xScion

Scaling Agile with the Agile Adoption Maturity Model

- Achieved Cultural Buy-in for Agile
- Consistent Agile Processes, Tools, Ceremonies and Roles
- Matured Agile Teams Across the Enterprise

Large National Bank

The client, one of the largest banks in the United States that provides financial products and services to consumers, small businesses and commercial clients, was in the process of a full Agile transformation across the enterprise but sought a way to address the constraints of scaling Agile across diverse business units. xScion leveraged its proprietary Agile Adoption Maturity Model (AAMM) to assess maturity, create a foundation of understanding, build cultural buy-in and train teams for success.

Solve

The client sought a way to scale Agile across disparate business units, create a standardized Agile culture and develop reporting.

Evolve

xScion assessed the Agile maturity of all units; created a baseline of understanding, processes, tool usage, ceremonies and roles; and developed a roadmap for continuous maturity growth.

Grow

To further scale adoption, xScion provided daily hands-on training for teams in their work environments, created communities of practice and a playbook for continued success.

We Can Help.

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The [x]Scion Difference

The Assessment

xScion leveraged the Agile Adoption Maturity Model (shown here) to help the client fully understand their current state with a real-time view of maturity for each team in a holistic snapshot. The Agile Adoption Maturity Model:

- Accesses Agile practices at the team, program, portfolio, and organizational levels.
- Measures maturity of Agile roles, processes, technology, and practices employed by organizations.
- Incorporates best practices and principles from leading Agile methodologies including Scrum, SAFe, Kanban, Scaled Agile and others.
- Identifies gaps within an organization's maturity when assessing the culture, practices, frameworks, engineering, governance, relevant architecture, automation tools, and DevOps capabilities.

Agile Adoption Maturity Model
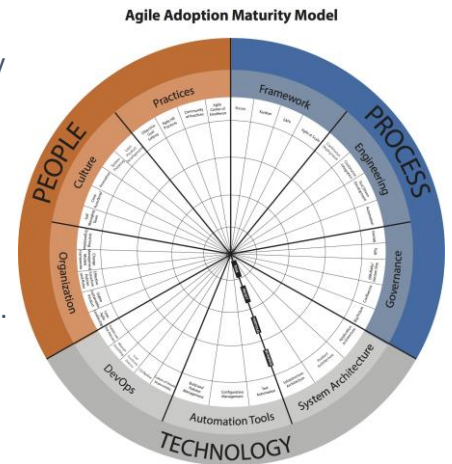
The Recommendations & Roadmap

xScion used the assessments findings to roll out the roadmap for implementation (sample shown) that included:

- Organizational Visibility
- Agile Program Health
- Customer Engagement
- Agile Performance across Teams and Business Units
- Stakeholder Management
- Best Practices Implementation
- Agile Cultural/Behavioral recommendations
- Stakeholder Management

ORGANIZATIONAL AGILE RECOMMENDATIONS
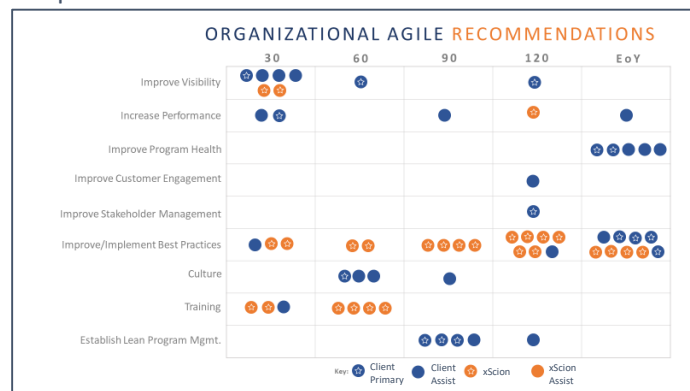
The Coaching

Based on the recommendations, xScion provided Agile basic training for certain teams, embedded Agile Coaching into Agile Ceremonies, and hands-on training to ensure success after xScion's departure including:

- Classes on any Agile fundaments that were lacking, such as story writing classes
- Tactical coaching to effectively teach the elements to story writing and release planning
- Provided both workshops and hands-on, onsite training in their work environment

The Results

As a result, the client received a real-time view of their current state, a plan to increase Agile maturity, and the skilled expertise to successfully implement across the enterprise to achieve their Agile goals. This includes:

- An instant view of the current state so the executive team could clearly delineate the Agile status of different teams
- Consistent Agile processes, knowledge, terminology and tools
- Cultural buy-in and collaboration created through the development of a Community of Practice, identifying internal Agile Champions, and understanding the ROI potential by each team to drive adoption
- Implementation and training of Kanban, in addition to Scrum, as it was more beneficial to some teams.
- More effective Sprint deliveries