

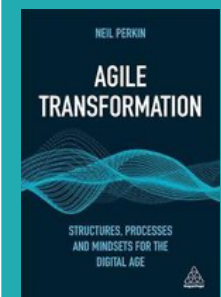
# QRC Agile transformation

Based on Agile transformation, QRC by Henny Portman, Nov. 2020

To often we look at the new through the lens of the old and misappropriate old thinking onto new technology paradigms

## Critical shifts needed in change programs

- The balance between vision and iteration
- Barriers to organizational change
- Parallel, not linear
- Fluid, not fixed
- Open, not closed
- Experience, over efficiency
- More leadership, less management



modern transformation programs need to be adaptive, responsive and build from continuous learning. You have to think big, start small, and scale fast

### Think big

Recognizing the need and context for change, developing the compelling vision that can set the direction; investing in fundamental technology, people and culture enablers that can establish the foundation to enable change to happen.

#### Critical tasks:

- Visioning (inspirational, distinctive, simple, challenging, directional and tangible)
- Bold, disruptive thinking
- Foundation enablers:
  - technology and data
  - culture and people
- Context mapping

### Start small

Taking a focused approach to developing new ways of working and new value creation; piloting new approaches and learning rapidly in order to create informed scalability.

#### Critical tasks:

- Focus
- Setting the teams up for success
- Mindset

### Scale fast

Building on early successes; creating genuine momentum for transformation through adaptive change and bringing our people on the journey with us; scaling agile teams; rapidly expanding the understanding of new ways of working; learning fast at scale to enable a truly ambidextrous organization.

#### Critical tasks:

- Scaling agile structures
- Building momentum for change through:
  - strategy and execution
  - leadership mindset
  - adaptive strategy