



Whelan & Associates Inc
Agile Training & Coaching

Agile Adoption & Adaption Framework

Adopting or adapting agile practices requires a strategy that aligns your team's agile goals with your overall business goals. This paper describes a framework for attaining that alignment.

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Summary

Adopting or adapting agile practices requires a strategy that aligns your team's agile goals with your overall business goals.



Agile Adoption & Adaption

Introduction

If you are adopting agile practices you may be confused about where to start. Perhaps you just want to get more out of your existing agile practices. This paper will help you kick-start an agile adoption or adaption strategy tuned to your company and project team.

Adopting and adapting agile practices is a means to an end. That end is delivering better business value. It is important that the value proposition for your business and team be clearly understood. Only then can you create an effective agile strategy.

Identify Business Goals

Delivering value is the primary driver for all agile development practices. Your first step with an agile strategy is to identify and prioritize your business goals. Typical business goals¹ include:

- Reduced time to market
- Increased product feature/function
- Increased quality
- Increased responsiveness to change
- Increased visibility
- Reduced costs

Select Target Project & Team

Next, you need to select or review the agile project and team you have in mind for agile adoption or adaption. Some factors to consider are:

- Strong middle management support
- Motivated team members
- Challenging project goals
- Tangible business value
- Patience: agile transition will slow the team down initially

¹ [Agile Adoption Patterns: A Roadmap to Organizational Success](#), Amr Elssamadisy; ©2008 Pearson Education Inc.

Identify Current Challenges

Every process can be improved and it is important that you recognize and prioritize current process challenges².

You should consider the customer visible issues as a starting point:

- Quality is unacceptable to customers
- Delivery of new features takes too long
- Features are provided that are not used by customers
- Features are used but don't help customers as much as they should
- Software is too expensive
- Customers ask for too much – more than they really need

Next, consider other process challenges that are only visible within your organization, such as:

- Lack of access to customers for direct feedback
- Management is notified too late of slipped schedules and cannot respond effectively
- Resources are split across multiple projects
- Final testing finds a lot of defects resulting in last minute fixes
- Big-bang integration introduces significant problems late in the project cycle
- Last minute heroics consistently needed

It is important that you get agreement with representative stakeholders as to the specific process challenges that you face.

Assess Current Practices

Your organization has evolved practices which may or may not be agile. Assessing the current practices provides insights as to which practices can be improved and in what order. You should assess your current engineering practices including:

- Architecture and design
- Simple design and refactoring
- Build process
- Testing
- Configuration Management
- Issue Tracking

Management processes play a large part in the success of software project and your assessment should also include the following:

- Shared Responsibility
- Requirements
- Responsiveness
- Quality Assurance
- Communication
- Governance

Your assessment should include a quantitative and qualitative evaluation of each of the above practices by observing your development team(s) and interviewing team members.

Set Agility Goals

Taking into account the business drivers, process challenges and current practice assessment define clear goals for each practice. Set these goals into three separate timeframes that allow the team to focus on small but important changes ordered appropriately for sustainable process improvement:

Short Term	3 months – 6 months
Medium Term	6 months – 1 year
Long Term	1 year+

² [Agile Adoption Patterns: A Roadmap to Organizational Success](#), Amr Elssamadisy; ©2008 Pearson Education Inc

How Can Whelan & Associates Help?

Agile Adoption & Adaption Strategy

We will work with your management and project teams to develop a strategy tailored to your business context. We provide the following services:

- Business goal meeting facilitation
- Project and team selection
- Process challenge meeting facilitation
- Agile assessments
- Agile transition goal setting

Agile Training

An agile team should be trained together so that they come to a shared understanding of agile practices. We will design and deliver a training course that is targeted at your agile adoption strategy. The following practices are often selected for agile training:

- Release planning
- Iteration planning
- Story estimation and prioritization
- “Daily” Stand-ups
- Test-driven development
- Continuous integration
- Paired programming
- Agile testing
- Iteration Demo
- Iteration Retrospective

Agile Coaching

Agile transitions are challenging due to the discipline and enhanced team communication required. We provide on-site coaching to facilitate your team moving through the adoption phases to become a high performing agile team.

About Declan Whelan

Declan is an active software developer and agile coach with twenty-five years experience in a wide range of software industries.

His focus is on working with teams to deliver better software value, quality, and time-to-market through agile principles and practices.



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