Our top 10 most annoying, insane, successful, shocking and best SAFe implementation experiences

https://tools.kegon.de/confluence/display/KEG/T4AT-2019+Scaled+Agile+Implementation+Challenges+-+Finding+from+the+Field

SAFe SUMMIT THE HAGUE, NETHERLANDS

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Findings from the Field
Scaled Agile Implementation Challenges
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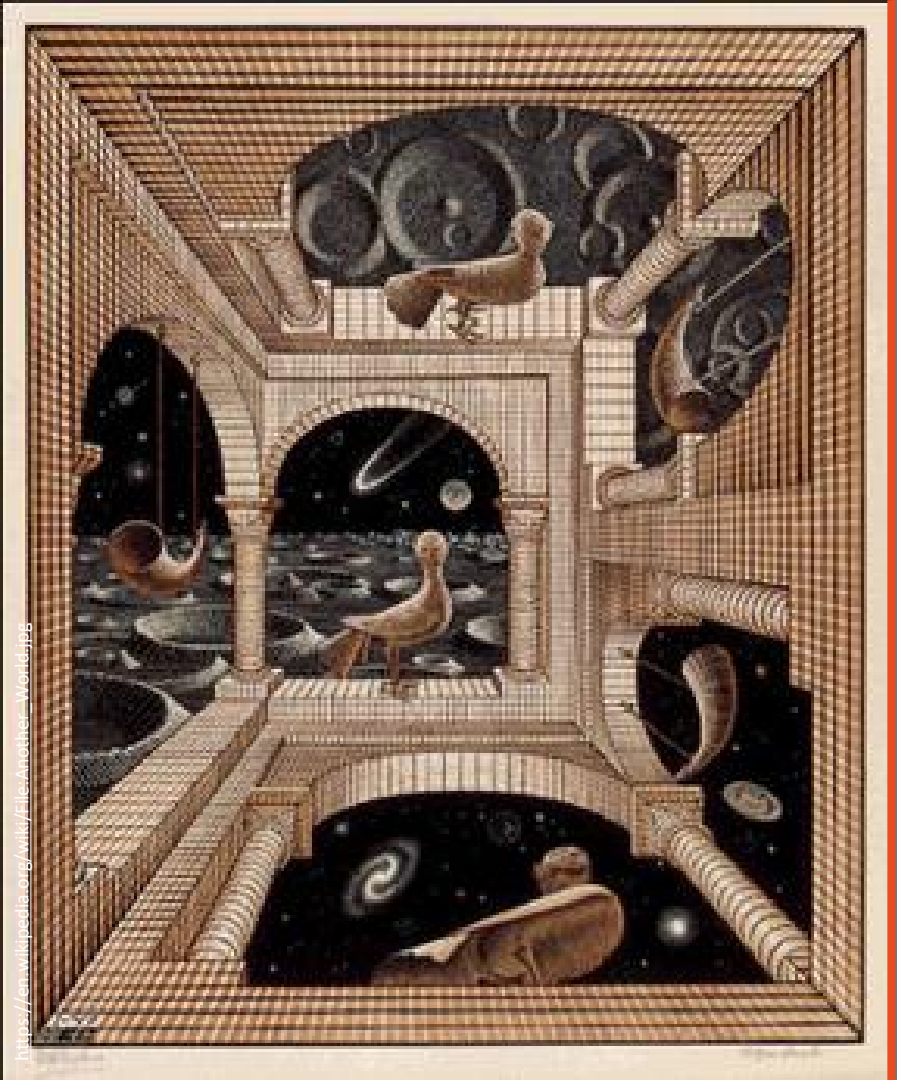
1. Babylonian language confusion:

Orthogonal organized teams work “together”:

- Communication costs explode
- Transparency decreases
- Predictability of value delivery declines



https://en.wikipedia.org/wiki/File:Another_World.jpg

2. Agile teams make autonomous architecture decisions:

Decisions are correct for a single team, but very often they don’t fit together.

- Endless communication loops
- Decreased transparency
- Declining predictability of value delivery
- Less resilient products and solutions

Pieter Bruegel the Elder - The Tower of Babel (Vienna) - Google Art Project.jpg

3. People not organized around value:

People work on multiple teams

- Conflicts must be resolved by every individual
- Predictability of value delivery declines

Foto: Felix Rüssel

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4. Agile teams are organized in Projects

- Dependencies explode
- Transparency decreases
- Predictability of value delivery declines
- Pressure on management, on the teams and the agile transformation increases
- Frustration and mistrust leads to micromanagement

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5. Problematic historical Decisions could be an explosive mortgage:

- Effects become visible earlier
- But yet it still proves the effectiveness of the agile approach
- But the transformation process could be stopped cause of these effects

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6. But….

- Learning organizations use these or similar effects –

  to become better, not to start with new models over and over again
- They generate insights about their own process
- They esteem Old and New …and find a new balance

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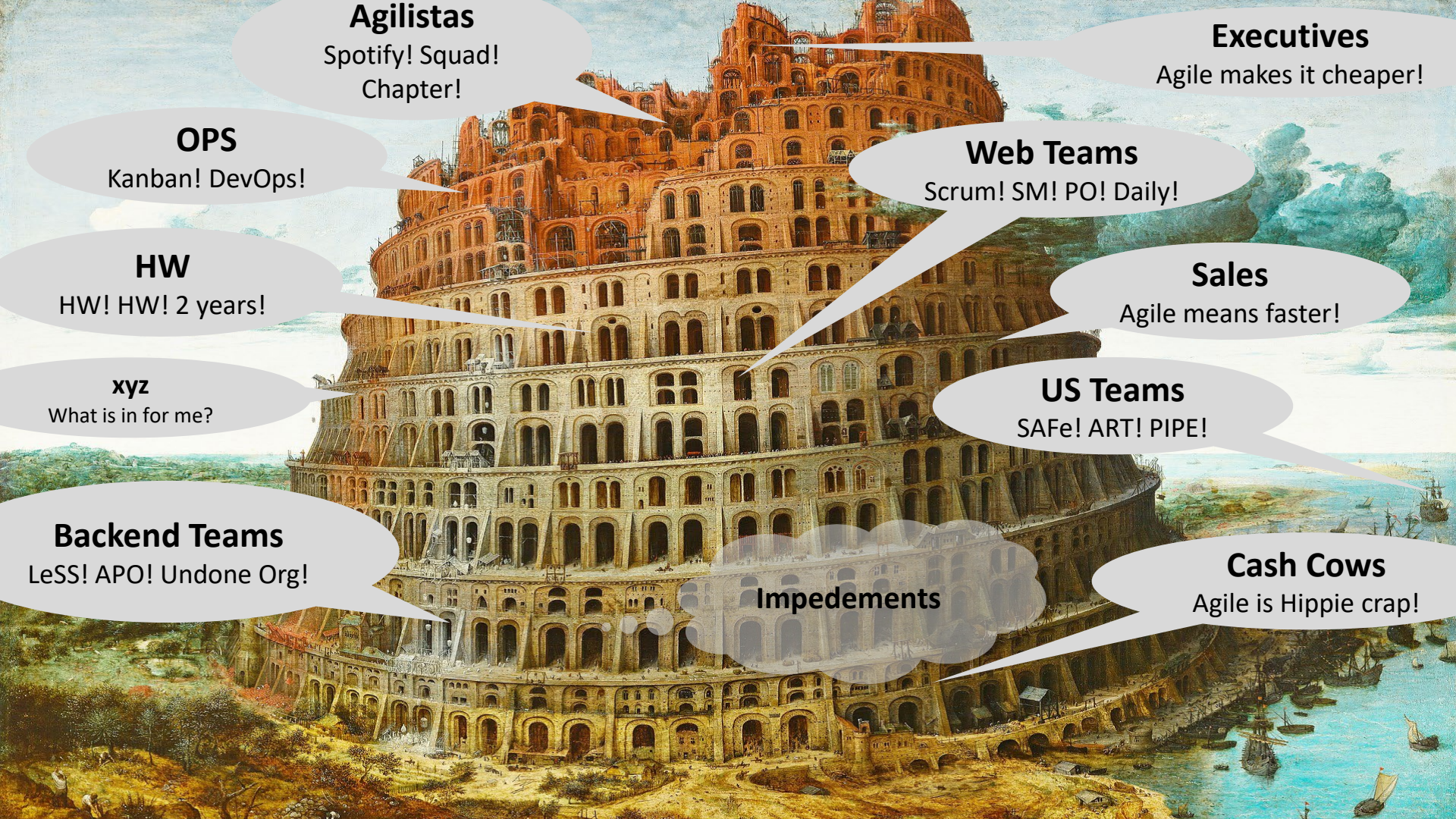
7. Agile ?

Super easy,
isn‘t it?

Bild von Eak K. auf Pixabay

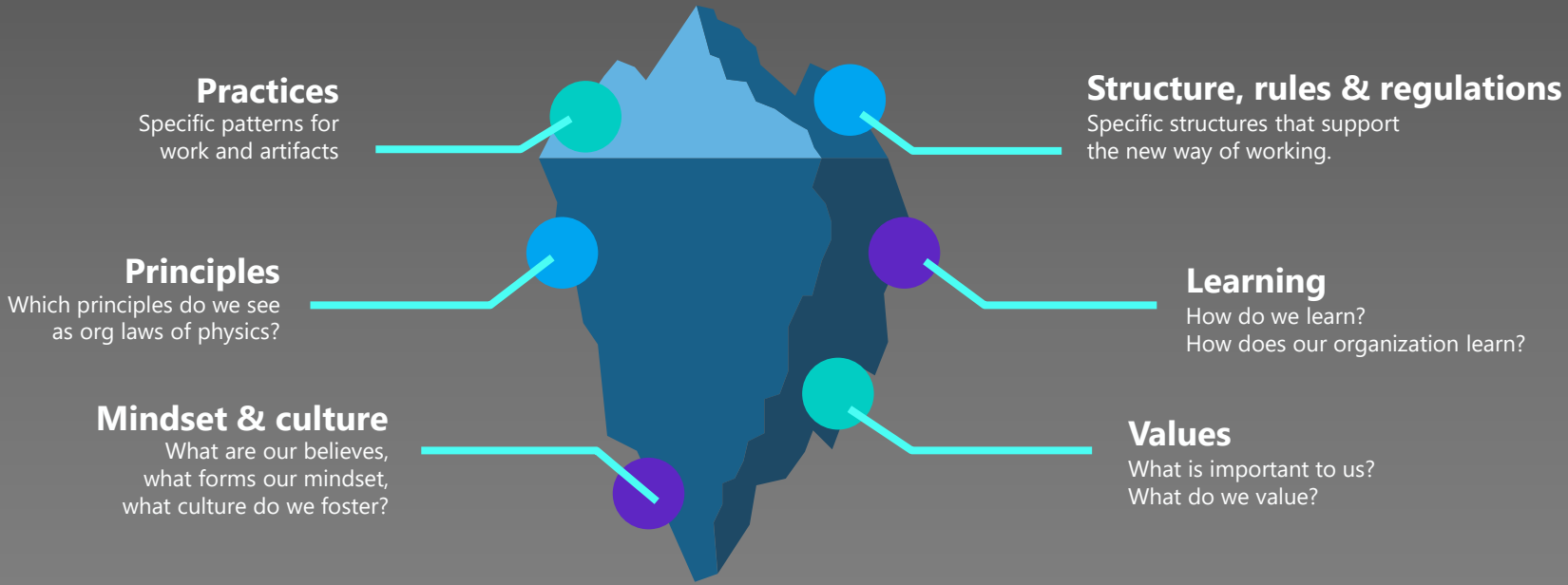
Naive Scaling means: using patterns that work for agile teams to scale

… but if you will do this, you'll get some surprising or painful/toxic results


Agilistas
Spotify! Squad! Chapter!
Executives
Agile makes it cheaper!
OPS
Kanban! DevOps!
Web Teams
Scrum! SM! PO! Daily!
HW
HW! HW! 2 years!
Sales
Agile means faster!
xyz
What is in for me?
US Teams
SAFe! ART! PIPE!
Backend Teams
LeSS! APO! Undone Org!
Impedements
Cash Cows
Agile is Hippie crap!

Lean & Agile

Lean-Agile is not about practices, specific structure or a set of rules and regulations



It is about changing the way you are looking and interacting with the world.
It's a cultural shift and a **personal change**.

8. Green field

- Super easy…
- so use any framework

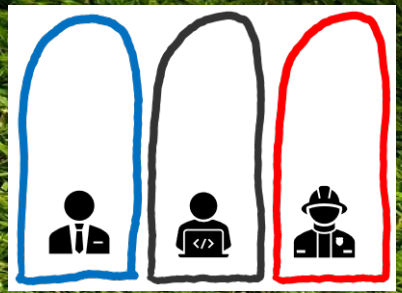
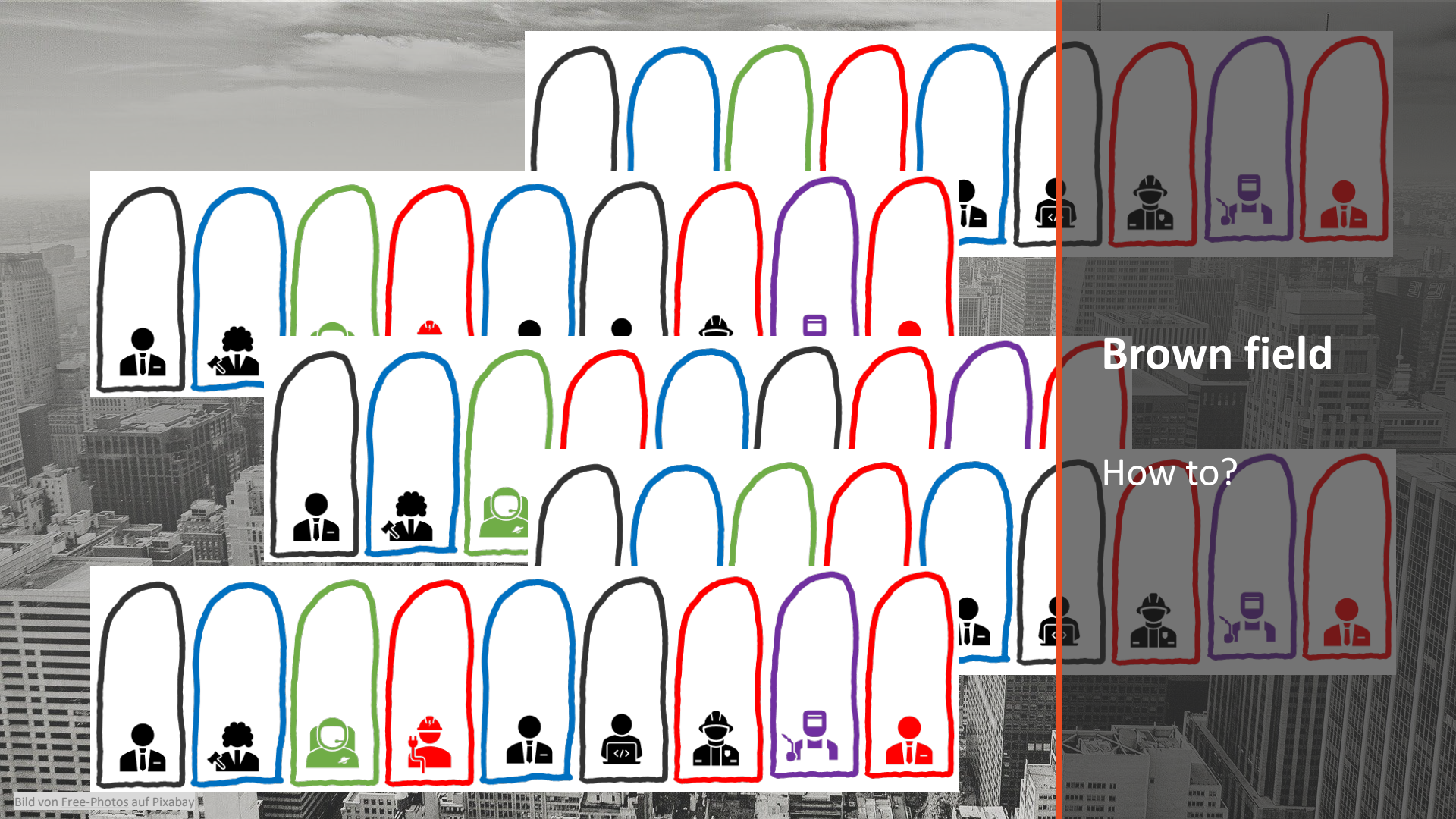


Bild von Harry Strauß auf Pixabay



Brown field

How to?

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9. tones of dependences

- are leading to stasis

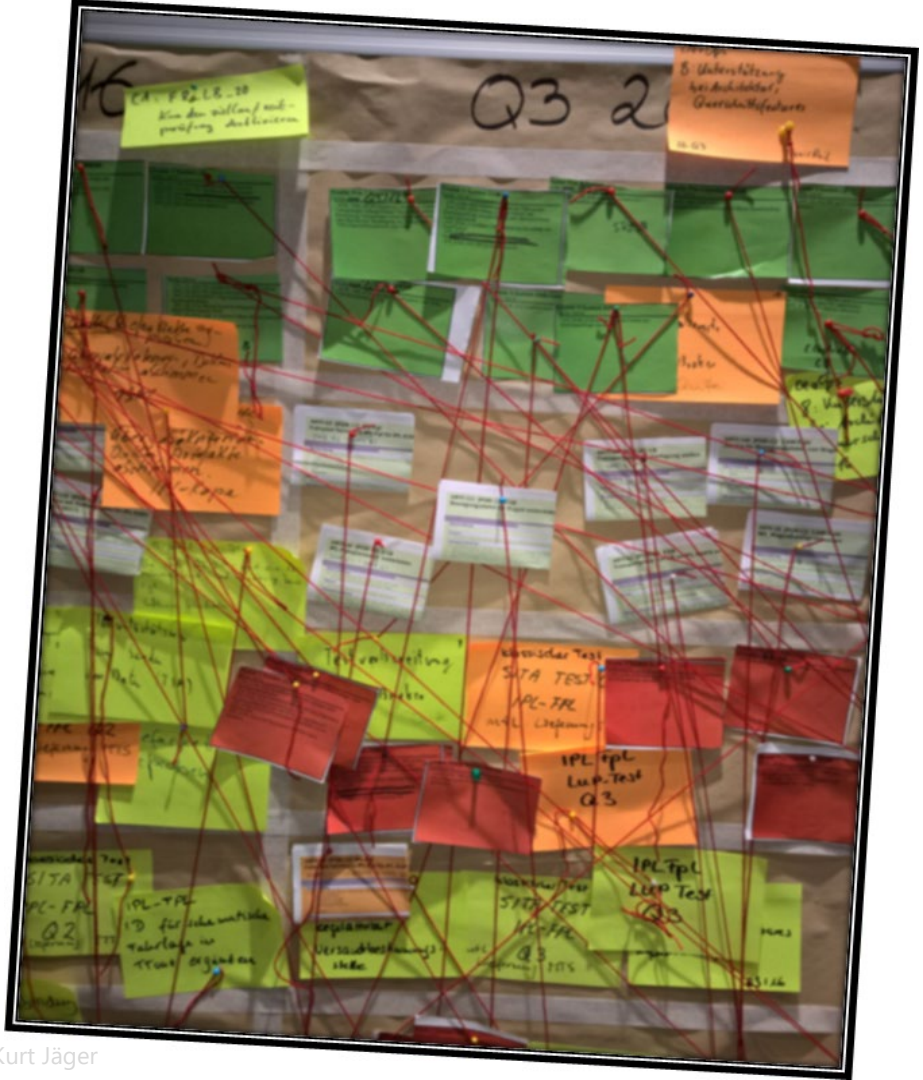


Bild von Felix Rüssel und Kurt Jäger

10. Intransparency increases lead time

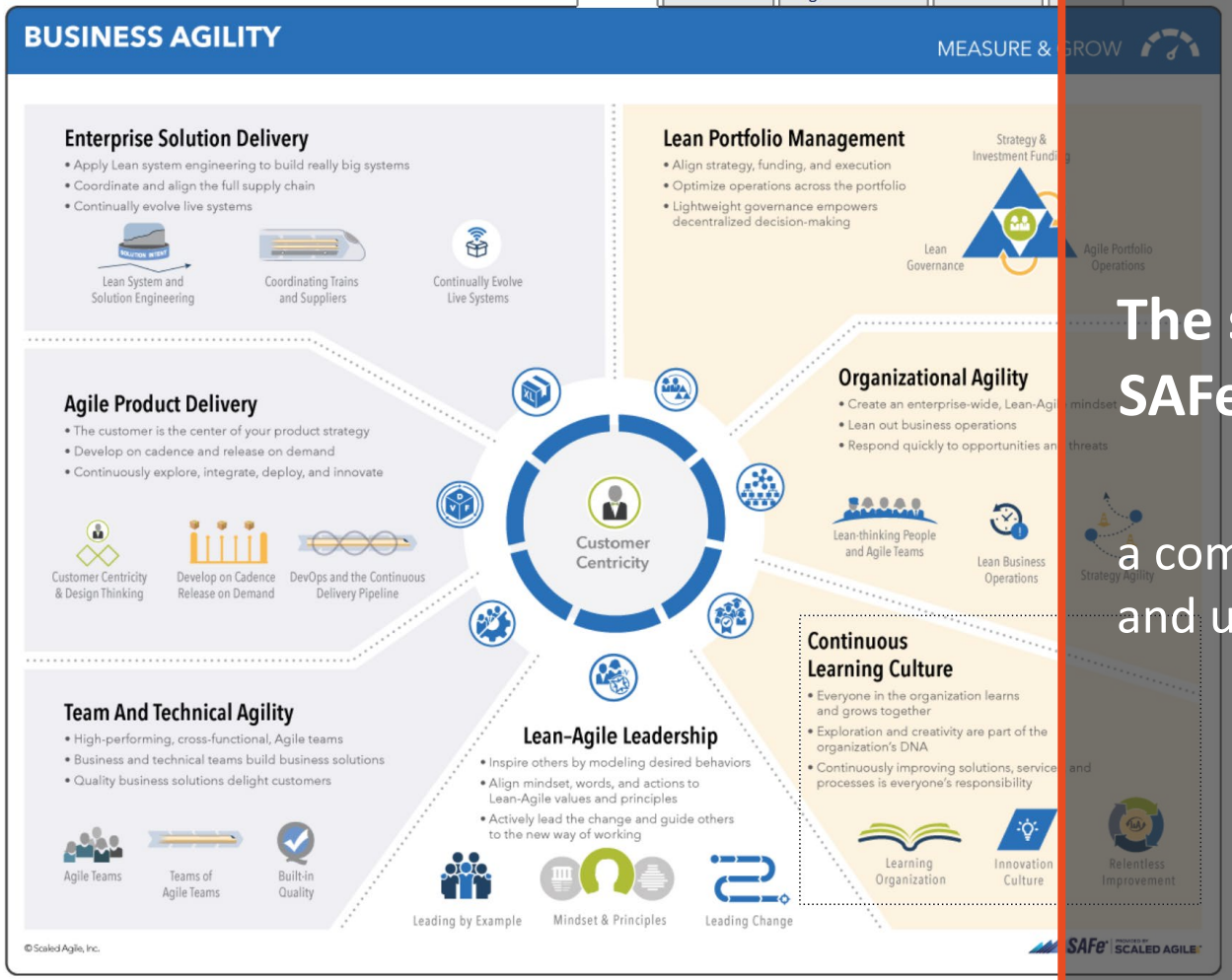
- Tactically Workload/WIP
- Strategically Team cut

… let us descend, and there confuse their language,
so that they do not understand one another's language.. (Gen 11,7)

SAFe® for Lean Enterprises 5.0

Select Configuration

Overview | Essential SAFe | Large Solution SAFe | Portfolio SAFe | Full SAFe

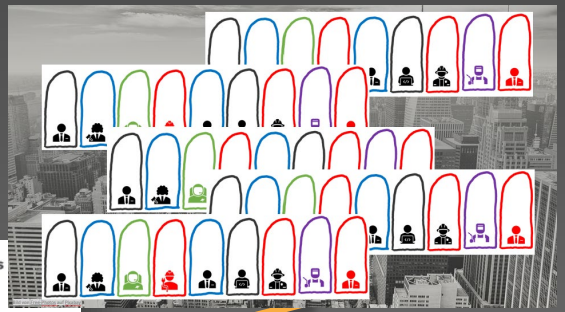


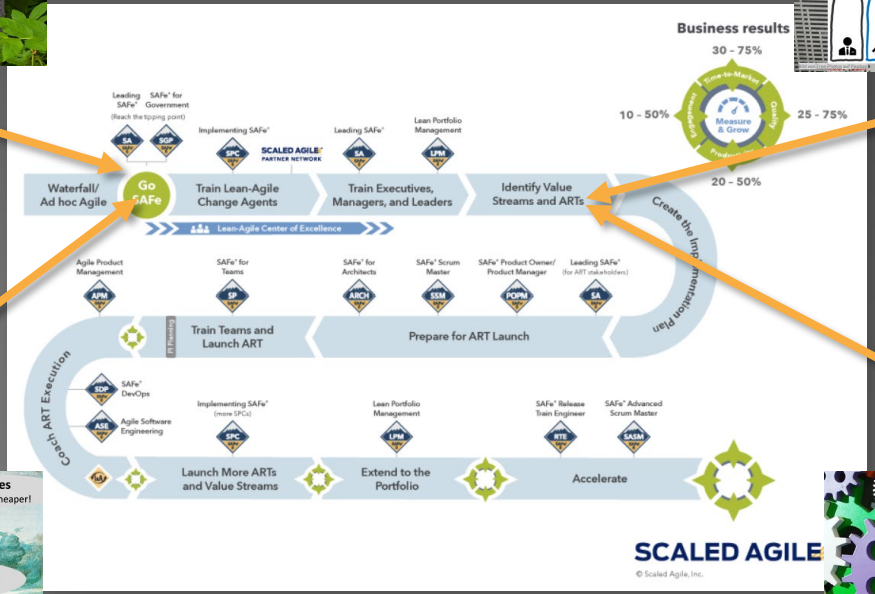
The strength of SAFe :

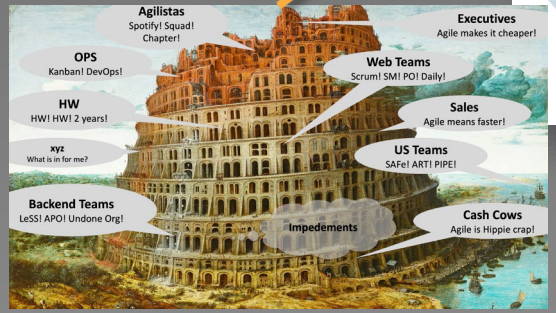
a common language and understanding

Bild von https://www.scaledagileframework.com/

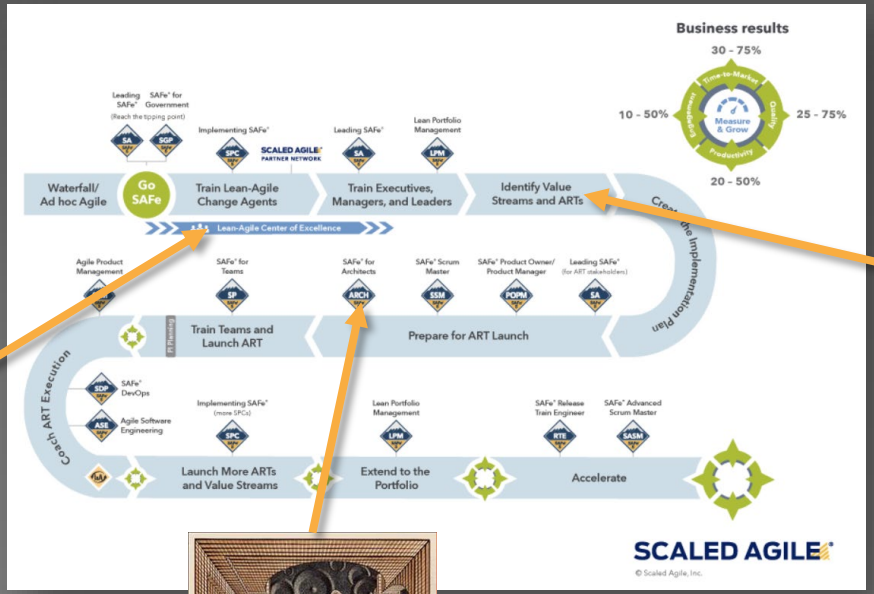
Starting with scaling

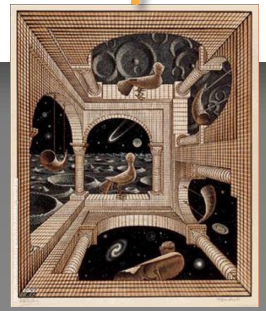






How to deal with these findings





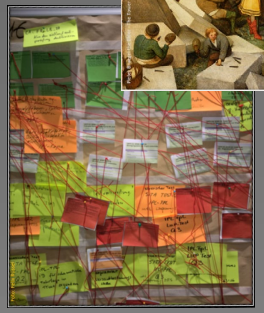


Bild von Anton Lovász auf Pixabay

Responsible for driving change?

Take a good care
of your own SAFety!

AND GET READY FOR THE ACTION!

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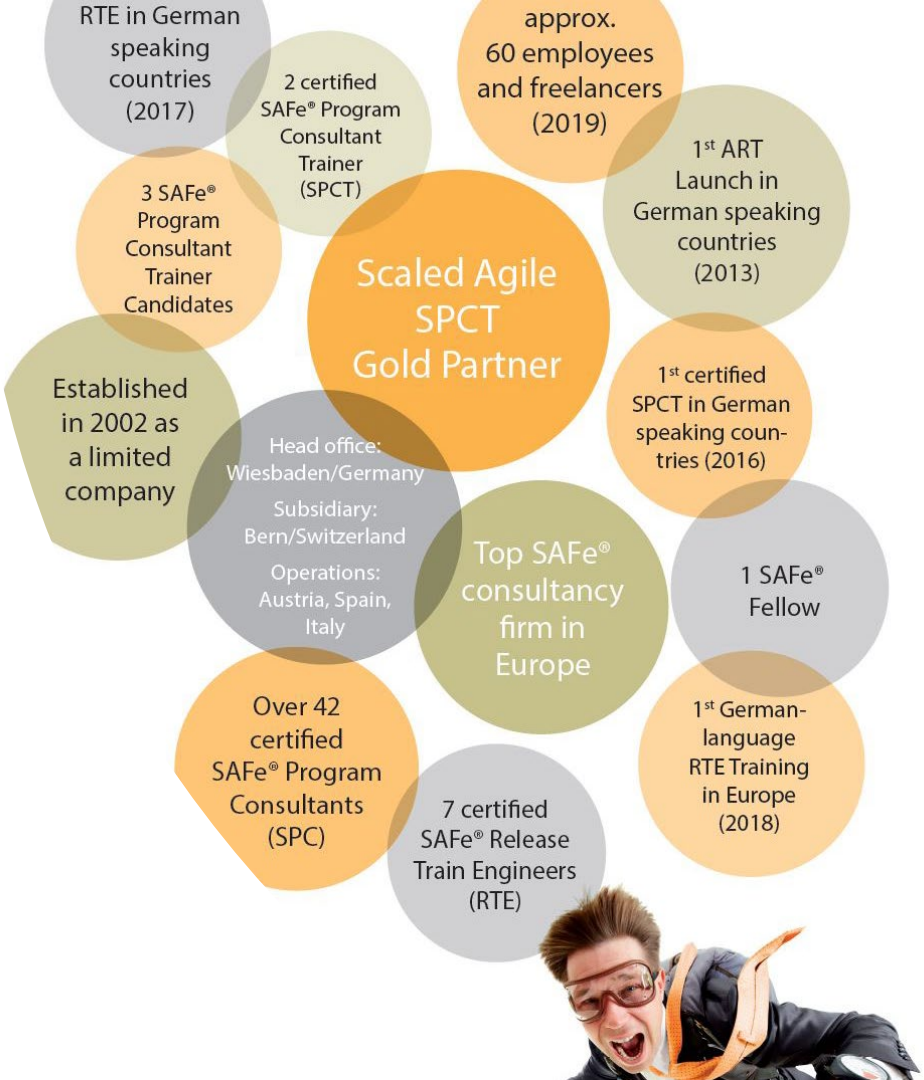
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