

**Attend:**  
Leadership Team

**Pre-Time:**  
5 Mins

**Run Time:**  
45 Mins

**Needs:**  
Facilitator, Scribe

### Triggers:

- Organization wants to go Agile
- Organization is struggling with a transition
- Agile was suggested to an Organization

### Outcomes:

- Identify how ready for Agile your Org is
- Identify areas to focus on
- Knowing Readiness is important!

### Preparation:

- Determine when to run this play. We recommend doing this early in an engagement as one of the first activities to get an understanding of where Leadership thinks they are.
- Review Play and familiarize yourself with content to ensure you can answer all questions.
- Assign Facilitation and Scribe duties to ensure all members of team can participate.
- Print out copies of Readiness Assessment for all attendees and place them at their seats.

#### **Dominion Tip!**

**Make your own criteria!** These criteria are some of the most common but feel free to change them based on the needs of your organization.

### Set the Stage: ~ 2 Mins

1. Give a brief overview of the benefits of assessing where you are in order to determine where you want to be.

### Explain the Rules: ~ 5 minutes

1. Assessments will be completed individually and read off to the group to create a collective assessment.
2. We'll review the collective assessment and discuss any outliers to determine actions needed.

### Play ~ 10 min

1. Complete the assessment individually.

#### **Dominion Tip!**

**Desire some privacy?** Instead of having individuals read, collect the assessments and have the facilitator read off the results.

### Discuss ~ 10

1. Go around the room and have everyone read off where they indicated they were on each scale.
2. Scribe should record each one on a common print out or on a screen for the group to see.
3. Assess the collective outcome and discuss outliers.

### Define Actions ~ 15

1. Discuss as a team how to improve
2. Define specific, measurable, ways to improve these areas.
3. Assign Owners and Timeframes to put your organization on the path to Agile.

**Organization Readiness Handout**

**Instructions:** Review the question and place a mark on the slider scale as to what best applies to your organizations current state.

1. Do you believe you are evaluating an Agile approach for the **right reason(s)** such as provides flexibility, speed, collaboration, and is focused on delivery value.



Strongly Disagree    Disagree                      No Opinion                      Agree                      Strongly Agree

2. How willing are you to make changes to your **Organizational Structure** to ensure the move to a cross functional product, team, and delivery organization occurs knowing it will impact more than standard IT groups.



Strongly Disagree    Disagree                      No Opinion                      Agree                      Strongly Agree

3. Senior leadership is aware of the desire to become Agile and understands that organizational change is a **long-term project** that must be **tailored** to the organization and **funded**.



Strongly Disagree    Disagree                      No Opinion                      Agree                      Strongly Agree

4. Is your organization **empowered to change**? Does your culture, HR policies, and leadership provide flexibility and the ability to change?



Strongly Disagree    Disagree                      No Opinion                      Agree                      Strongly Agree

5. Do you feel comfortable with changing the way you **evaluate intellectual workers** to shift to value driven teams with T-shaped, cross functional experts from individual performance? Likely requiring your organization to rethink performance appraisals, metrics, roles and how success is defined.



Strongly Disagree    Disagree                      No Opinion                      Agree                      Strongly Agree

6. Are you comfortable **with rethinking standard metrics for measuring progress** or success ensuring time, scope, and resources are not locked at the same time?



7. Are you able to identify and assign **Product Owners** to teams to manage value, priority, and represent the business?



8. Are you willing to **hire agile experts** such as coaches and invest in formal training for individuals, teams, technology and leadership?



9. Are you prepared to make **technology investments** to support continual delivery?



10. How well do you feel your **middle management** staff will support a transformation effort including moving from a command control environment to a more flattened organization?

