Transformation Management
für digital change

EMPOWER!
Your People

Why agile Transformation?

The goals of every agile transformation are to increase adaptability in a VUCA world and to implement a stronger customer orientation in order to achieve a competitive advantage in the market.

If you want to follow the path of agile transformation, it is necessary to start at the points where things are getting stuck. Because according to a McKinsey study, **positive results** can be achieved on a **wide range of levels** if the transformation is successful.

(from - to)
INCREASE OF

40%
30%
CUSTOMER SATISFACTION

30%
20%
EMPLOYEE COMMITMENT

50%
30%
OPERATIONAL PERFORMANCE

30%
20%
FINANCIAL PERFORMANCE

10%
5%
SPEED OF DECISIONS & INNOVATION

These results are achieved through
1. simplified processes
2. simplified organisational structure
3. higher degree of innovation
4. high self-organisation and teamwork
5. new leadership style

However, the **success** of a transformation depends on many factors**. Main problems** are**:**
- **inconsistent processes i**n different parts of the company and teams,
- a **corporate culture** that contradicts the **agile values,**
- **resistance** from the ranks of **employees and management,** and
- a **lack of knowledge or experience** with agile tools and methods.

Agile Consulting

Your challenge:

Agile values have not yet been established in your company and the existing corporate culture is difficult to reconcile with them?

The cooperation between departments does not work smoothly due to inconsistent processes and instead of increasing efficiency, communication problems and different approaches lead to coordination difficulties and frustration in the different teams?

The performance of the entire company suffers, goals are not achieved?

Our solution:

As agile Consultants:
- we provide you with a 360 degree view of your organisation
- we determine the agile maturity level of your organisation
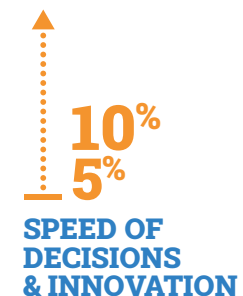- we develop a roadmap for your agile transformation

Agile maturity level: Based on the existing culture and processes, we determine where you stand with regard to agile transformation and show you where we can work together to enable you to benefit from the positive effects of an agile organisation.

Criteria for the culture: vision, feedback and error culture, new leadership, new, disruptive thinking for more innovation, employee satisfaction.

Criteria for processes: Agility and adaptability, digitalisation, networking & collective knowledge, innovation through engaged employees, transparency of information, autonomy of teams.

Benefits:
+ **Transparency about current state**
+ **Identification of optimisation opportunities**
+ **Roadmap to agile transformation**

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Agile Coaching

Your challenge:

Do you sense that there is resistance to the agile approach in your organisation and that, as a result, the implementation of the agile transformation is stalling, employee motivation is decreasing and no improvement in performance is occurring?

Instead, dissatisfaction is rising in the company and other innovations necessary for your success cannot be implemented?

Our solution:

In a stakeholder analysis
- we identify the needs of all stakeholders
- we clarify the reasons for the resistance

From this we develop
- a comprehensive coaching concept for the different levels in the company such as: management, team leads, team members
- measures for the development of an agile mindset
- and support with team building measures

Benefits:
+ More motivated employees
+ Less friction
+ Increased acceptance
+ Better understanding of agile principles

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Agile Training

Your challenge:

Agile working models have been implemented, but staff performance is not as it should be because they lack the knowledge and, more importantly, the practical experience of using agile tools and methods?

Instead of improvement, there is rather aggravation and leadership and staff are increasingly overwhelmed?

Our solution:

With an individually tailored training concept including practical workshops, we empower your employees to the point where they can live and drive the agile transformation in your company themselves.

Our trainings include:

- Dealing with tools
- Getting to know tools
- Adapting tools
- Dealing with agile methods
- QAP implementations in an agile context

Benefits:
Employees can concentrate on the actual goals of the agile transformation:
+ **Customer orientation**
+ **Innovation capability**

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Role leasing

Your challenge:

Your employees' knowledge gaps have been closed, processes implemented, but things are still jerky because employees still lack confidence in their skills and experience?

Unrest arises in the company as the knowledge learned does not lead to the desired success and uncertainty grows?
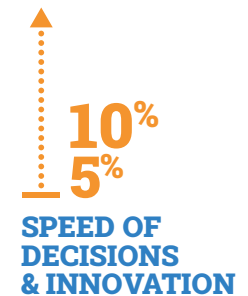
Our solution:

We provide you with an experienced Scrum Master or Product Owner who
- coaches the employess
- empowers them in their dailiy doing
- serves as a mentor
- guarantees the transfer of know-how
- ntroduces his successor to his tasks step by step and in the last step makes himself superfluous

Benefits:
+ Well-functioning teams
+ Adaptation of processes to the actual needs in the company
+ Consolidation of knowledge and skills

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Sie wollen mehr darüber erfahren wie Sie
Ihren digitalen Wandel erfolgreich gestalten?
Wir sind gerne für Sie da.

Ihr think tank-Team