



# AGILE TRANSFORMATION

*FarWell takes a holistic approach to helping companies navigate their Agile journey. By focusing on building an Agile mindset as the foundation for a successful transformation, FarWell helps teach and coach leaders and their teams to evolve into a sustainable Agile organization.*

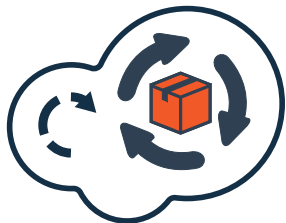
## PHASE 1 | AGILE ASSESSMENT

### Develop an Agile Mindset

*Introduce leaders and stakeholders to an Agile mindset. Arrive at a clear understanding of what it means to be Agile in your organization.*

We work with Leaders to align a future state vision and identify key gaps in your current state. From there, we'll learn what you'll need to transform.

FarWell coaches leaders to recognize which behaviors no longer support the shared vision. Begin to adapt these practices to solidify success.



### Know Where You're Headed

*Assess how prepared your organization is for an Agile transformation and what you'll need to fully adopt an Agile mindset.*

Together with leaders, FarWell lays the groundwork for a transformation from your current methodology to the right Agile framework for your organization.

This process will help you understand what people, processes, and technologies you'll need to realize your Agile future state goals.

#### ASSESSMENT ARTIFACTS:

- + Agile Assessment
- + Change Management Analysis
- + Stakeholder Analysis

## AGILE TRANSFORMATION PROCESS



PHASE 2 | AGILE ACTION PLAN

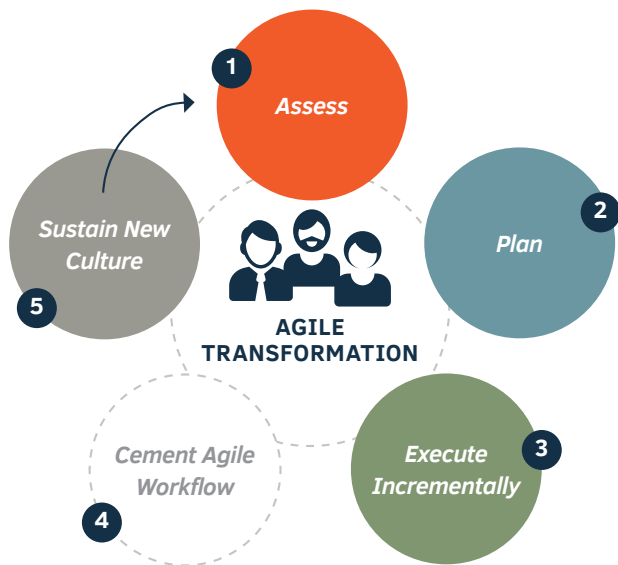
### Agile Approach to Being Agile

*Adapt to feedback cycles as you transition to Agile. Meet the changing needs of your leaders, teams, and customers as you transform.*

FarWell co-creates an **Improvements Backlog** so your team is prepared for your Agile journey. We help you estimate and prioritize resources and deliverables against a time frame so there's no mystery to your investment.

**PLANNING ARTIFACTS:**

- + Improvements Backlog
- + Agile Transformation Roadmap
- + Communication Plan



### Prime for Agile Success

*Teams need Agile coaches not only to implement new tools and processes, but also to learn how to change mindset based on a new set of beliefs.*

Successful Agile transformations consider the organization holistically. Cross-team flow is a key change component that organizations often overlook. FarWell helps teams see the impact of their efforts on other areas of the organization and work in unison.

**3-PRONG AGILE TRANSFORMATION STRATEGY:**

1. Execution Teams
2. Leadership Teams
3. Cross-team Efficiency

*The State of Scrum found that 51% of those surveyed indicated organizational culture as the number one barrier for adopting and scaling Agile.*

The success of Agile adoption relies on an organization-wide commitment to the four Agile Values:

1. *Individuals and interactions* over Processes and tools
2. *“Done” product* over Comprehensive documentation
3. *Customer collaboration* over Contract negotiation
4. *Responding to change* over Following a plan

### AGILE TRANSFORMATION PROCESS

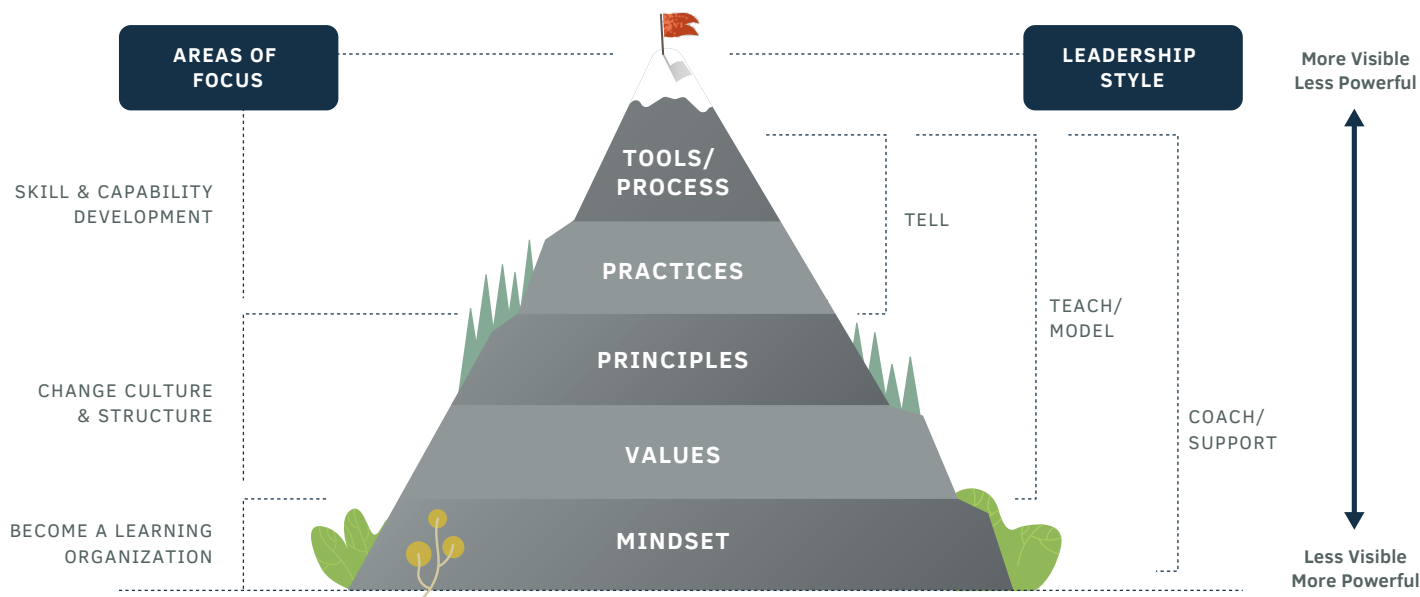


PHASE 3 | INCREMENTAL AGILE EXECUTION

## Incrementally Manifest an Agile Mindset

*The co-created Agile Action Plan will have your execution team fired up with clarity and focus. Leaders can monitor progress, prioritization and satisfaction. Learn how to visualize work, align on strategy and avoid pitfalls. Gather and act on feedback every step of the way.*

Often organizations start by implementing Agile tools and processes because these are the most visible. But without a foundational understanding of the Agile mindset, teams struggle to see a need to change and slip into old habits. FarWell provides a clear vision for leaders and teams. Employees will understand why an Agile mindset will improve their own work experience. Individual buy-in translates to coordinated efforts, happier people, and the organization transforms successfully.



**FarWell Agile Transformation Approach**  
*An Adaptation of Simon Powers*

## AGILE TRANSFORMATION PROCESS





PHASE 4 | CEMENT AGILE WORKFLOW

## Scale Agile Methodology

*Begin to streamline tasks and projects, minimize waste, and increase overall efficiency and morale on a broader scale.*

FarWell will strengthen your Agile mindset and practices across the three prongs (Execution Teams, Leaders and Cross-team Efficiency). Coaches demonstrate how to adapt fluidly to a quickly changing marketplace.

*Being Agile on a high-level will improve decision making and propel value. Work will become visible and transparent. The organization at large can respond more rapidly to feedback to avoid risks and pursue opportunities. When an organization prioritizes the feedback of people, employee retention and customer satisfaction improve.*

## Be Agile

*Give team members the skills and confidence to hold themselves and their peers accountable to the organization's Agile vision.*

Agile change practitioners coach leaders and champions within your business so they can drive a sustainable mindset shift for the whole organization. Appreciate why your culture is changing, understand chosen frameworks, and integrate Agile tools and practices.

## AGILE TRANSFORMATION PROCESS

