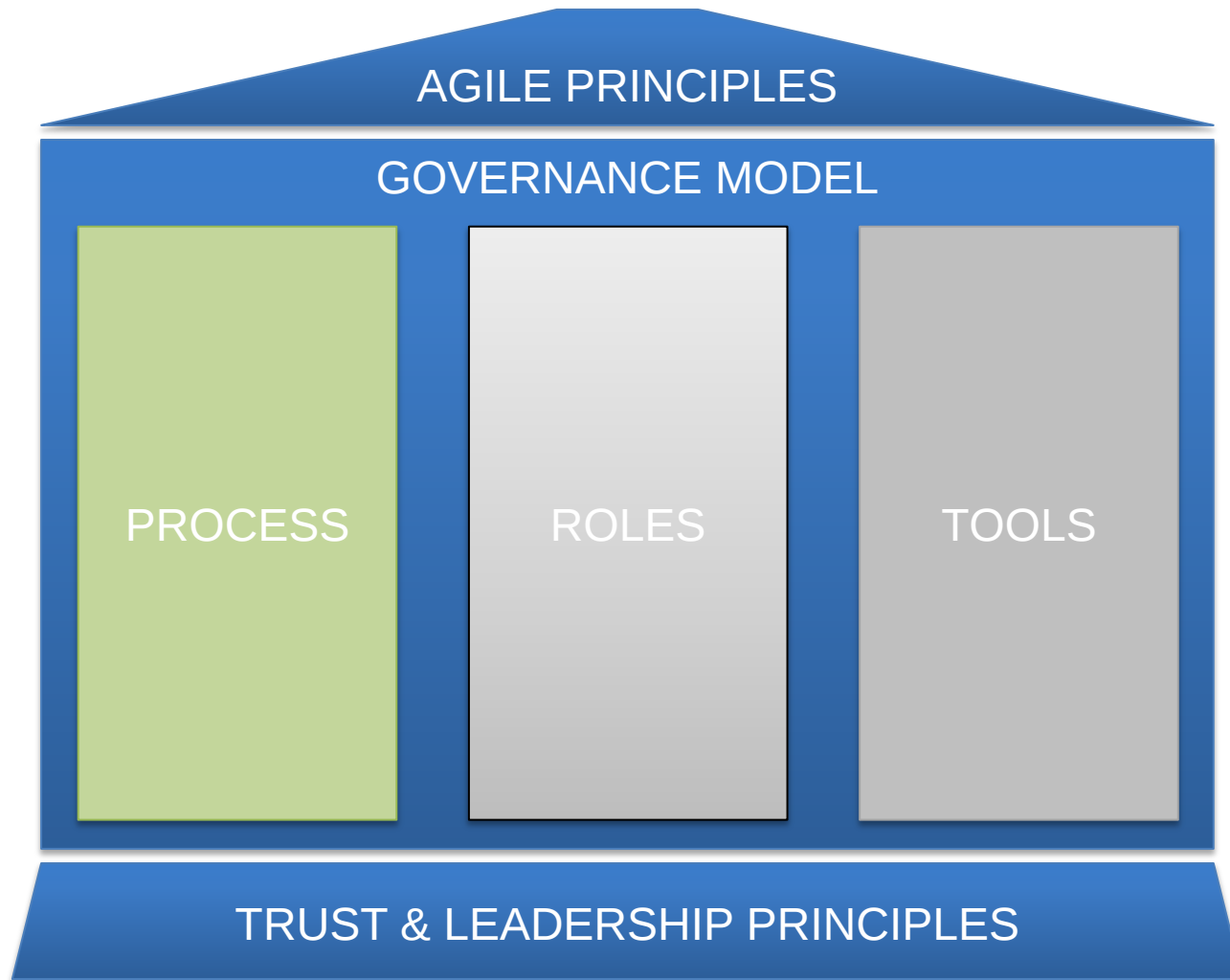
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Agile Governance

Who in the organization has the knowledge and skills to break down the work, make tradeoffs, and help the team develop a shared understanding of the product?







Delegation Poker

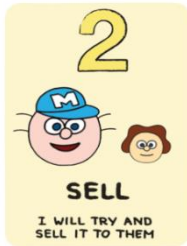
What level of authority is the
appropriate?



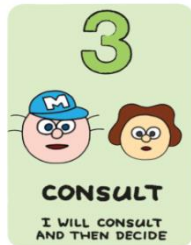
The Seven Levels of Authority



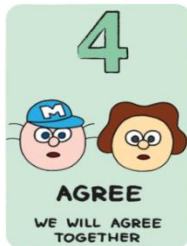
1. **Tell**: make decision as the manager.



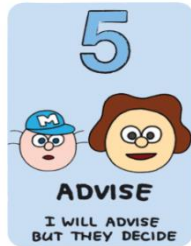
2. **Sell**: convince people about decision.



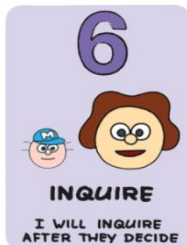
3. **Consult**: get input from team before decision.



4. **Agree**: make decision together with team.



5. **Advise**: influence decision made by the team.



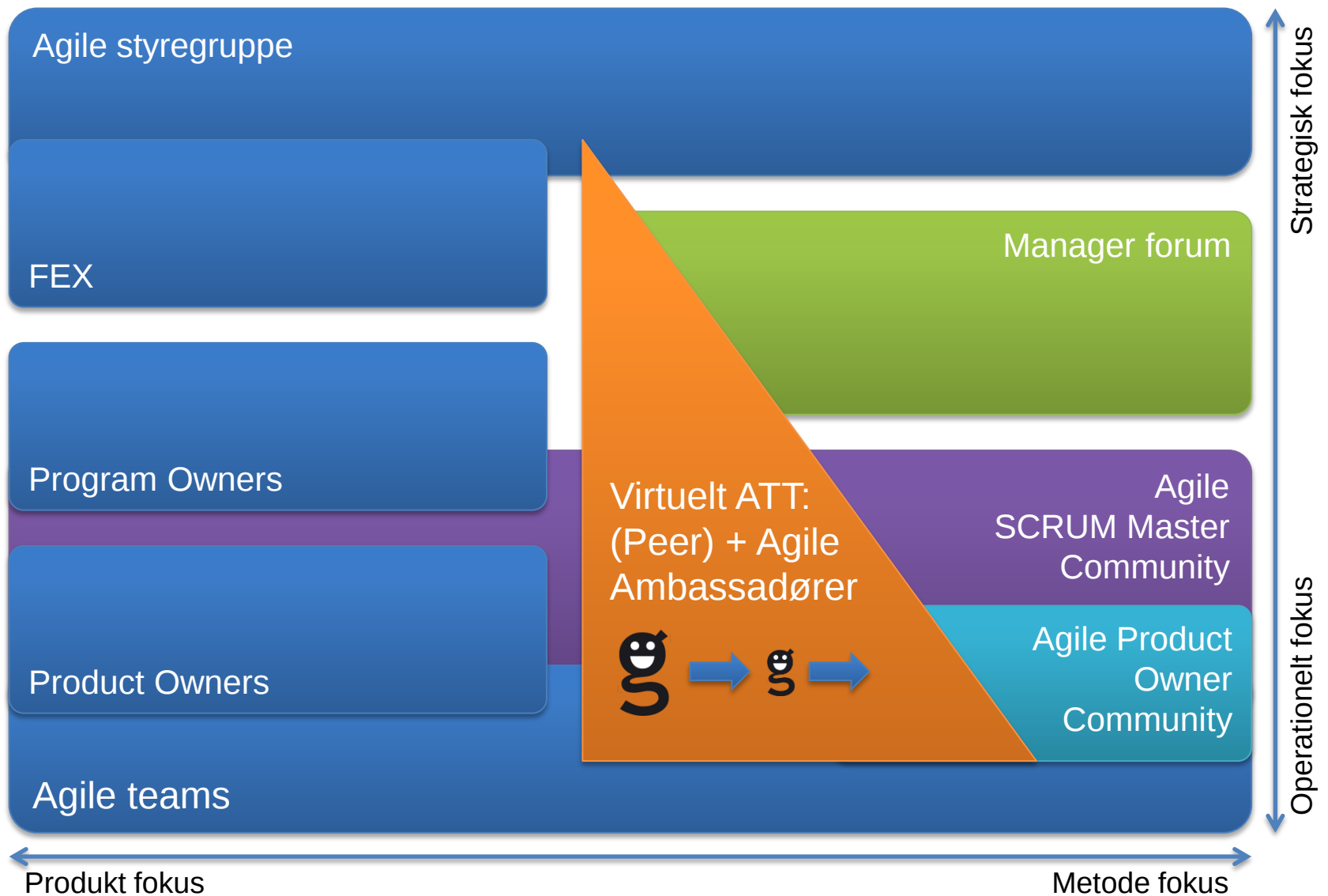
6. **Inquire**: ask feedback after decision by team.



7. **Delegate**: no influence, let the team work it out.



Agile forankring i organisationen (blivende forandring)



Bluegarden Values and the 12 core Principles of Agile

Enkelthed

Eksekvering

Værdiskabelse

Præcision

Respekt

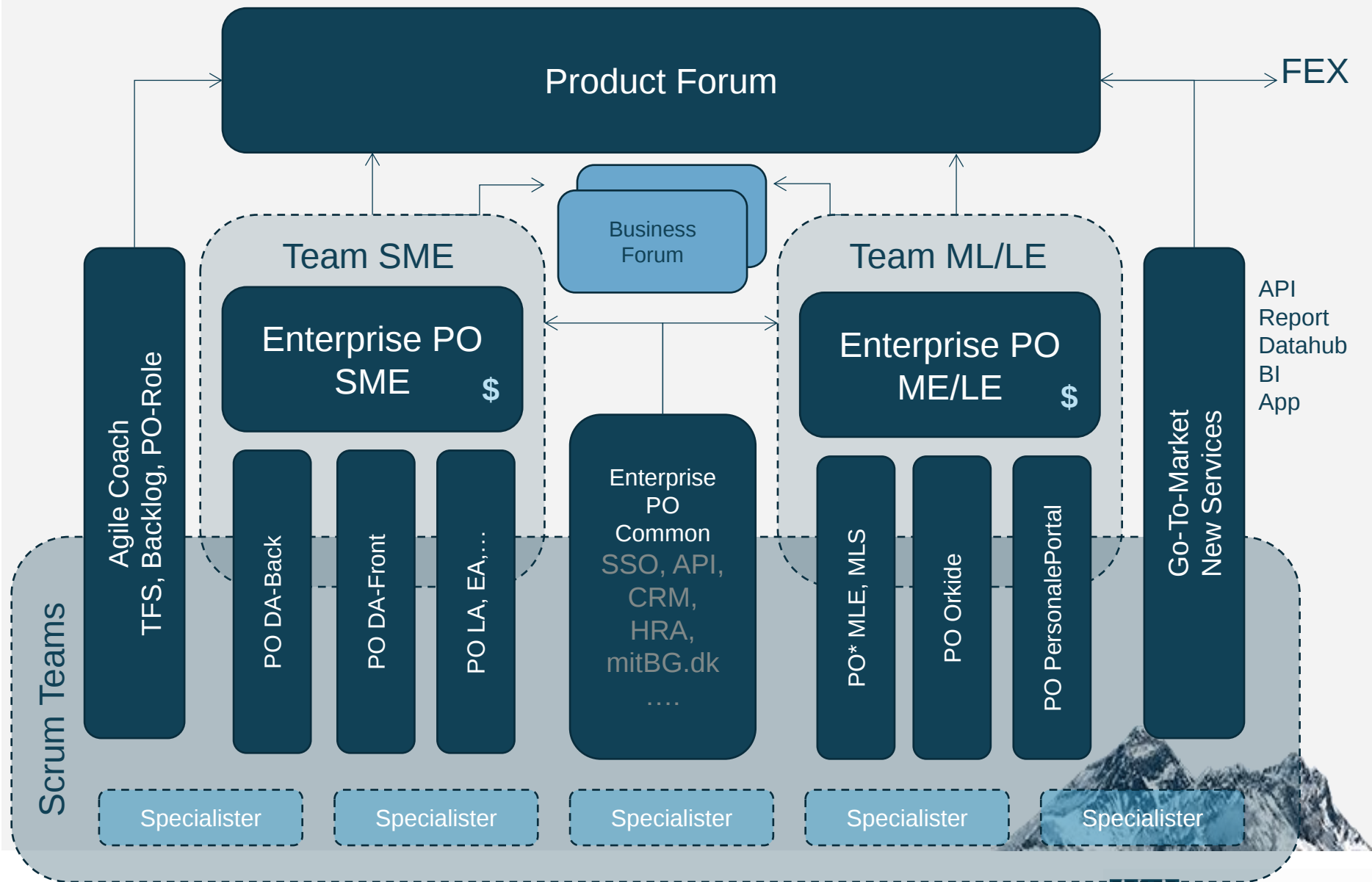
- Satisfy the Customer
- Welcome Change
- Deliver Frequently
- Work as a Team
- Motivate People
- Communicate Face-to-Face
- Measure Working Software
- Maintain Constant Pace
- Excel at Quality
- Keep it Simple
- Evolve Designs
- Reflect Regularly



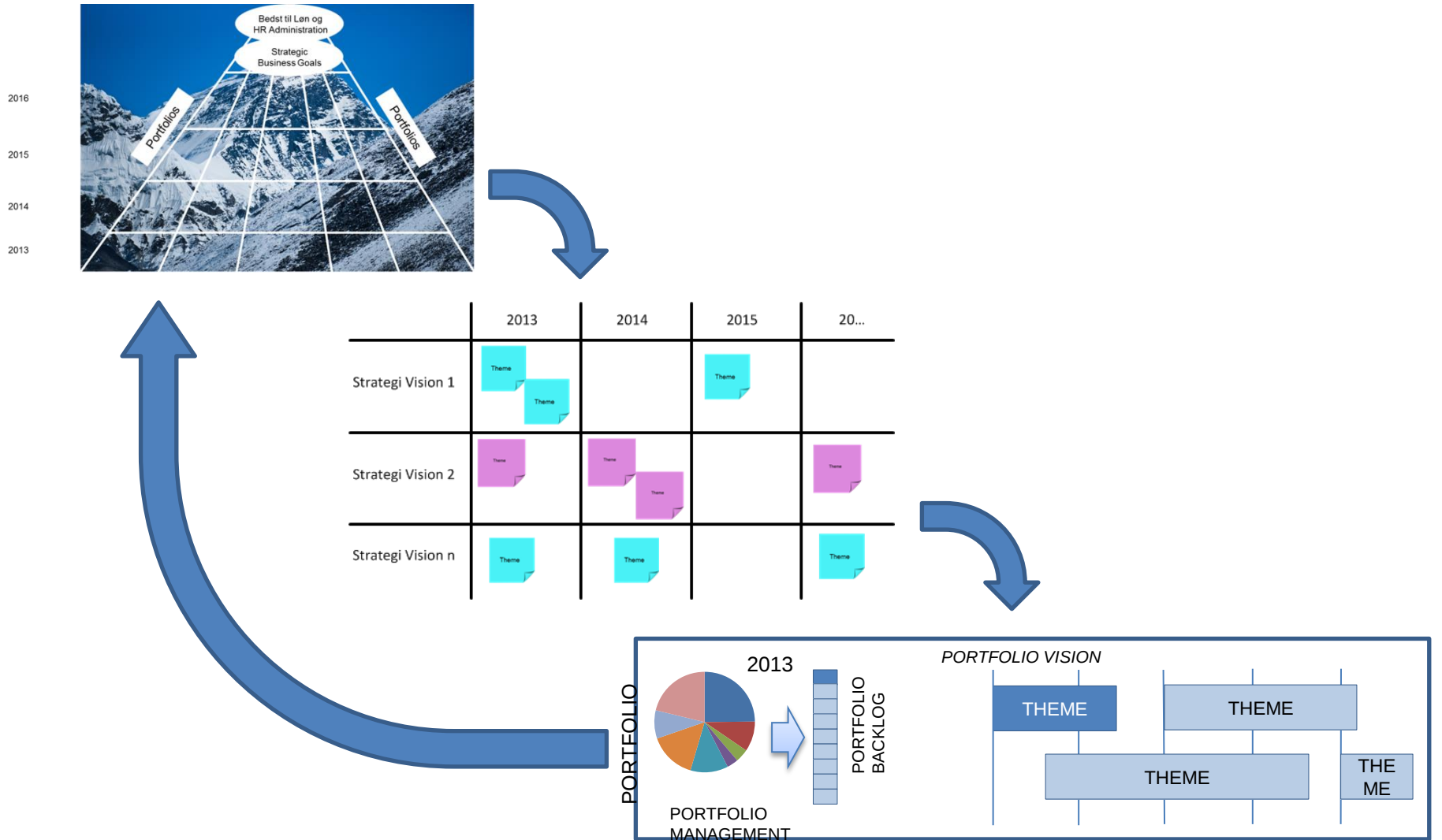
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Strategi nedbrydning – Agile Governance

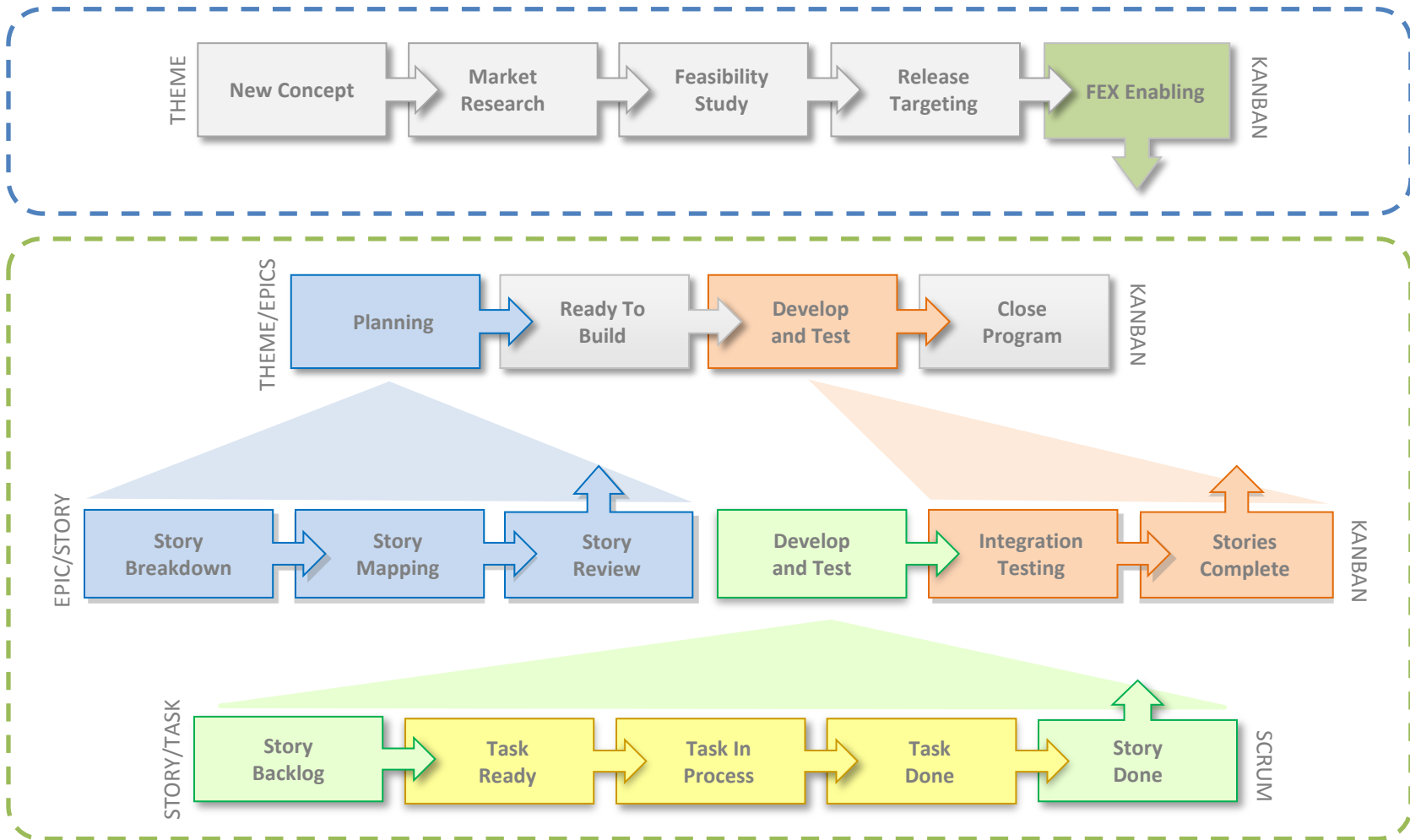
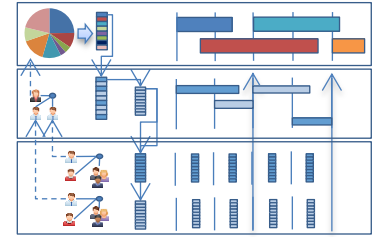




The proces flow



Breaking Down Themes



Program Owners participating in FEX

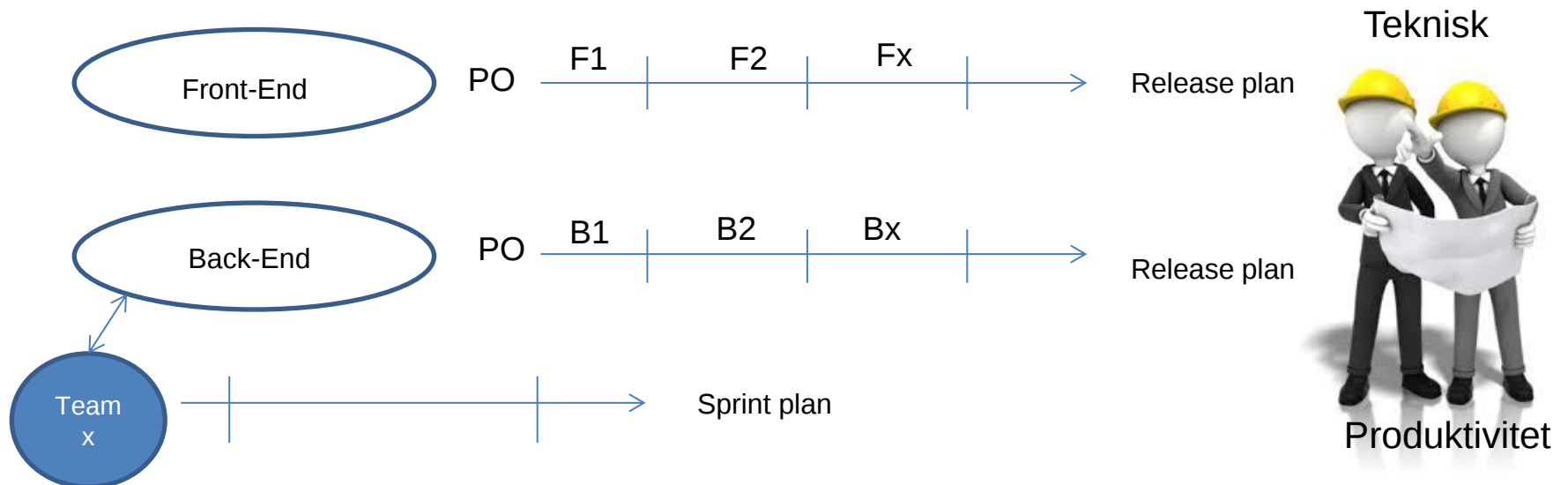
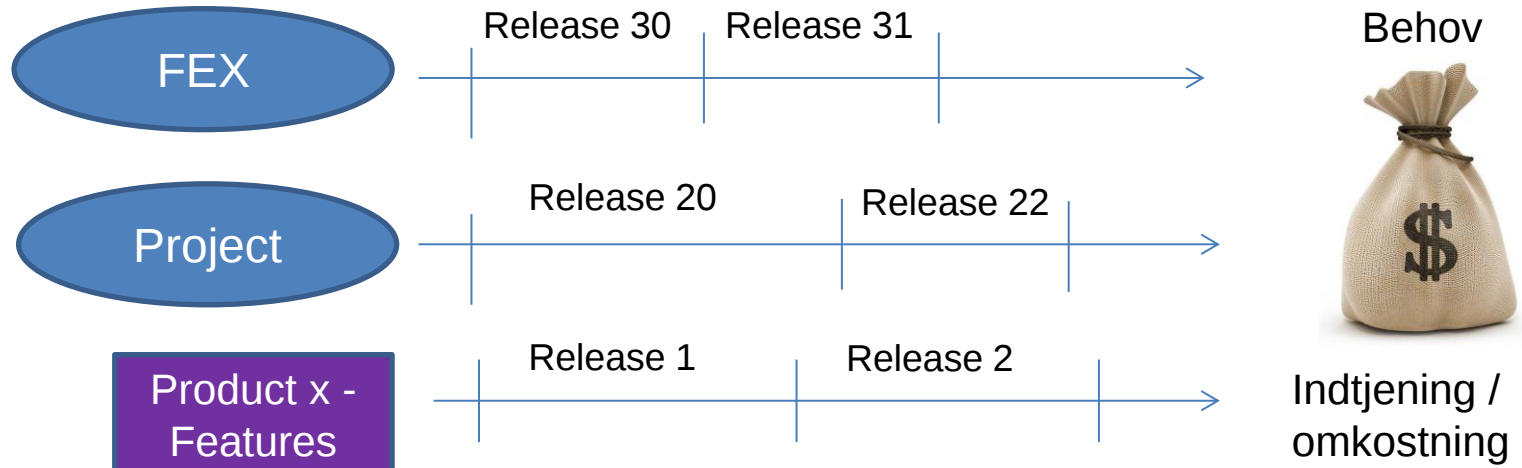


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Release Planlægning



Release planlægning mere i detalje

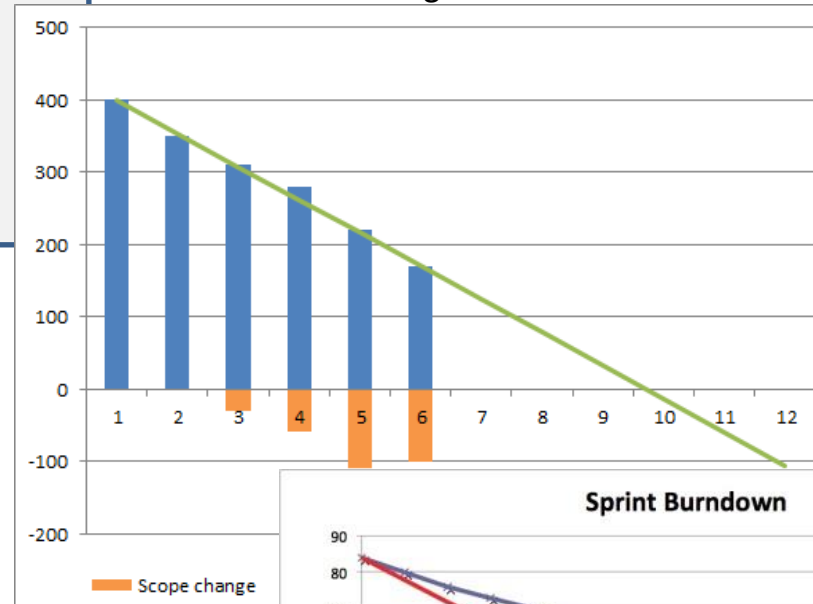


Tracking value creation at the different levels of the governance model

	PROGRESS	BUDGET	COMPLETED	REMAI- NING	PLANNED START	PLANNED END
Theme		300	150	170	JAN	JUN
Theme		500	400	100	JAN	DEC
Theme		250	100	100	MAR	
Theme		400	100	300	APR	

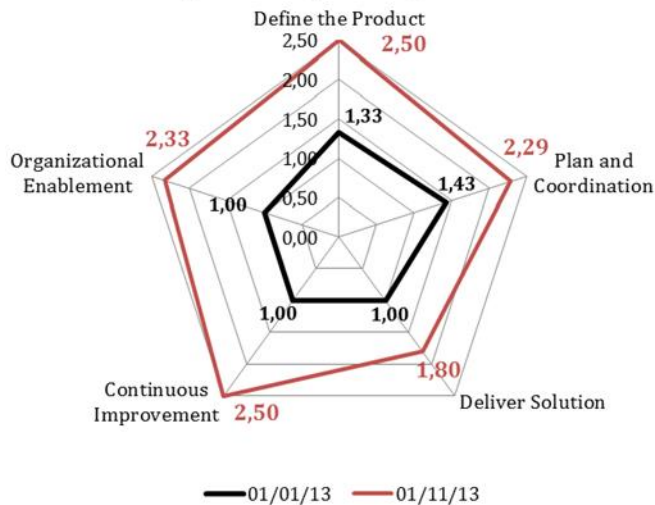
Portfolio overview

Product/Program Release

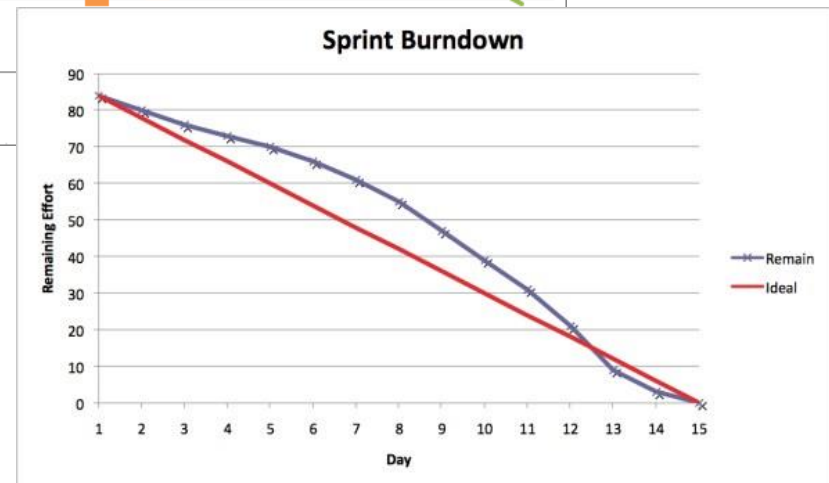


Sprint progress

Agile Competency Areas



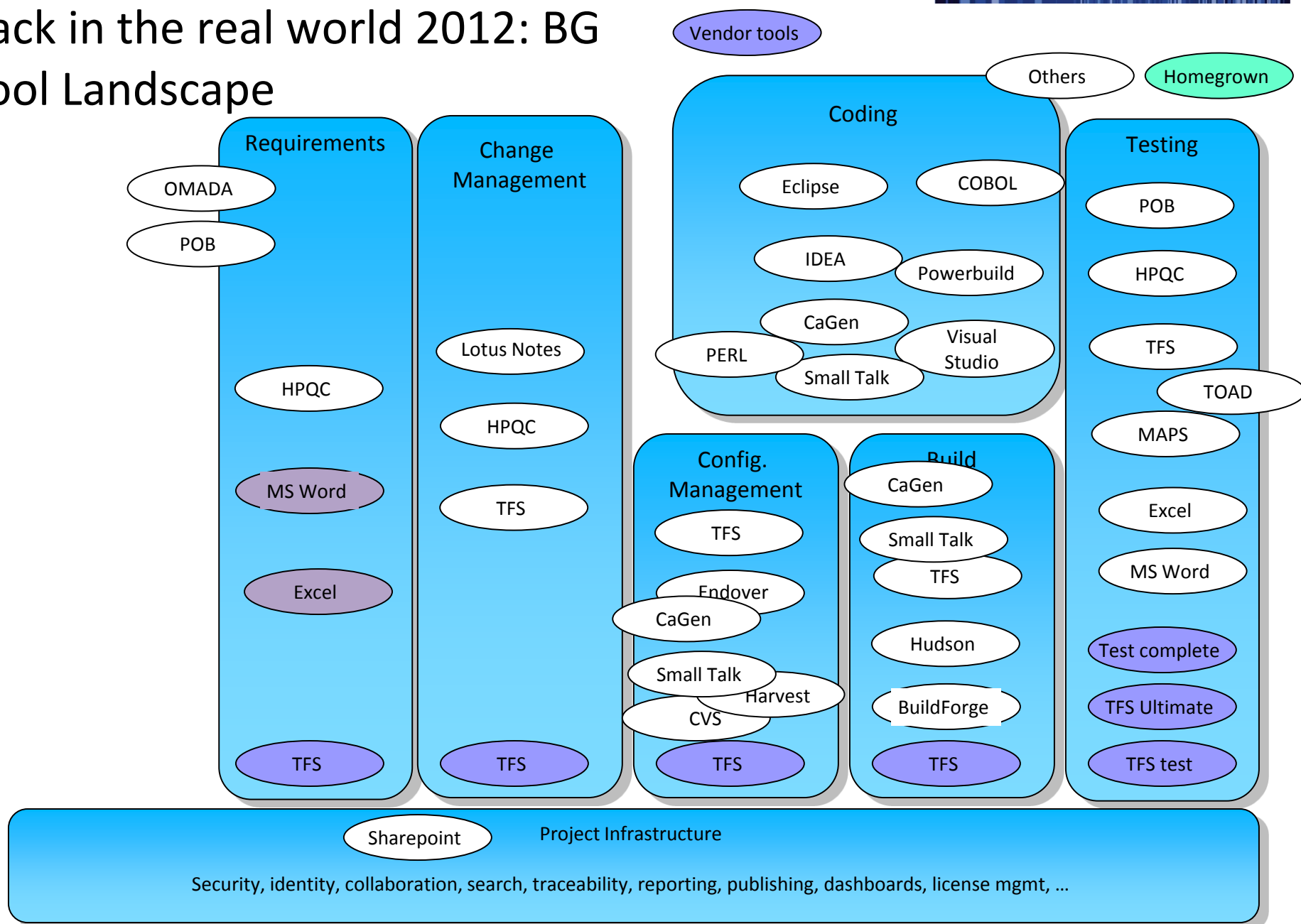
Sprint Burndown



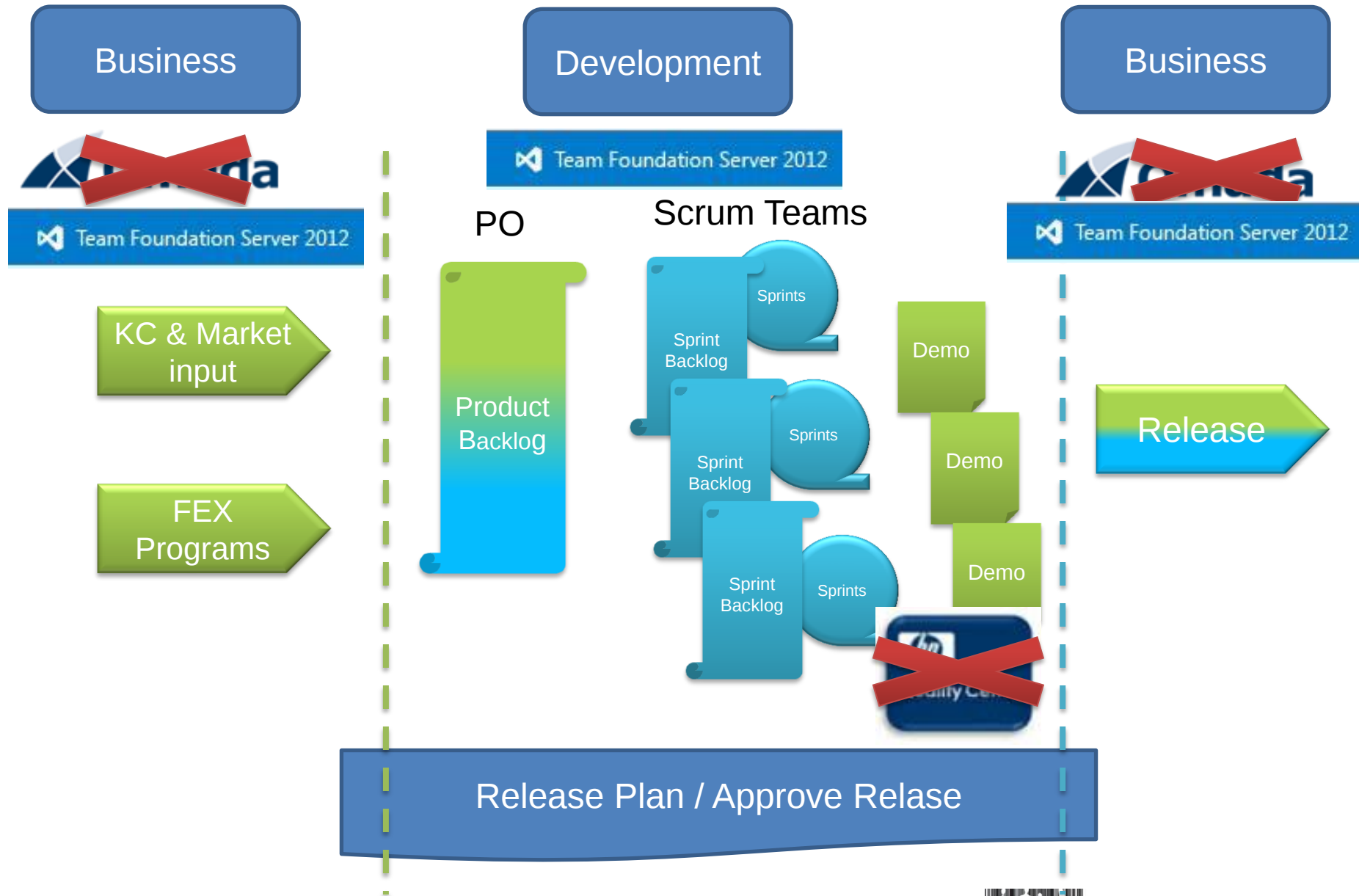
The tool challenges



Back in the real world 2012: BG Tool Landscape



High Level Proces Flow – 2014 Fuld Synlghed



Next step



DOING AGILE
PRACTICES

≠

BEING AGILE

≠

MINDSET



"Scrum, BUT..."
"Cargo cult Agile"



□ PROBLEM-DRIVEN
□ ADOPTION OF
□ PRACTICES

♡
RELATIONSHIPS
SAFETY
TRUST

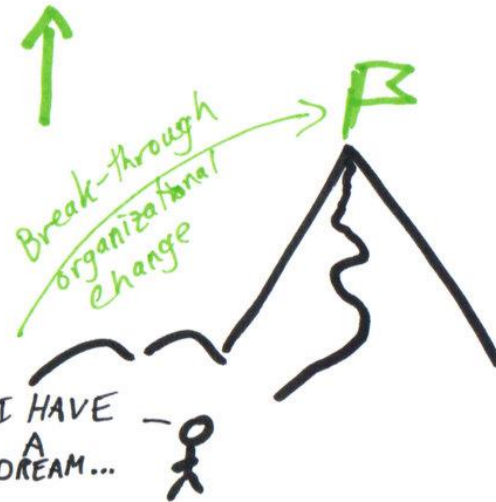
💡
INNOVATION

👁️
OUTLOOK TO
FUTURE

"JOY AT WORK"

"#1 WORKPLACE"

"DELIGHTED
CUSTOMERS"



ADOPTION

CC 2012 MICHAEL SANOTA

TRANSFORMATION

Questions?

*We would also love to hear from you
at a later stage if you have any input
and/or questions:*

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