

Enterprise Agility

Prepare your organization to successfully shape your future!

Rapid reaction to market demands and an improved corporate culture enable the best possible market orientation, increased employee commitment and customer benefit. This helps organizations survive and thrive in a changing environment in the long term.

Thinking Breakthroughs

A new way of working, leading and being

With a rich experience on cultural change, strategy and tactics from various projects, we, at Nagarro, accompany and support you on your journey to an adaptive organization.

Key Challenges

Start

Delivering value continuously and adapting to changing markets and competitors are difficult for us. We want to become a learning and adaptive organization to improve our success rate in the market!

Grow

We're already experimenting with agile practices and principles. Now it's time to scale up and evolve our organization to reap the full benefits of being agile!

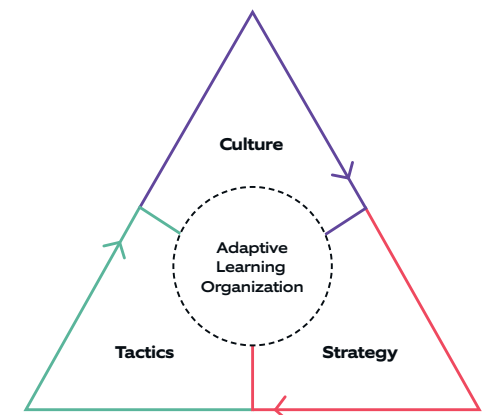
Recharge

We've got stuck somewhere on our agile journey. We lost track of our transition and it even caused frustration instead of the promised benefits. Let's get on track again and shape the future!

Solution Approach

We follow an iterative approach in order to carry out the transition on the basis of agile principles. This ensures that we can deliver results quickly and respond to new challenges related to change. To generate a lasting change with a large impact, it is essential to invest continuously in each of these three areas:

- Culture: Who do we want to be?
- Strategy: What do we want to achieve?
- Tactics: How do we want to work?



For more about us, visit www.nagarro.com

Success Stories



Significant decrease in time to market

Tom Horn was falling behind in trying to keep up with the demand to deliver new games to its partners. Agile and technical consulting provided in an on-site and off-shore model by Nagarro led to a successful transformation while optimizing costs. A 60% improvement in time to market of new game-launches and an increased productivity in teams and across the value stream was achieved.



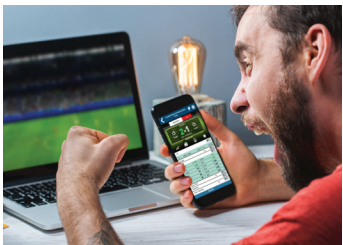
Acceleration of value delivery

A leading provider of software solutions in the retail and hospitality industry was struggling with the typical challenges of companies in the growth-stage. Nagarro supported their lean and agile transformation journey and helped them address the issues. The impact on business was a reduction in work in progress by a factor of 4.1, value delivered three times faster, the volume of defects decreased by 87% and rework by 72%.



Higher productivity through efficient processes

A key player in the airline industry had a traditional setup but also a couple of agile teams which were struggling to fit in. A multi-day workshop was conducted to identify and resolve barriers. The participation of all stakeholders in the workshop helped to build a common understanding that led to more psychological safety, employee engagement, and a higher productivity due to aligned and more efficient processes.



Future-ready with innovative solutions

Admiral turned to Nagarro to make the organization fit for the future by aligning product development and the associated organization to shorten time-to-market, improve quality, and create more transparency at all levels. By incorporating our agile transition approach, all this was achieved. The new organization is built on self-organized, autonomous teams that can quickly move and adapt to the changing market. Reduced complexity within the department helped them make quick decisions and resolve issues in lesser time, while maintaining high quality of its products.

Benefits of Agile

Innovation & speed

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

Adaptability & Sustainability

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

Satisfaction & Retention

- Increased employee engagement
- Enhanced customer satisfaction

Productivity & Collaboration

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

Service Offerings

Organizational Strategy Workshop

A solution-focused series of workshops with C-Level aimed at identifying the vision, goals and impact of organizational development and establishing general alignment, set out in a transformation road map.



Agile Experience Lab

A pilot team works entirely according to new principles and methods, accompanied by coaches, and implements a real, value-adding project within a short period of time. First effects and rapid feedback are immediately visible.



Leadership Coaching

Coaching, feedback and reflection rounds for executives throughout change process in order to fulfill their role and further develop the organization to support them during challenging change initiatives.



Team Coaching and Development

Support in building and developing groups of people into autonomous, high-performance teams. This includes team self-designing workshops, team-growing activities and technical agile trainings. It leads to an increase of team motivation and productivity by co-creating a new way of working.



Agile Trainings

A comprehensive training portfolio provides all individuals and roles with essential knowledge and skills that contribute to the success of the organization.



Drive the Change

Creating continuous awareness of why the company is doing this transformation and the benefits of the investment. An internal change team is established to promote and sustain the sustainable impact of change.



Service Portfolio Design

The strategic goals are reviewed and implemented in the company's products and services, in line with customer and market needs. A service or product management organization with a focus on innovation and adaptability is established.



Organizational Design Consulting

Co-designing an organizational model based on the services or products of a company. The aim is to find simple structures, enabling autonomous teams to achieve the best possible effect for the customer. This also includes the scaling of products or services, shorter decision paths and increased effectiveness.



Key: Culture Strategy Tactics

We support the evolution of an adaptive, learning organization that enables innovation in a changing environment. A team of experienced coaches acts as change agents and guides through different phases of change. With their support, companies are not only doing agile, they will be agile.

Throughout the entire engagement, our coaching strategy is tailored to the individual needs of each team. It focuses on strengthening the most vulnerable competencies and aims to prepare the team to continue the change independently. A new way of being, leading and working will lead to greater success!

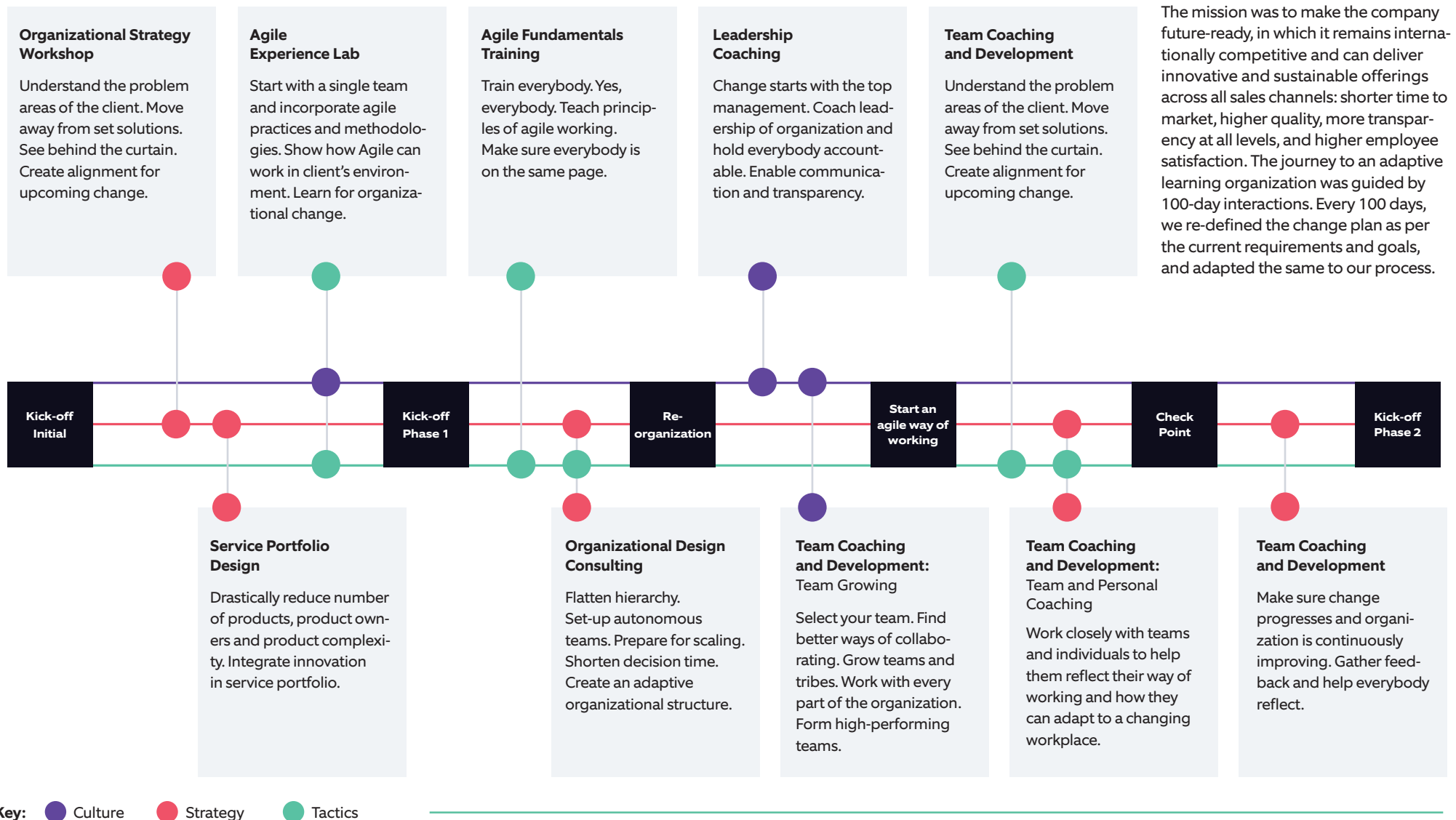


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"200 Days of Change"



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



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.

About Nagarro

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, agile, and CARING mindset, and we deliver on our promise of thinking breakthroughs.

We have a broad and long-standing international customer base, primarily in Europe, particularly Germany, and in 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 9,500 experts across 26 countries, forming a Nation of Nagarrians, ready to help our customers succeed.

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Thinking Breakthroughs



**Interested in achieving
enterprise agility?**

Reach out to us:
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