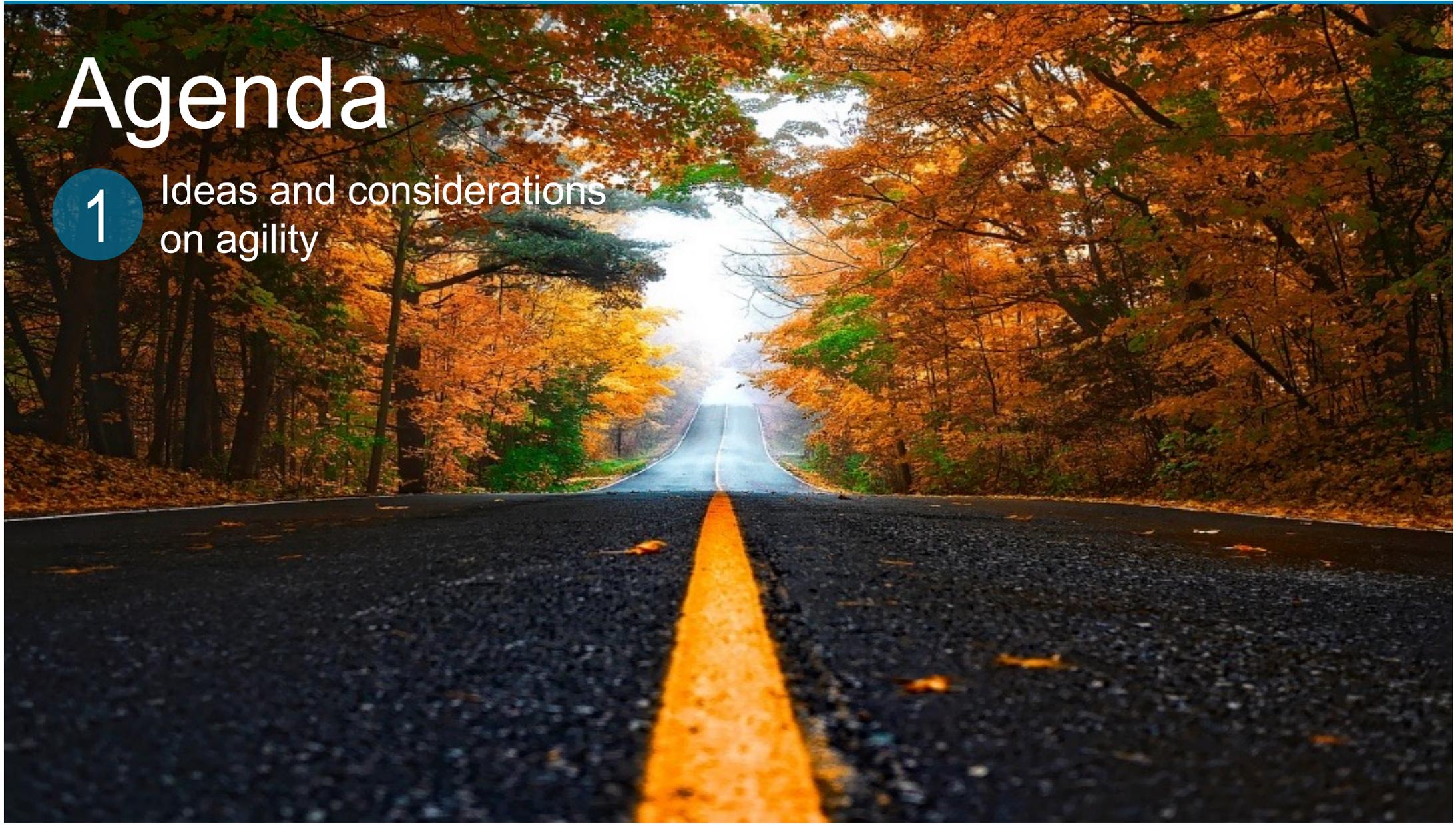


The fifth paradigm

Agenda

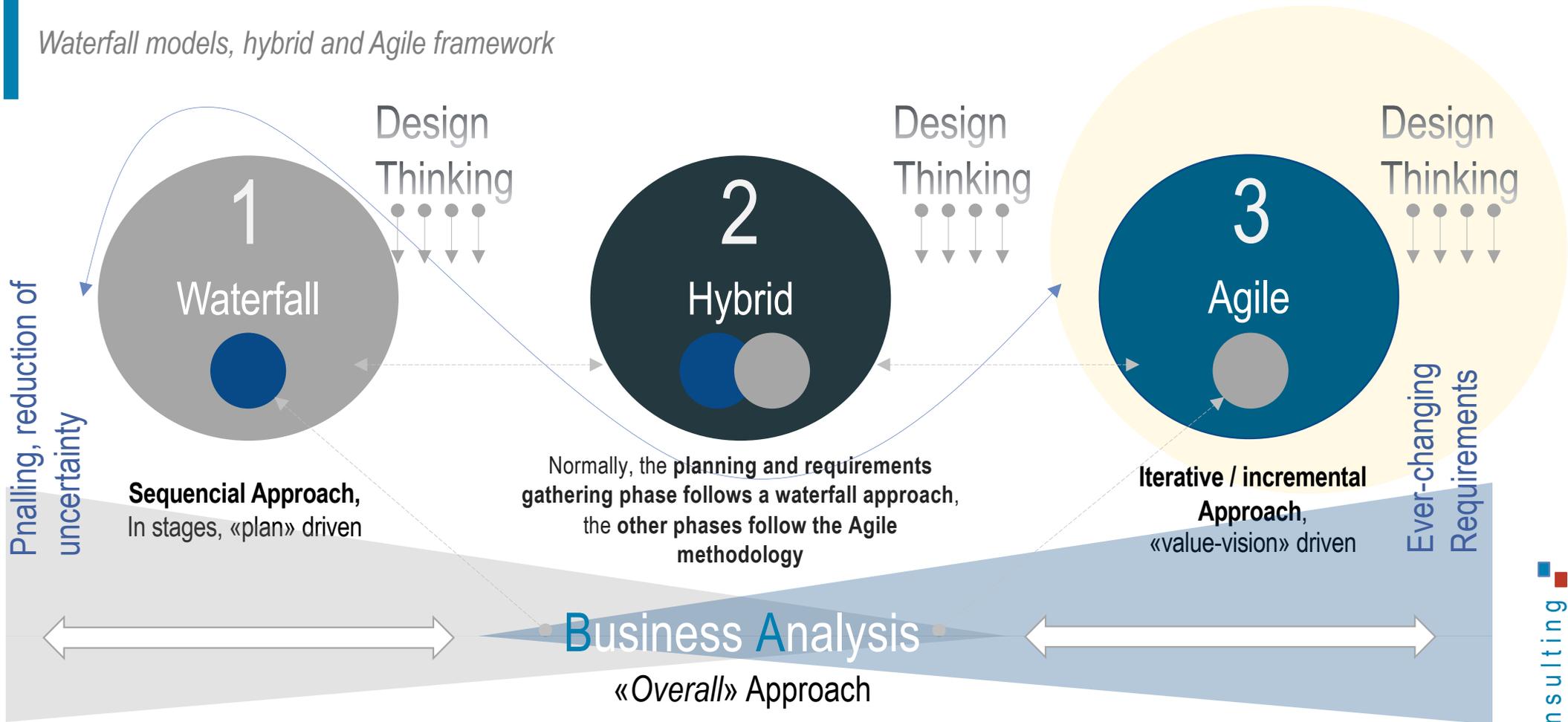
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Ideas and considerations
on agility



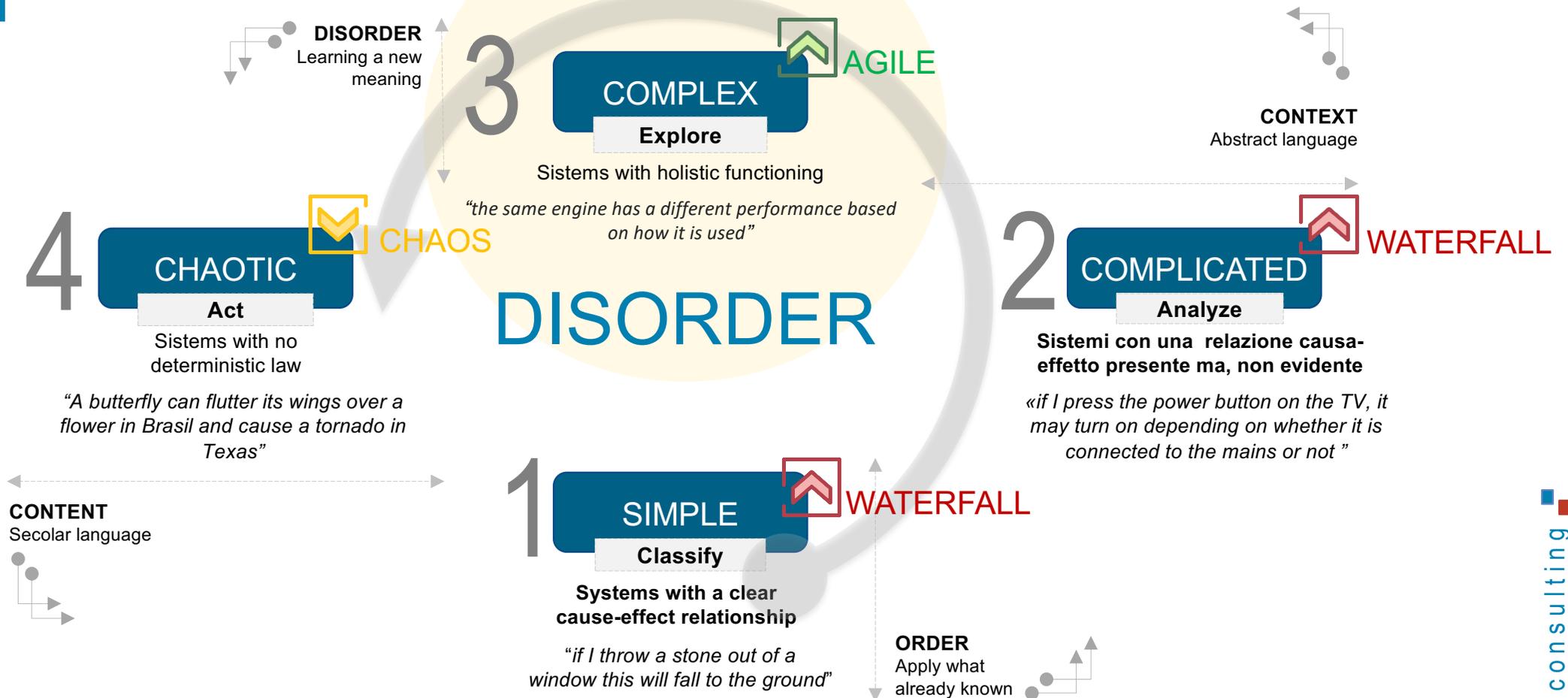
METHODOLOGICAL APPROACHS IN COMPARISON

Waterfall models, hybrid and Agile framework



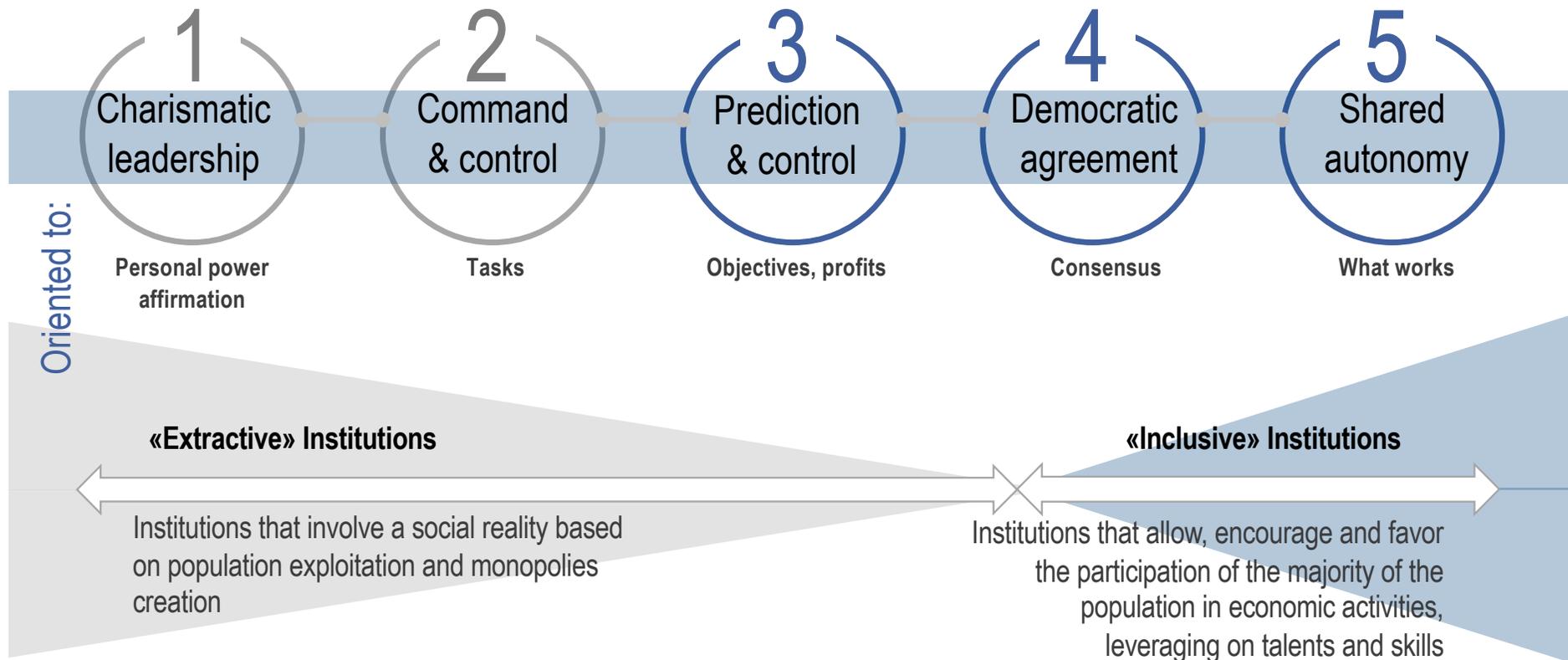
CYNEFIN FRAMEWORK

Kurtz & Snowden Model



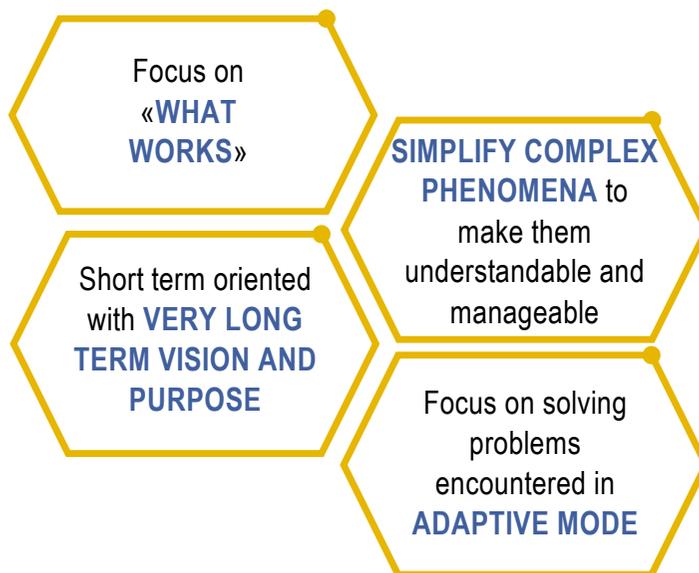
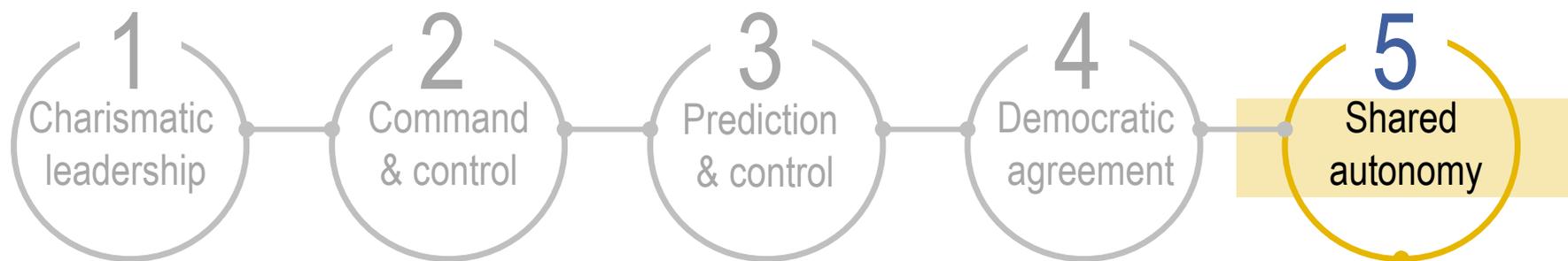
ORGANIZATIONAL PARADIGMS IN COMPARISON

From the charismatic leadership paradigm to that of shared autonomy



ORGANIZATIONAL PARADIGMS IN COMPARISON

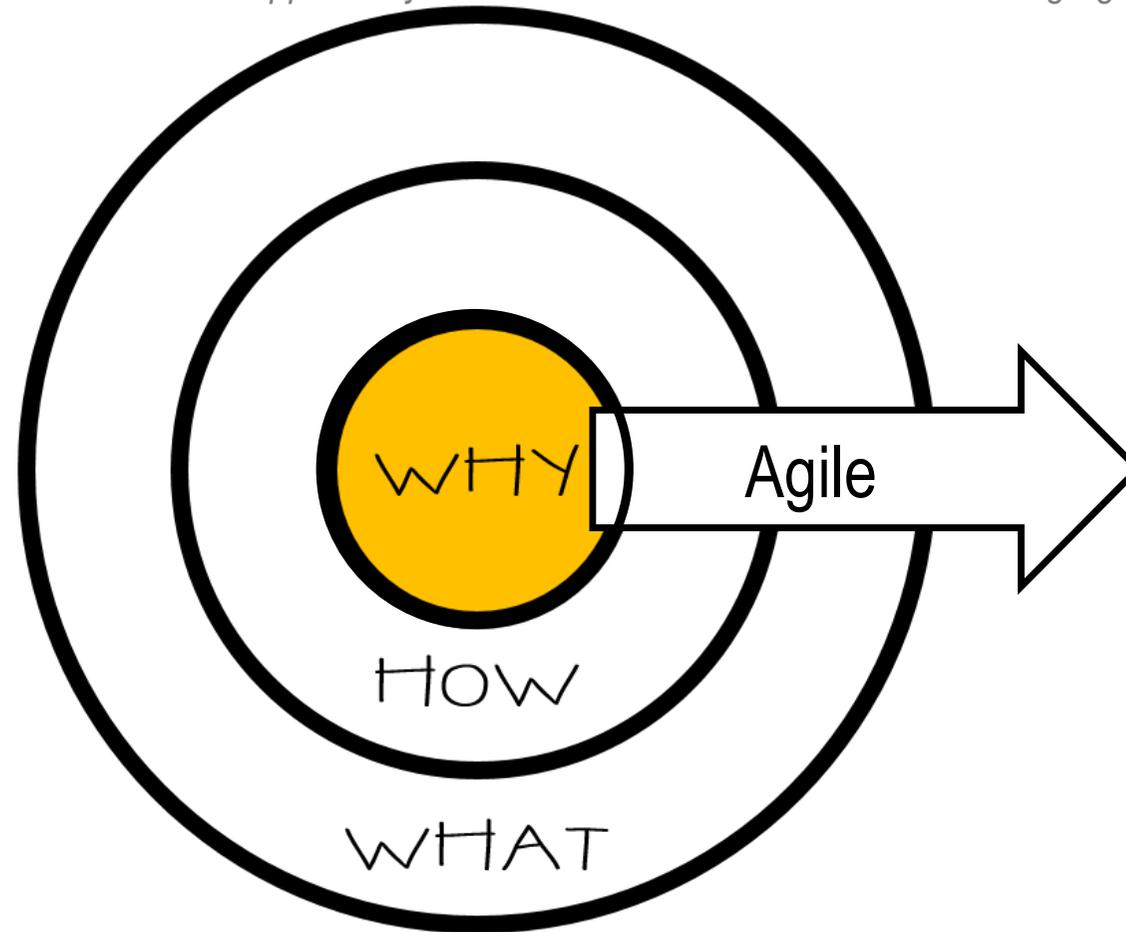
Focus on shared autonomy



| PROs | CONS |
|---|---|
| <p>Growth rate</p> <p>Strong resilience</p> <p>Fast Adaptation</p> <p>High efficiency</p> <p>High motivation</p> <p>Disruptive and incremental Innovation</p> | <p>Cultural. Step-by-step introduction needed</p> |

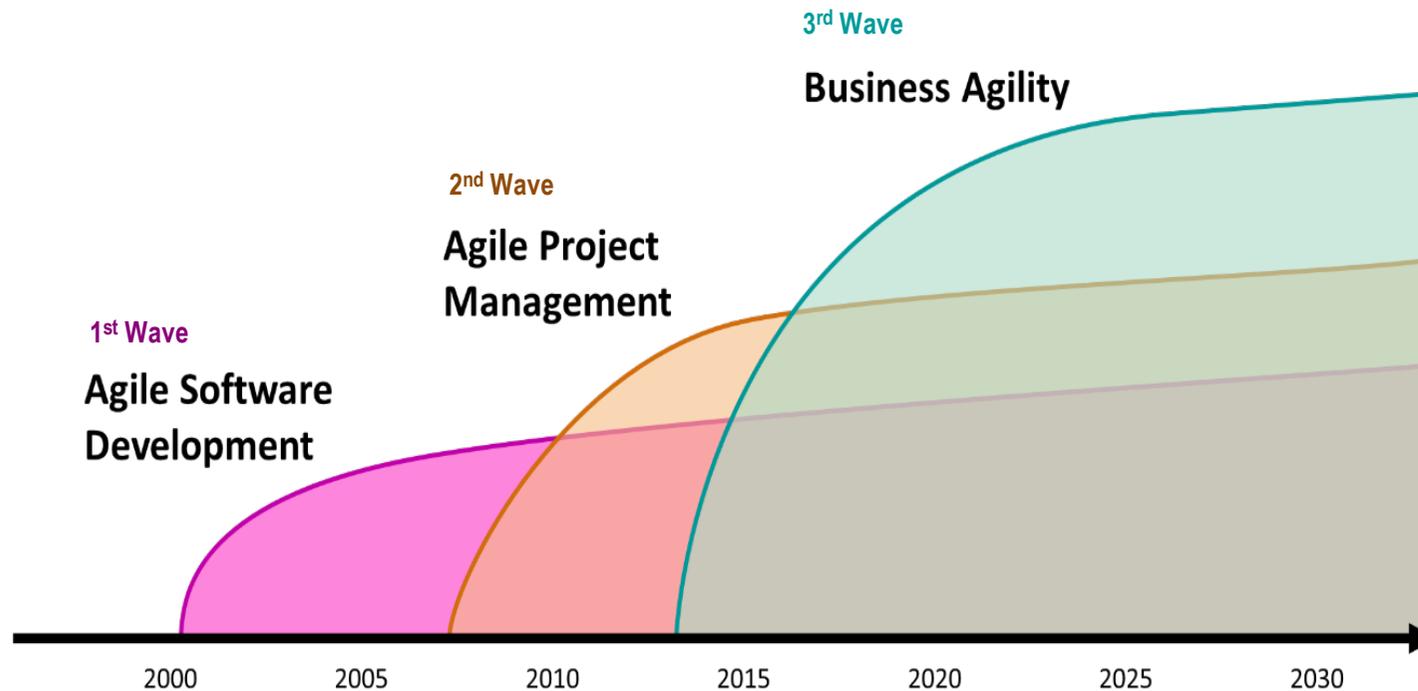
THE GOLDEN CIRCLE

The model offered by Simon Sinek offers us an opportunity to understand the reasons for introducing Agile into companies



TOWARDS BUSINESS AGILITY

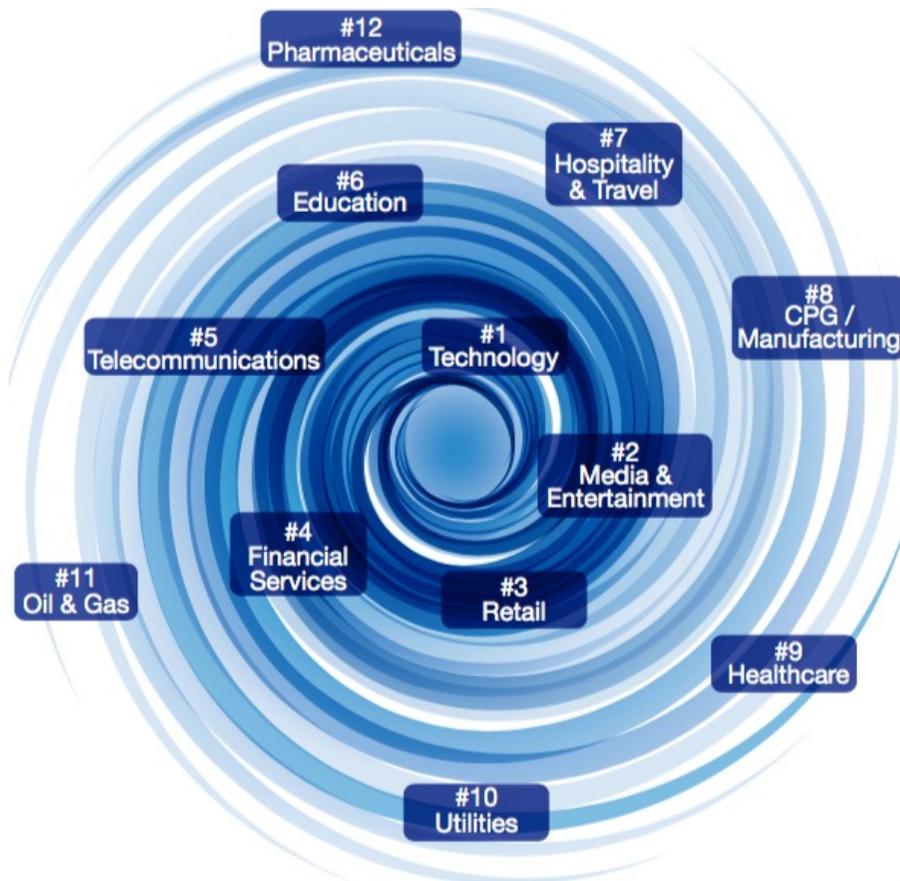
Companies that adopt the “principles” of Agile are the ones that win the market competitive challenge and are increasingly successful. Managerial innovation makes more and more companies winner in several industries even more than specific products or services



The term **BUSINESS AGILITY** means the convergence between what is carried out by the Agile movement - although in different contexts - and the numerous **ORGANIZATIONAL REFLECTIONS THAT ARE MAKING THE TRADITIONAL PARADIGMS EVOLVE**. Even with very different practical applications from case to case, the underlying principles are the same and are the ones that today are reshaping more and more organizations in the world

DIGITAL VORTEX

The digital transformation is quickly changing the market competitive rules and differentials

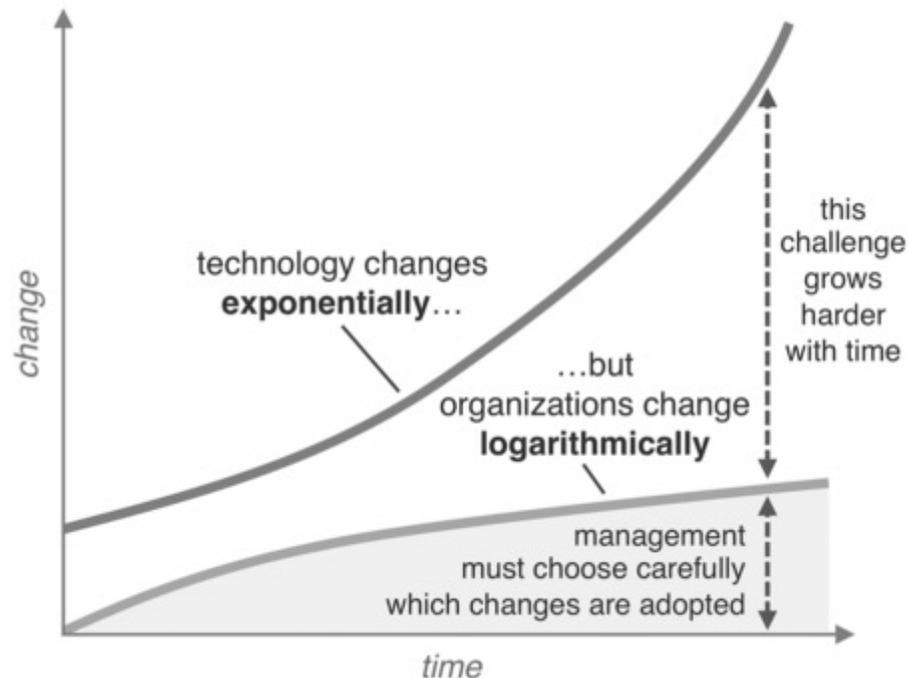


THE DIGITAL VORTEX DRAWS ALL THE INDUSTRIES TOWARDS ITS CENTER IN ORDER TO FINALLY TRANSFORM THEM. Some sectors are further away, others closer to the eye of the storm, but none are immune. This is due to a whole series of transversal phenomena:

- the **GROWTH OF THE SERVICE COMPONENT IN THE PRODUCTS** - even in the traditional ones - which can be digitized in order to be more efficient and personalized;
- the **DEVELOPMENT OF CUSTOMER INTERACTION MODES**, which are increasingly taking place on digital media;
- the **CHANGE IN WORKING METHODS WITHIN COMPANIES**, which can benefit from new technologies both to make the work of knowledge workers (i.e. all employees, managers, salespeople, ...) more effective and to improve production processes (i.e. impact of industry 4.0).

MARTEC LAW

The phenomena underway show that the ever-changing digital world is becoming the nerve centre of all sectors' companies competitive challenges. But how do companies keep up with this acceleration?



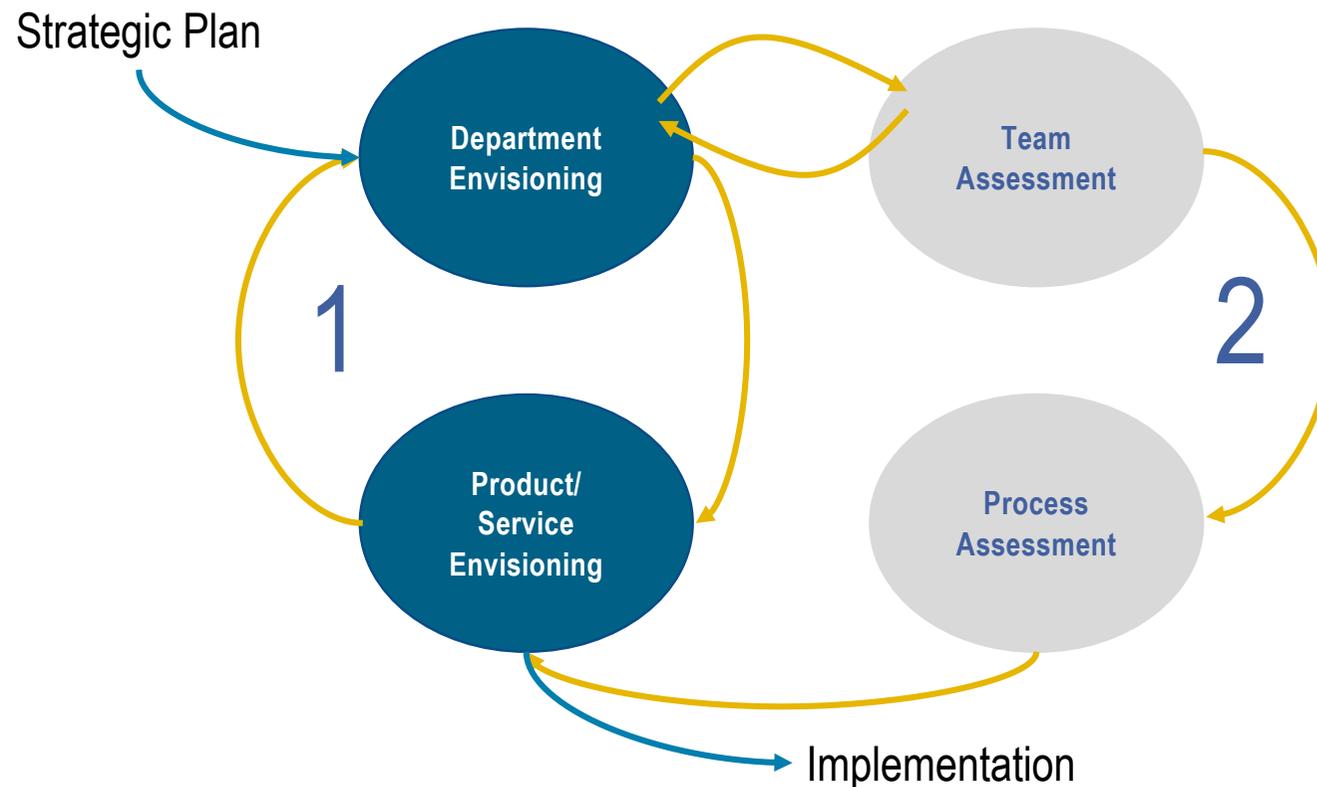
The gap between these two trajectories increases over time and leads companies to ask themselves how to get out of this constraint and be faster to chase the market.

Agile carries this kind of promise: being able, even on larger scales, to maintain those same slenderness characteristics **TO ENABLE COMPANIES ABLE TO TRANSFORM THE POSSIBLE THREATS THAT ARRIVE FROM THE EXTERNAL CONTEXT INTO OPPORTUNITIES.**

Not only that, the promise of Agile is also to **MORE MOTIVATE PEOPLE, ATTRACT TALENTS, REDUCE THE COSTS OF BUROCRACY AND MANAGERIAL OVERHEADS.** All the combined elements make Agile an imperative today, a real need to overcome the challenges that companies feel more and more on their skin.

STRATEGIC ALIGNMENT

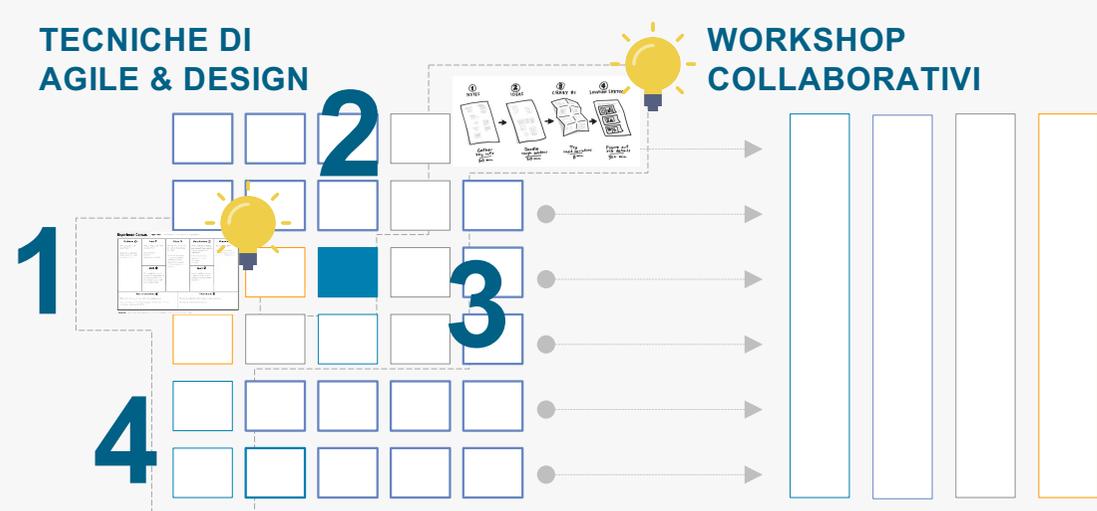
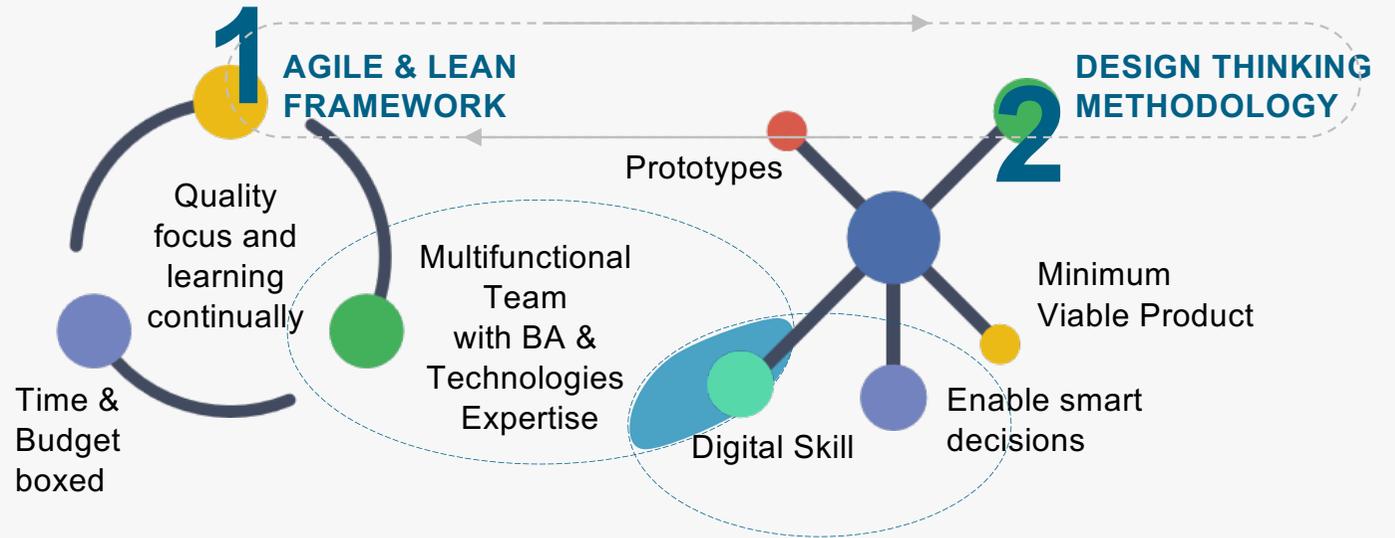
The Agile framework is based on a short-term perspective, but companies need to pigeonhole their projects in a more strategic view. The important question to be solved is: how can the connection between the organization running agile development projects and the strategic objectives that must be achieved be managed?



APPROACH

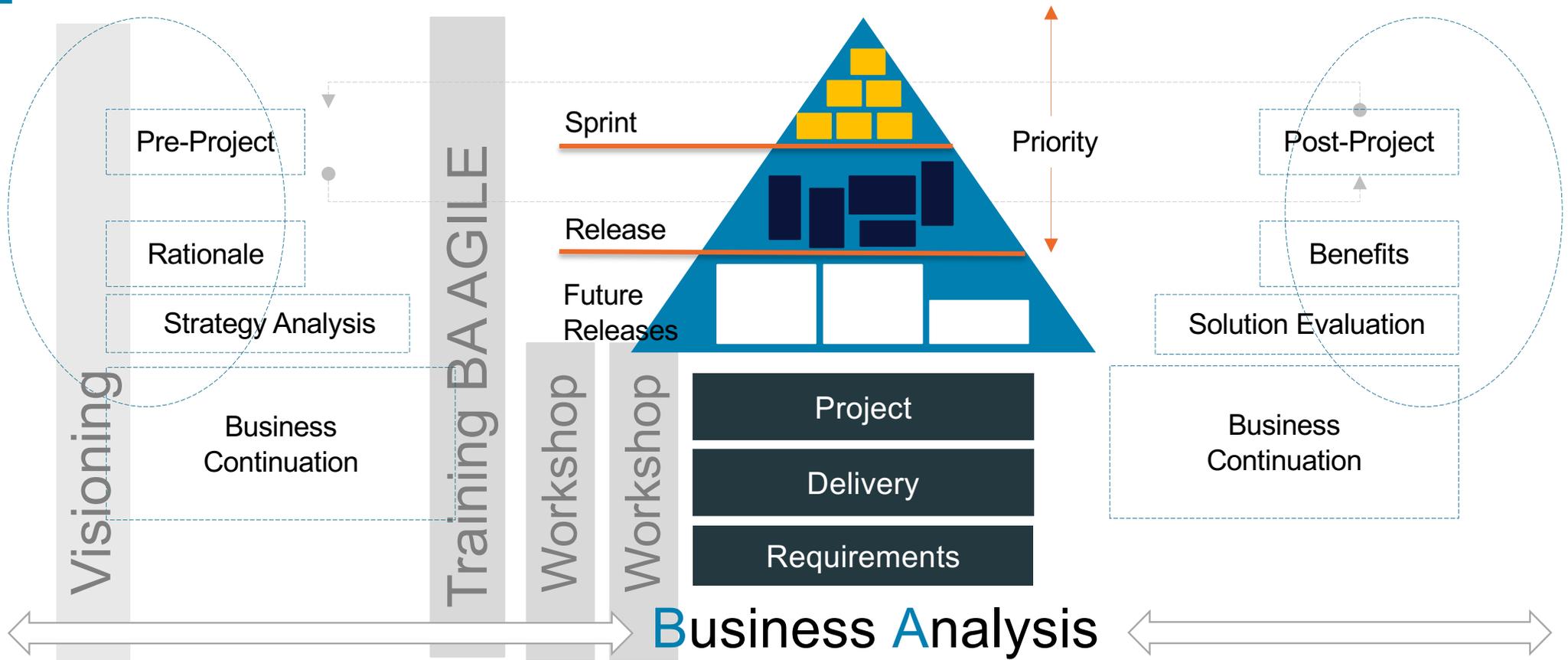
Our guidelines

- 1 See the whole
- 2 Think as a Customer
- 3 Analyze to determine what is valuable
- 4 Get real using examples
- 5 Understand what is doable
- 6 Stimulate Collaboration and Continuous Improvement
- 7 Avoid Waste



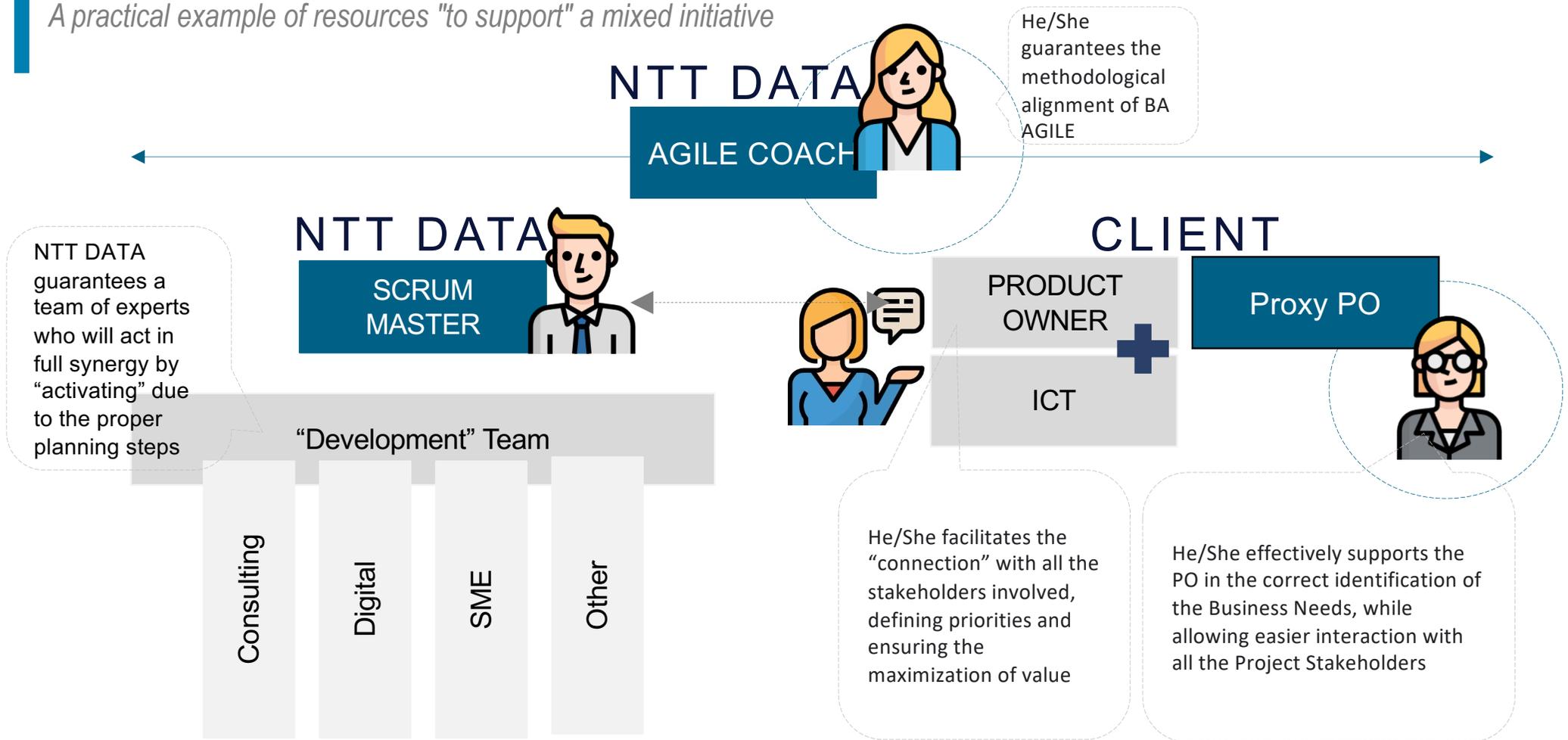
APPROACH TO THE PROJECT

A practical example of activity "in support" of a mixed initiative



PROJECT ORGANIZATION

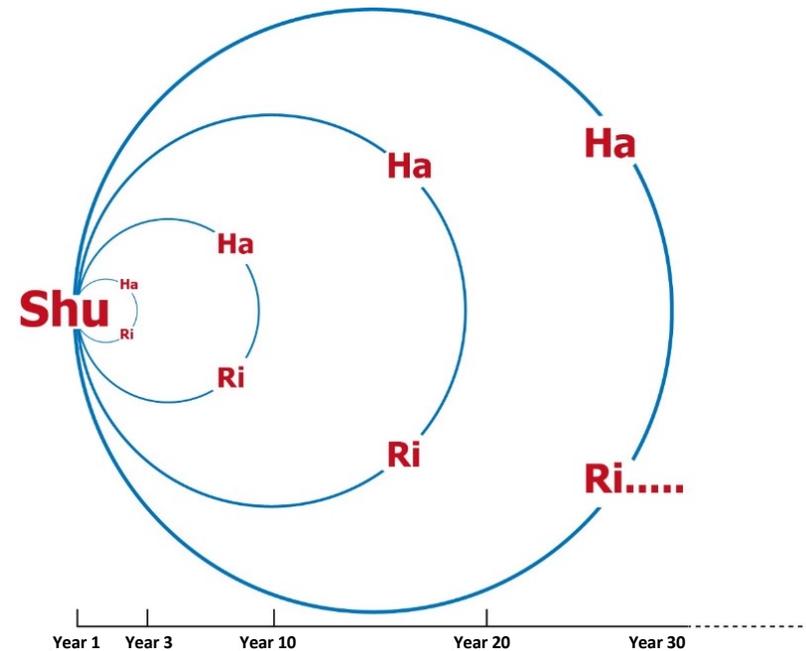
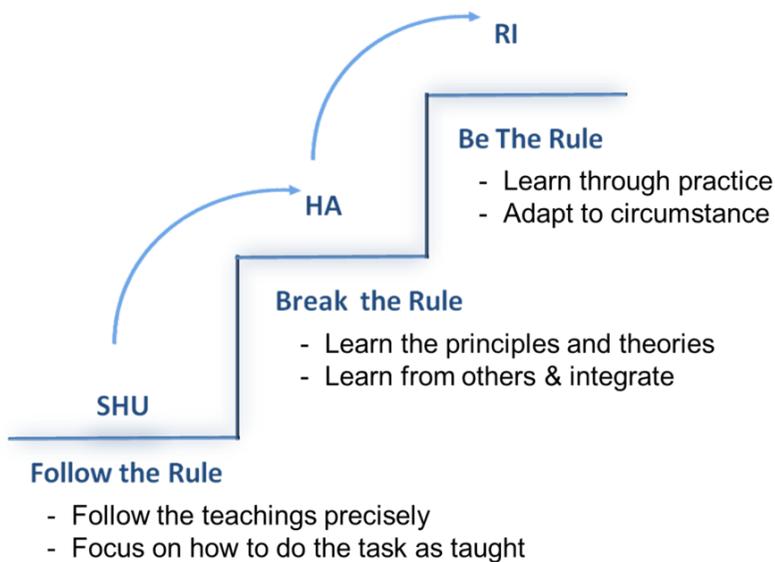
A practical example of resources "to support" a mixed initiative

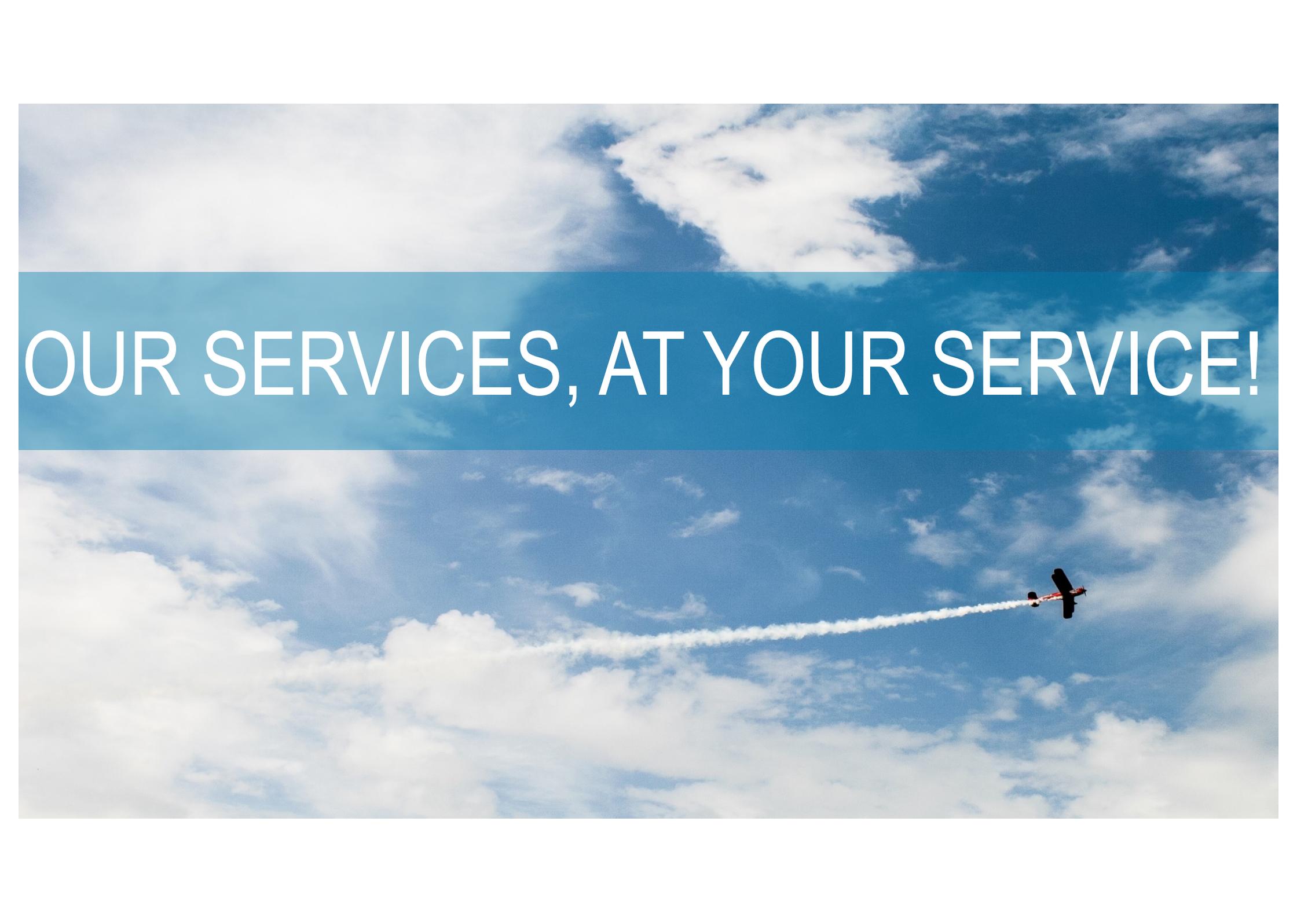


SHU HA RI

According to Zen, the process of learning by a student of any traditional Japanese discipline (from martial arts, or rather from the budo disciplines, to the tea ceremony, flowers arrangement, calligraphy, dance, theater) goes through three phases indicated with the term SHUHARI. It constitutes the basis, the essence, of Agile Coaching.

Shu Ha Ri - Stages of Learning



A blue sky with scattered white clouds. A small airplane is flying in the distance, leaving a white contrail. The text "OUR SERVICES, AT YOUR SERVICE!" is overlaid on a blue horizontal band across the middle of the image.

OUR SERVICES, AT YOUR SERVICE!