10 REASONS AGILE TRANSFORMATIONS FAIL

#1 SHORT SPAN OF ATTENTION

Transformations can take a long time…in fact they might never end. Many organizations are so focused on short term results that they give up when the next shiny object appears.

#2 PROCESS CHANGE ONLY

In many organizations, they treat agile transformation as a process change at the team level. Agile is a mindset and culture and simply tweaking the process doesn't transform anything.

#3 LACK OF EXECUTIVE LEADERSHIP

Strong executive leadership is needed to help change succeed. If leaders only pay lip service to agile and don't understand and enthusiastically embrace it, the transformation will likely fail.

#4 YOU DON'T GET IT

Agile can mean many things to many people or simply 'Go Faster'! Without taking the time to learn and run experiments, people really don't get it.

#5 COPYING OTHERS

Trying to implement squads and tribes without making fundamental changes to the way people think and operate is a surefire way to fail.

#6 LACK OF WHY

All changes are difficult but without a compelling reason to change or a burning platform, change will likely fail. Simon Sinek says start with why!

#7 NO COALITION

Master of change John Kotter says that for a major program of change to succeed, it must have broad support. Without that support from across the organization, the change is likely to fail.

#8 AGILE EVERYWHERE

Some try to apply agile to everything like it was pixie dust, rather than choosing the best approach for the context and situation.

#9 A.I.N.O.

Agile In Name Only is the term for those who simply rename the things that they are doing with agile names. Status meetings become standup meetings, phases become sprints…you get the picture.

HELLO, I'M A
~~PROJECT MANAGER~~
SCRUM MASTER

#10 WATERFALLING YOUR AGILE

Some organizations treat agile transformation as a waterfall project and they drive toward specific outcomes and timelines. Transformation is an ongoing process of experimentation, learning and improvement, not a fixed scope fixed timeline project to hit a specific target.