

Agile Organisation

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Abstract

Distribution

This article or presentation is written as part of the Gaudí project. The Gaudí project philosophy is to improve by obtaining frequent feedback. Frequent feedback is pursued by an open creation process. This document is published as intermediate or nearly mature version to get feedback. Further distribution is allowed as long as the document remains complete and unchanged.

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status: planned
version: 0.2

logo
TBD

Process attributes

Purpose What is to be achieved and why

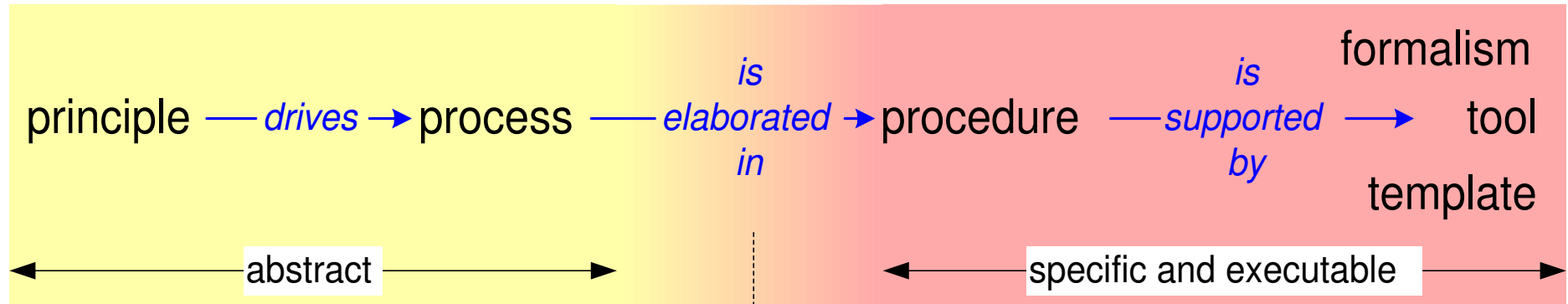
Structure How will the goal be achieved

Rationale What is the reasoning behind this process

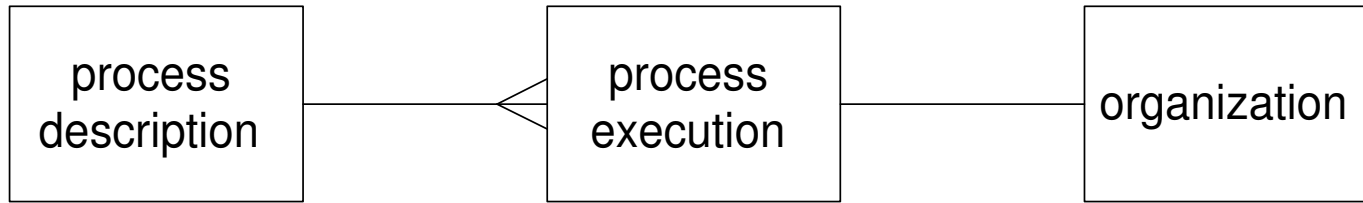
Roles Which roles are present, which responsibilities are associated, which incentives are present, what are the criteria for these roles

Ordering Which phasing or sequence is applied

Process abstraction hierarchy



From process to organisation

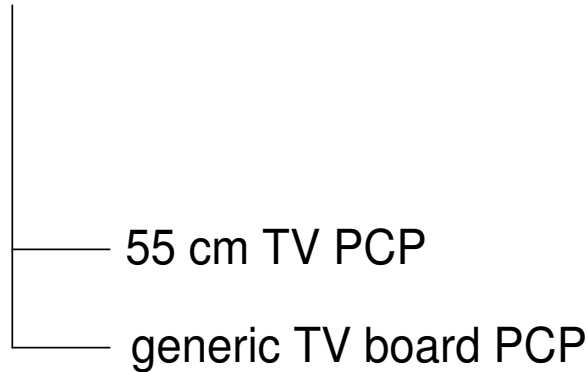


example

TV family PCP

names of program manager,
architect, marketing manager
lists of documents, meetings, ...

PCP

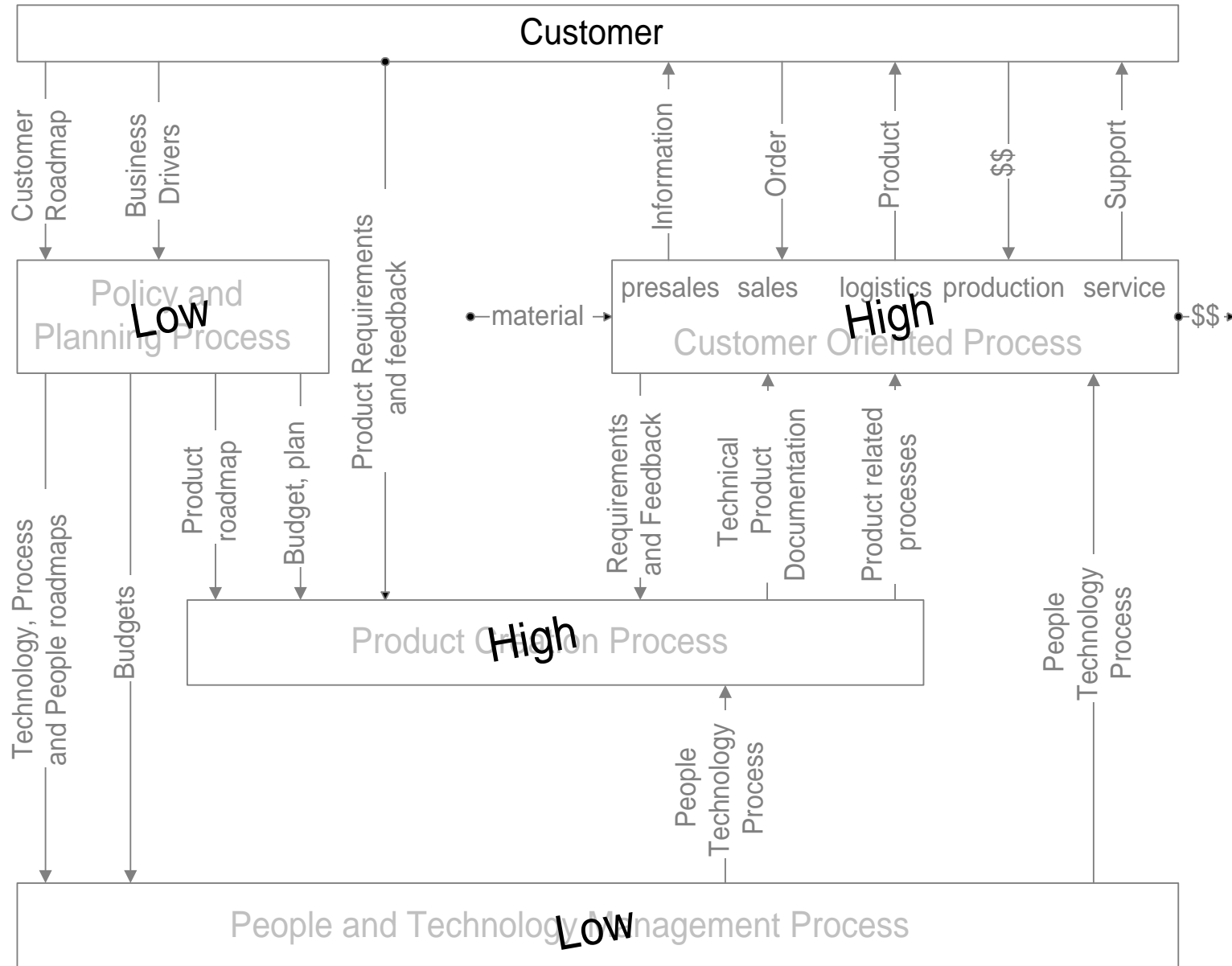


names of project leaders,
architects, product managers
lists of documents, meetings, ...

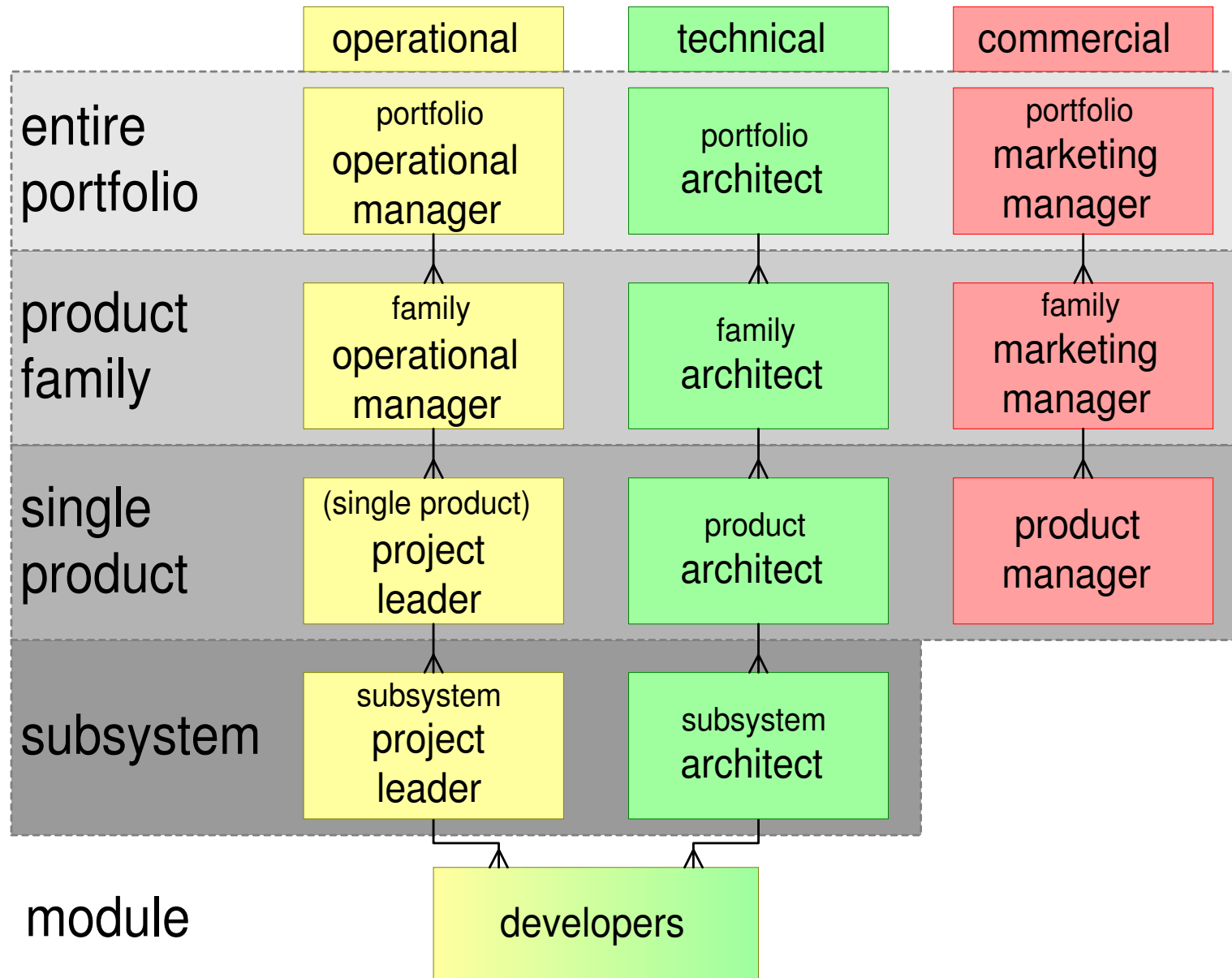
Organisation attributes

- Which functions are needed
- Who is responsible for this function
- What is the hierarchical relation between the functions
- Which meeting structure is required

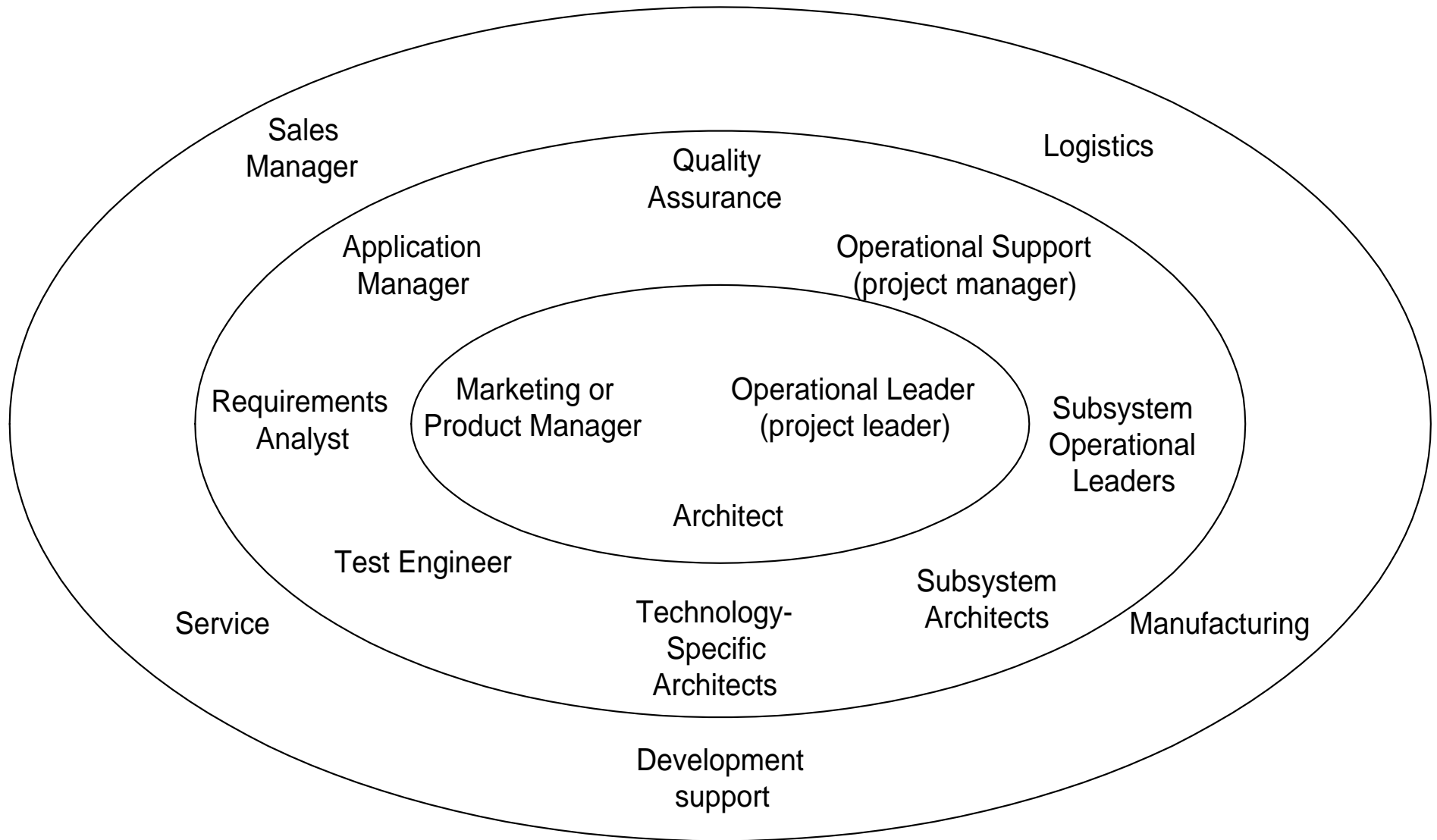
Process rhythms



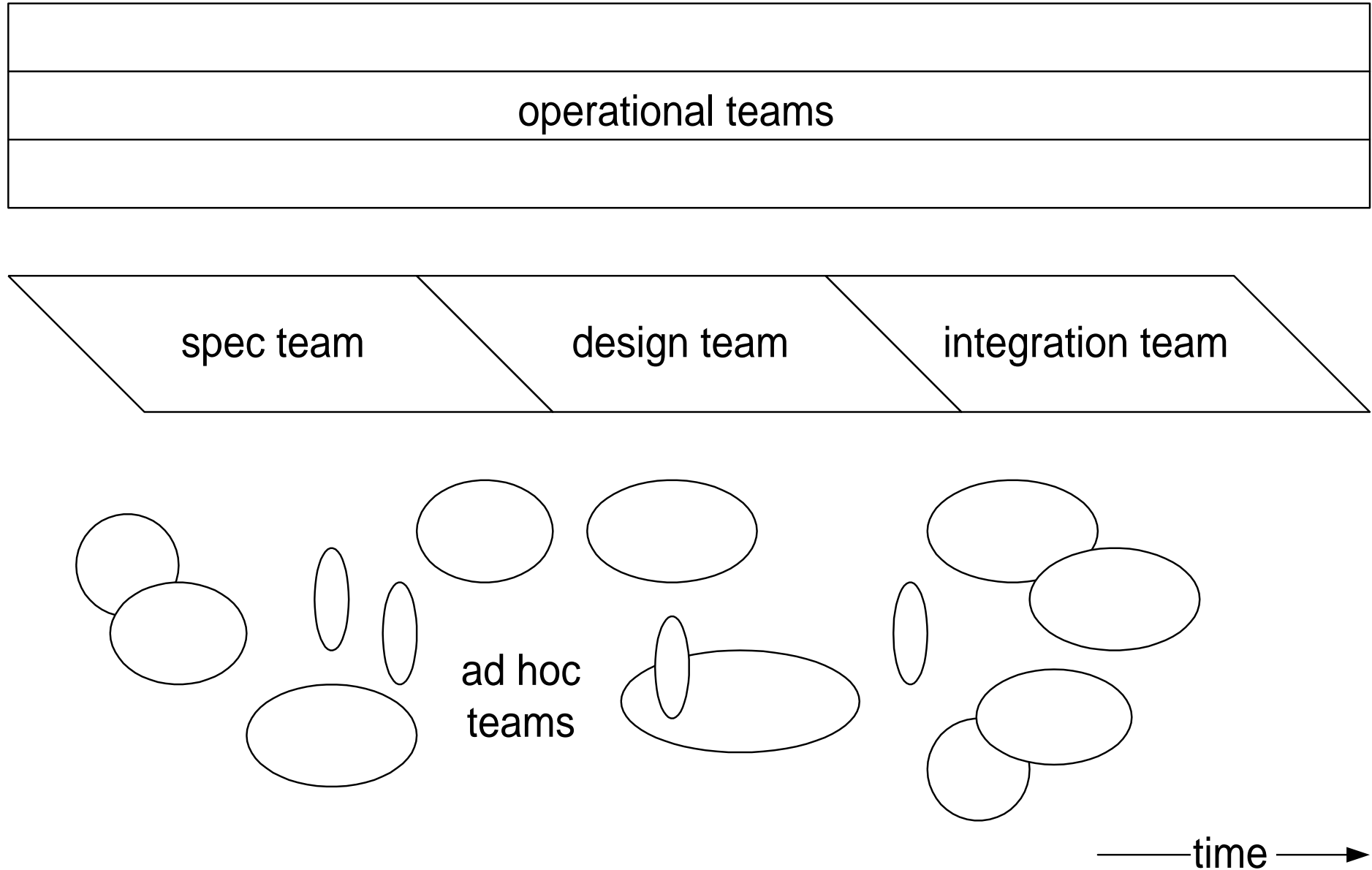
Operational hierarchy



Operational teams



Teams are (must be) dynamic



Critical success factors

- focus on objectives
- shared vision
- ownership
- motivation
- natural communication

Towards agility

shared objectives

→ focus

shared principles

→ fit process to people and context

accept the world as is

→ cope with the facts

but dare to dream

→ vision

Some common principles

- decomposition, hierarchy and delegation
- feedback
- phasing
- ownership