



Agile Transformation Advisory Approach

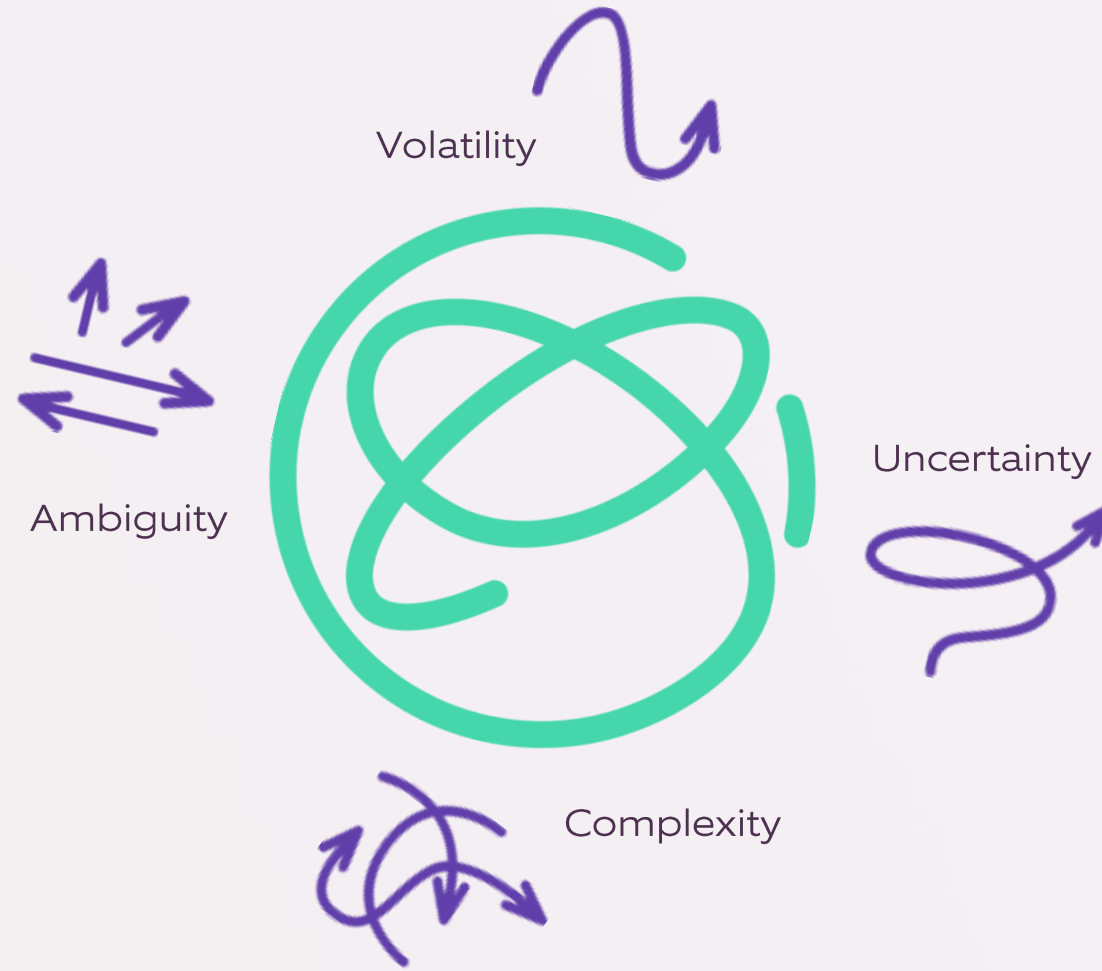


We live in a VUCA world

Seeking “The Answer“
is a trap ...

“The world is changing
faster than ever”

... because we are
living in a complex world!



We live in a VUCA world



Volatile Business

“Business as usual” does not work anymore. Disruptions have become increasingly common and digitalization is transforming the way we work. A growing customer base requires products and services that are new and different.

Lay out a vision for the future!



Uncertain Outcomes

Same old thinking leads to same old results. When the efficacy of your results becomes uncertain, safe experiments help to uncover the needs of your stakeholders.

Generate new insights & act on them!



Complex Environments

Our world is more connected than ever before. Within your organization, people are interconnected in teams which are in touch with external services and customers. You can never do only one thing, but you can impact everything at once.

Enable clarity & autonomy!



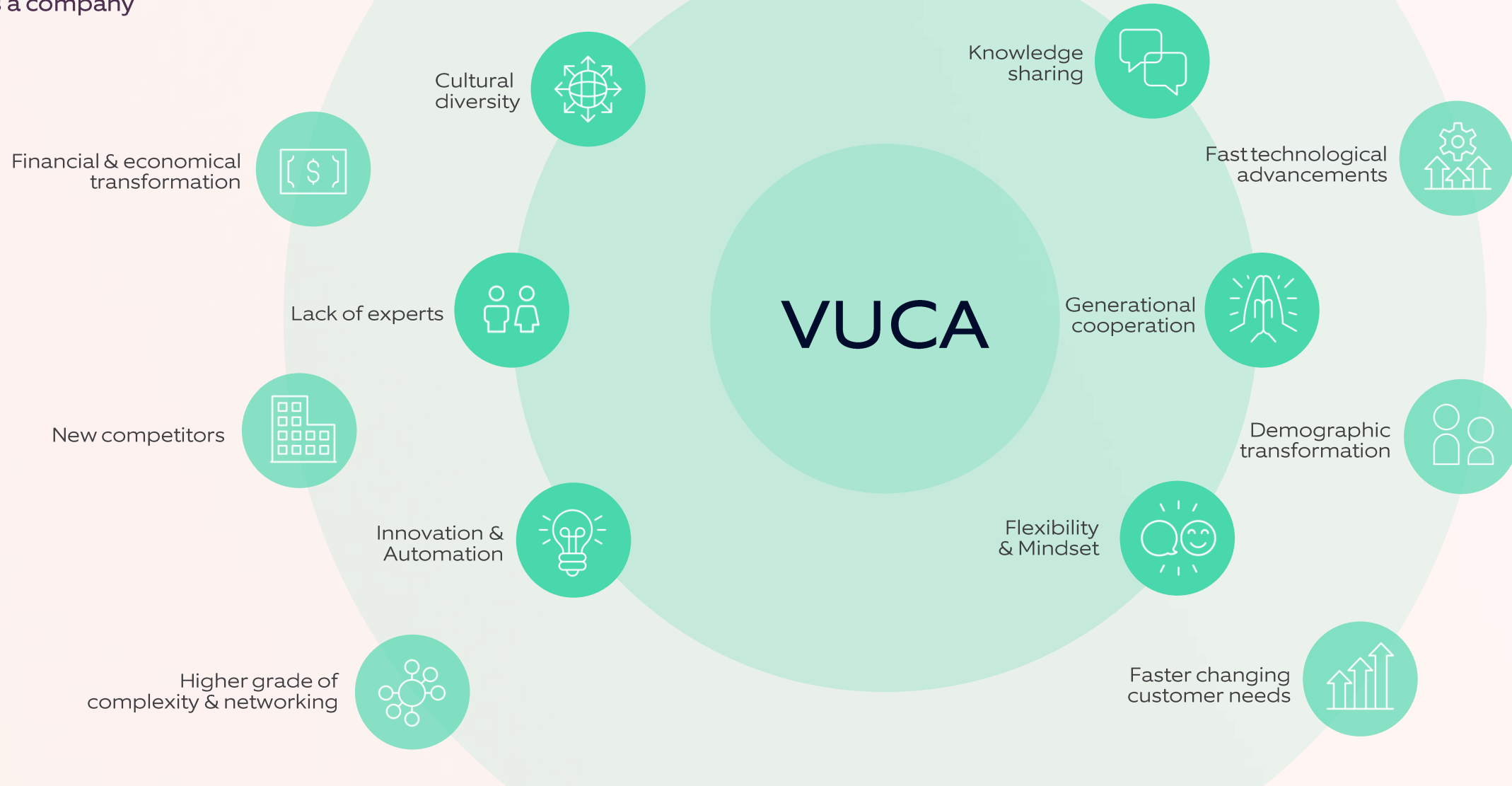
Ambiguous Signals

Making sense of anything grows more and more complex. Understanding mixed signals and comprehending information in your business is not something that anyone can do individually. It requires collaboration from all parts of the organization.

Employ agility to collaborate!

We live in a VUCA world

External and internal challenges we must deal with as a company



What is Agile?

The ability to adapt to changing environments and circumstances in order to maximize value delivered to the customer and to solve complex problems by unlocking the intrinsic potential of employees to innovate.

Agile

What does Agile mean?



React to
change



Customer
centricity



Mind set



Time to
value

Benefits of Agility

Unlock Innovation

- Earlier market entry with the right ideas
- Increased ability for innovation

Boost Productivity

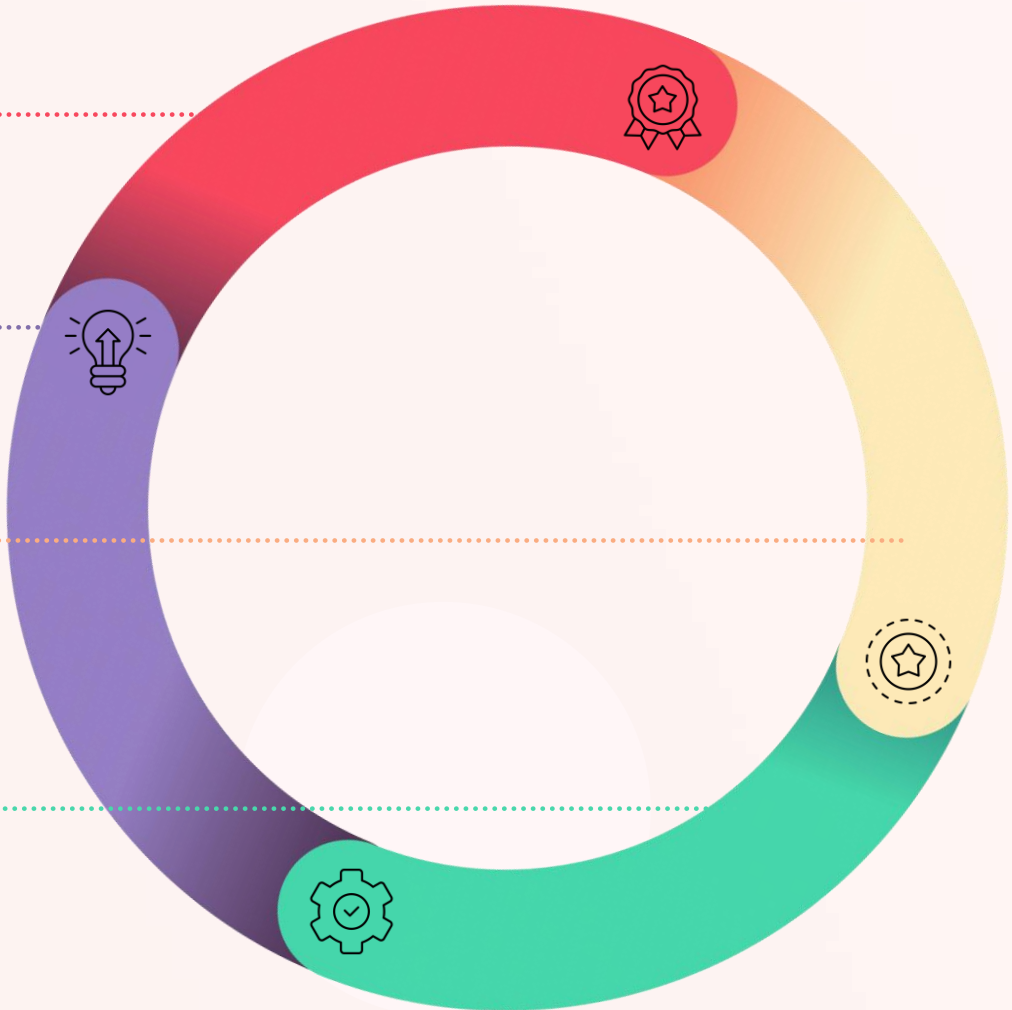
- Increased efficiency and effectivity of work
- Improved collaboration and results

Stay Competitive

- Adapt the organization to changing market requirements
- Higher quality and impact of delivered results

Increase Engagement

- Increased efficiency and effectivity of work
- Speeding-up collaboration and better results





Our Approach



Meeting you where you are

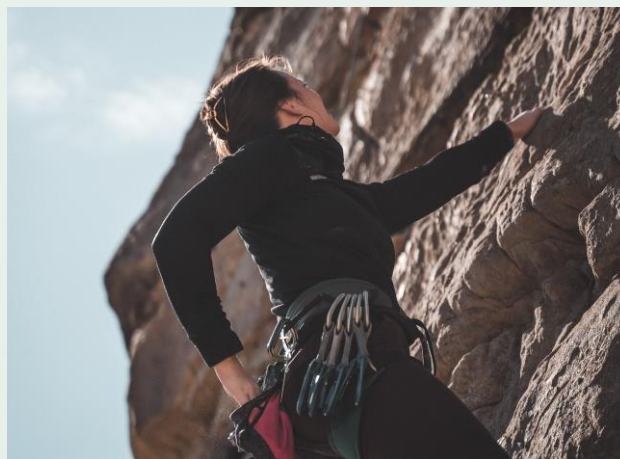
Start

We want to become a learning and adaptive organization!



Grow

Now it's time to scale up and evolve our organization!



Recharge

Let's get on track again and shape the future!



Our approach for holistic & sustained change

To sustainably reap the benefits of being adaptive, any organization must also be willing to make changes in its culture, strategy and tactics.



Success factors leading to successful delivery organizations

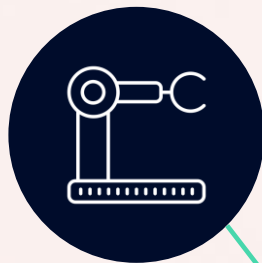
High performance delivery organizations are not easy to achieve. There is no such thing as one-size-fits-all solution and there is no silver bullet. However, it is essential to focus on the benefit hypothesis and fast feedback to maintain flexibility and pivot to achieve a desired outcome.

To achieve this, there are in our experience, in similar situations a few key success factors to consider:

Top-Down & Bottom-Up
Combined



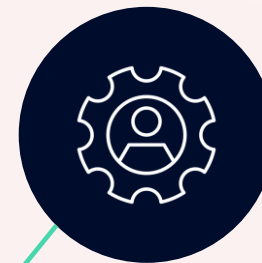
Automation & Quality
built-in



Cross-functional
autonomous teams



Focus on technical
Excellence



Employee & Team
Empowerment





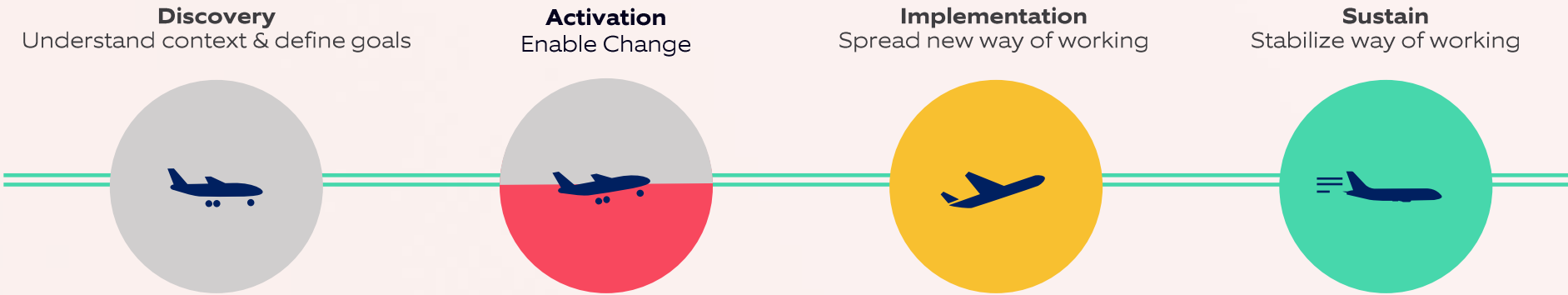
Approach Details



Evolutionary change approach

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A large, stylized green graphic in the top left corner, resembling a series of connected, rounded, wave-like shapes.

What is Agile?

The ability to adapt to changing environments and circumstances in order to maximize value delivered to the customer and to solve complex problems by unlocking the intrinsic potential of employees to innovate.

Discover

Understand the system

Define valuable goals

Set a starting point

Don't assume. Understand.

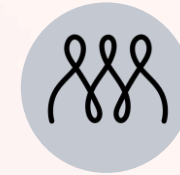
We help people understand rather than simply assume. We talk to and spend time with people, ask many questions, and determine what we already know, and what we still need to discover.

How we discover



Desired State Workshop

Workshop with the change sponsor and management team to elicit current issues and jointly define the target state



Stakeholder Interviews

Structured interviews are conducted with selected key players in the organization



Maturity Assessment

Establish a status quo in regards to the goal and to help with prioritizing the next steps



State of the Org Report

Sums up all observations regarding teams and organisation connected to the planned change initiative



Shadowing Events

Have accompanying meetings of the implementation teams to gain cultural impressions



Change Initiative Exploration

Derive of a backlog for change initiatives based on the results obtained

Activate

Learn what works

Energize people

Define the way

Imagine the future.

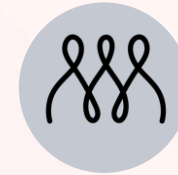
We help people prepare for the change to come and bring them in a position to be successful in the new way of working. We prepare the enterprise to truly benefit from becoming an adaptive, learning organization.

How we activate



Agile Experience Lab

A pilot team works with new principles and methods, accompanied by coaches, and implements a real, value-adding project



Agile Trainings

Comprehensive trainings provide all individuals with essential knowledge and skills that contribute to the success of the organization



Service Portfolio Design

Strategic goals are reviewed and implemented in the company's products and services, in line with customer and market needs



Identify Value Streams

Identify a set of action used to implement solutions that provide continuous flow of value to customers



Organizational Design Structure

Co-designing an organizational model based on the value stream of the company. This also includes the scaling of products or services, shorter decision paths and increased effectiveness



Leadership Coaching

Coaching and mentoring throughout the transformation process in order to further develop their skills for the upcoming change initiative

Implement

Scale agility

Drive the change

Grow successful teams

Execute the vision.

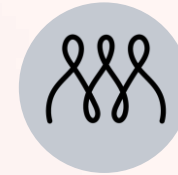
We turn all the validated ideas into reality. We ensure we're always working towards the vision, using the best strategy to deliver value to the market as quickly as possible.

How we implement



Change Kick-off Event

Get everyone involved together to set the boundaries and align the direction for the change. This is the best starting point you can have



Team Initialization & Selection

Assemble all teams, connect them on personal level and get them onboarded with the new way of working by crafting working agreements



Team Development & Coaching

Teams and individuals are continuously accompanied by expert coaches to help them excel within their new roles and teams.



Strategic Change Governance

Set strategic goals with regular reviews. Adapting and improving them keeps the whole initiative on track with the end objective in mind.



Continuous Process Improvement

After the initial impulse for change is on its way, we help to further evolve and adapt by setting up continuous improvement throughout the organization.



Evolve Role Competencies

Developing and growing expertise in the various (new) roles people need to fill ensures that a new way of working can be incorporated and developed to maximum effect.

Sustain

Keep success alive

Become self-sustained

Prepare for the future

Make it stick.

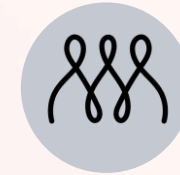
We bring you in a position for the future, so that you can keep the success alive and become a self-driven, adaptive & learning organization.

How we sustain



Set up Internal Competence Center

Set up an internal Agile Center of Excellence, onboard Change Agents and handover control to internals



Agile Strategy Evolvement

Identify and prepare next valuable waves of change and find an approach to roll them out



Learning & Career Paths

Set up career paths and enablement programs to help grow people accordingly to change initiatives



Good Practice Guides

Identify, document and foster good practices of new ways of working.



Community Building

Support the founding and growing of internal communities of practice to harness knowledge exchange to help the individuals and organization learn



Leadership Model

Evolve a leadership model that is suited for new ways of working and train leaders accordingly

ADMIRAL

Leading experiential gaming operator

The Challenge

Client from the gambling industry turned to us with the mission to make their company fit for the future. The core objective was to align product development and the associated organization in such a way that they can offer internationally competitive solutions on one hand and inspire their customers with innovative and sustainable offerings across all sales channels on the other. The demand was for shorter time to market, higher quality, more transparency at all levels, and higher employee satisfaction. An agile approach makes all this possible.

The Solution

The journey to an adaptive learning organization is guided by 100-day interactions. Every 100 days, we redefine the change plan as per the current requirements and goals and adapt the same to our process.

To generate a lasting change with a large impact, an investment was made continuously in each of these three areas:

CULTURE - Who do we want to be?

STRATEGY- What do we want to achieve?

PRACTICES - How do we want to work?

Impact on Business

- Client lacked the possibility to drive fast due to numerous dependencies and long decision-making processes.
- We enabled that by drastically reducing the number of products, product owners and product complexity, flattening the hierarchy and by setting up autonomous teams.
- Now software is released on a regular basis after each development iteration providing high quality and satisfying the needs of Admiral's customers.



Faster time to market



Continuous innovation



Mario Dambauer
Head of Product Development, Admiral Sportwetten

“Nagarro’s Agile Transformation Team supported us in further developing our organization and culture. The decision to go the way with Nagarro was the right one.”

The Benefits

Accelerate release cycles by **66%** to bi-weekly releases with interim hotfix releases

Deploy **7x** more frequently to production than at the beginning

Dependencies of teams reduced by **autonomous**, cross-functional teams

Employee satisfaction score increased by **33%**

Products and department in line with the **new corporate strategy**



Increases efficiency, quality and motivation



Faster feedback and delivery

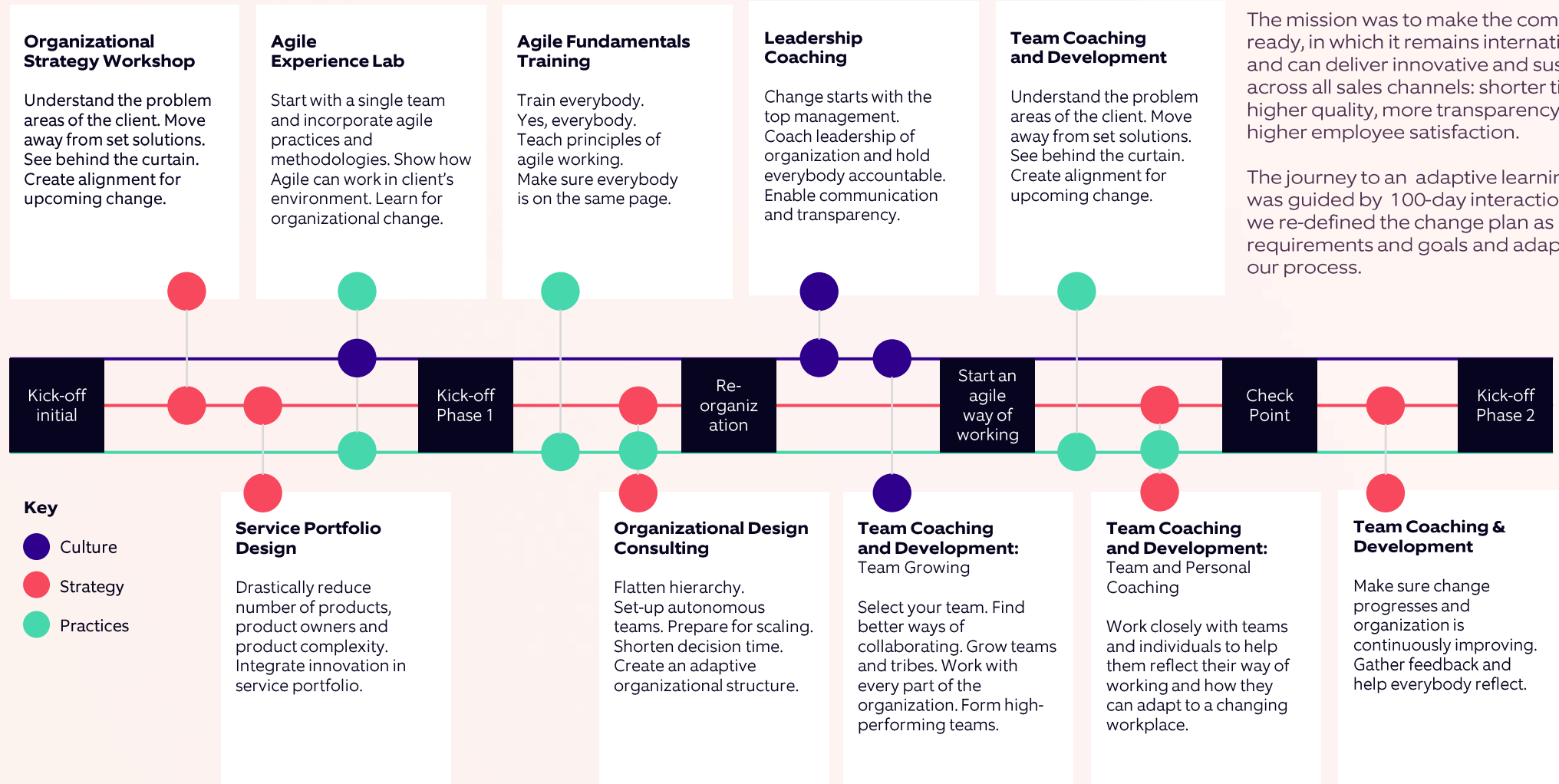


Lower deployment pain, costs, rework and burnout



More flexibility and system reliability

200 days to start your Agile Journey



The mission was to make the company future-ready, in which it remains internationally competitive and can deliver innovative and sustainable offerings across all sales channels: shorter time to market, higher quality, more transparency at all levels, and higher employee satisfaction.

The journey to an adaptive learning organization was guided by 100-day interactions. Every 100 days, we re-defined the change plan as per the current requirements and goals and adapted the same to our process.

A case study of a client in the gaming industry exemplifies how an agile transition journey can look like.

Starting from your existing organisation, we build up agile competencies and capabilities within 200 days.



Relax, we are caring!

We are shaping the company of tomorrow

Nagarro is a global digital engineering leader with a full-service offering, including digital product engineering, digital commerce, customer experience, AI and ML-based solutions, cloud, immersive technologies, IoT solutions, and consulting on next-generation ERP.

We help our clients become innovative, digital-first companies through our entrepreneurial and agile mindset, and we deliver on our promise of thinking breakthroughs. We have a broad and long-standing international customer base, primarily in Europe and North America. This includes many global blue-chip companies, leading independent software vendors (ISVs), other market and industry leaders, and public sector clients. Today, we are over 17,000 experts across 32 countries, forming a Nation of Nagarrians, ready to help our customers succeed.

(Status 10/2022)

