

# Difference between Agile and SCRUM

**Cristina Paternoster**

**NTT DATA**  
Trusted Global Innovator

Why is SCRUM  
becoming the way  
to do AGILE  
without being  
AGILE?



SCRUM is just one of  
the many  
methodologies that  
AGILE offers: it is  
certainly the best  
known and for this  
reason it is "confused"

with AGILE  
**NTT DATA**  
Trusted Global Innovator

AGILE is a  
MINDSET, a "way  
of thinking", a  
"way of seeing"  
things



SCRUM is just one of the many  
methodologies that AGILE offers:  
adopting SCRUM does not therefore  
mean transforming a company into Agile

Some companies claim to do AGILE, but the mode is often top-down, showing us that there is absolutely nothing of AGILE

Other companies, on the other hand, "buy" arrays of Scrum Masters that make team work in SCRUM mode without changing the organizational structure at all

The teams working on  
SCRUM obtain  
improvements in  
terms of performance  
over time



but it's very difficult for the  
company to achieve the  
results it hope to achieve if  
the system doesn't change  
as well as if the  
organizational structure and  
way the company works  
doesn't change

Too bad what they are doing is  
not AGILE!

Obviously MANY of  
these projects are  
doomed to failure and  
so it can be believed  
that AGILE cannot  
work

These companies actually use  
the Leopard strategy:  
"everything changes so that  
nothing changes", because  
SCRUM is becoming the  
method of being AGILE without  
being AGILE

The AGILE MINDSET is the ability of an organization to quickly change strategy, structure, processes, roles, skills, technologies in order to seize opportunities and therefore produce greater value for the Customer and for all Stakeholders. If only the teams work with SCRUM and the organization DOES NOT CHANGE, it will never possess these distinctive features of the AGILE MINDSET

The only way to implement an AGILE transformation is to start with the awareness **AGILE MINDSET** adoption



If you start from MINDSET, implementation is relatively fast: we are talking about 6 months for a PILOT project and 3 years for the entire organization