

BESTSELLER IT



I am Paul.
Product Owner of the
Agile Transformation

How we fail
continuously and
how we learn from it!

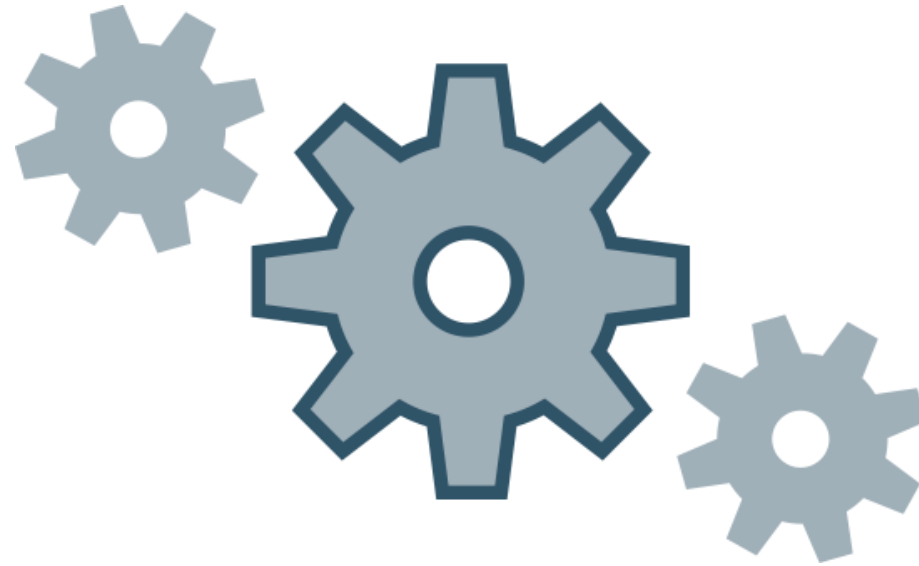


I am Kasper.
Agile Coach in the
Agile Transformation



*PeopleLead
ScrumMaster
ProductManager
ProductOwner
CircleLead*

How failing with roles
have affected our Agile
Maturity



A short recap on the transformation

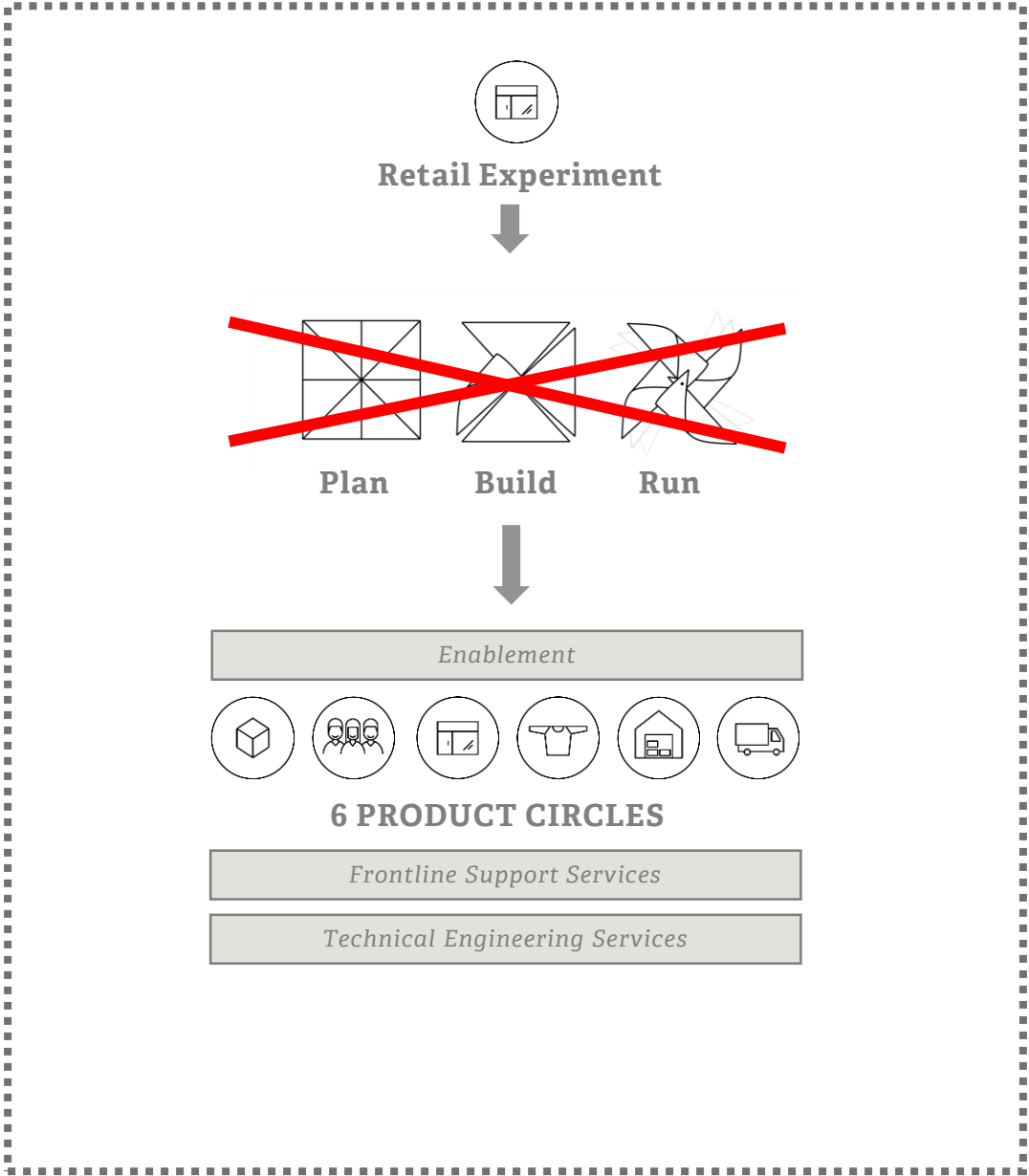


How working across with
no clear priorities is an
ongoing challenge





A short recap on the transformation



- **Defining products**
- **Product-based Circle Experiment**
- **From Plan, Build, Run to Product Circles.**
- **No proper change plan**
- **Re-organization**



PeopleLead
ScrumMaster
ProductManager
ProductOwner
CircleLead

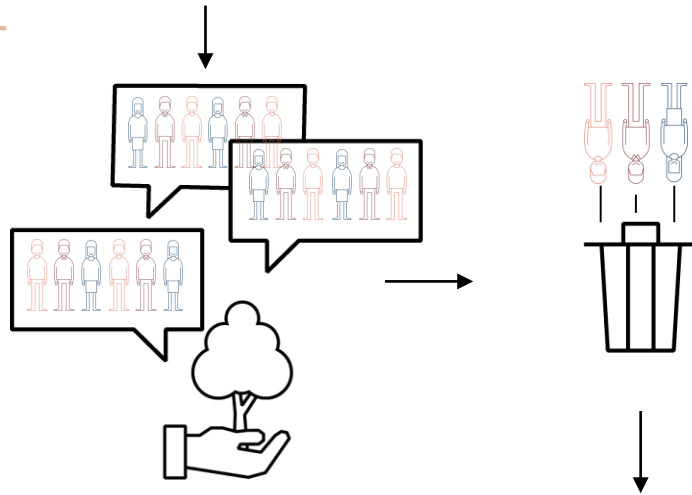
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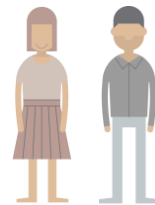
Death of the Manager

=

PEOPLE LEADS



PO - SM - PL



Circle Leads?

- The birth of People Leads (part-time role)
- Investment in explorative learning is key
- Remove FTEs from central functions
- Circle Leads future role will change
- Servant Leadership teams in pipeline





How working across with no clear priorities is an ongoing challenge



Credit: Michael Stump

- Dependency handling needs facilitation
- SAFe? LeSS? .. No thank you..
- Cooperation versus Reporting – needs to be split
- Local initiatives rock – dialogue is stronger than management





We could not have planned everything, but we have learned that the highest chance for success is to work with inspect and adapt





“IT is not delivering. We need you to start proving your worth”

June 2018

“In BESTSELLER, IT means business. IT has never delivered as much business value as you have this past year.”

October 2019

..by the way we have an open Agile Coach position

Thank You for listening in





Questions