Pivotal Role of the SPCs:

Putting knowledge and Passion to work in your SAFe® Transformation
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Sharing My Journey Story
Session Learning Objectives

- Knowing the way and showing others
- SPC Wheelhouse - Inventorying your skills.
- Accelerate & Scale your SPC community.
- Communicating the need to develop SPCs in your enterprise.
Knowing the Way...

And Showing Others
LIVE POLL

Step 1: Open the SAFe Summit Mobile App
Step 2: Tap on the Live Polling icon
Step 3: Tap on “October 3rd: Pivotal Role of the SPC’s…”
Step 4: Select your answer
Step 5: Tap on Finish
Step 6: Tap on Exit Poll
Insert Web Page

This app allows you to insert secure web pages starting with https:// into the slide deck. Non-secure web pages are not supported for security reasons.

Please enter the URL below.

https://api.cvent.com/polling/v1/api/polls/sp-7m14i3

Note: Many popular websites allow secure access. Please click on the preview button to ensure the web page is accessible.
Being an “Agent of Change” IS a **SUPER POWER**

- Knowledge, understanding, experience by doing
- Fearlessly showing others
- Create environments where other’s find their own super powers
- Fostering stewardship and collaboration

Spiderman Comic, 1962

Source: QuotInvestigator.com
SPC Wheelhouse. . .

Inventorying your skills
What Skills And Competencies Do We Need?

“Let’s learn to apply Lean-Agile principles...”

“How will we achieve our agility goals?”

“You did well, how might you adjust next time.”

“I will support the process while you do the work...”

“I will answer your SAFe questions, make recommendations, or help guide.”

“I will guide the organization in supporting people through the change. What do we fear? Where do we aspire to be?”

“Follow me, I know the way, and I will go with you on the journey.”

“We’ve devised a new model or technique that might help. Wanna try it.”

“We will do this together and learn from each other.”
### “Starter” Activities for SPC Competencies Development

<table>
<thead>
<tr>
<th>Role</th>
<th>Mentor</th>
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<tbody>
<tr>
<td>Teams</td>
<td>Lead SAFe® to Leaders</td>
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<tr>
<td>Educator</td>
<td>Teach SAFe® for Teams</td>
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<tr>
<td>Coach</td>
<td>Teach Advanced SAFe®, SSM, POPM</td>
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<td>SAFe.Next</td>
<td>Design new Release Trains</td>
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<tr>
<td>Team Member</td>
<td>Fill a SAFe® Role: RTE, VSE, PPM</td>
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<td>Innovator</td>
<td>Overcoming Impediments &amp; Articulating Value</td>
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<td>Leader</td>
<td>Host or Serve on Communities of Practice</td>
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<td>SAFe.G® Foundations &amp; Gaining Leaderships</td>
<td>Reaching the Tipping Point in non-SAFe® areas</td>
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<tr>
<td>Advisor</td>
<td>SAFe® Practice, Process Advisor</td>
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<tr>
<td>Facilitator</td>
<td>Feature &amp; Story Mapping, Writing Workshops</td>
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<td>Change Agent</td>
<td>Lead new ART Launches</td>
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<td>Reaching the Tipping Point in non-SAFe® areas</td>
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**Skills and Competencies**

- Lean-Agile Leaders / Management
- New Team members (any level)
- Foster Trust & Help create a Sense of Urgency
- Design new Release Trains
- Prepare & Launch new ARTs
- Future State Capability Mapping
- Lead I&A Continuous Improvement Efforts
- Enable Continuous Improvement Practices
- Agility Beyond Development Delivery
- Host or Serve on Communities of Practice
- Host or Serve on Center of Excellence
- Lead new ART Launches
- SAFe® Practice, Process Advisor
- SAFe® Change Management
- Dashboard & Measures improvement
- Value Stream & Capability Workshops
- Feature & Story Mapping, Writing Workshops
- SAFe® Enablement Workshops

**Additional Information**

- © Scaled Agile, Inc.
Accelerate & Scale
by Developing Communities
From a few SPCs to Many …..

When Few

Become Many

Image source: www.marcopanichi.com/social-media/forza-legami-deboli/
SPC Communities of Practice

- External CoPs,
- Local Meetups,
- SAI Community Platform, Fellows, SPCTs, & Partners

What if we have 50, 100, 200+ SPCs, how do we run effective CoPs?
To SCALE UP, operate as **COHORTS**

--- a small group of people banded together to achieve meaningful work.

**BENEFITS OF A SCALED AGILE COHORT:**
A community to grow and deepen your Lean-Agile skills. Collaborate in smaller groups, with other SAFe® professionals, who can serve in sharpening your capabilities and then come together to help your organization produce better outcomes.
The Power of 3’s

Sr Coach/
(I)SPCT/Fellow

Mentor - Sr
SPC
- SPC +N
- SPC +NN
- SPC +NNN

SPC Cohorts

Mentor - Sr
SPC
- SPC 1
- SPC 2
- SPC 3

Mentor - Sr
SPC
- SPC 4
- SPC 5
- SPC 6

Mentor - Sr
SPC
- SPC 10
- SPC 11
- SPC 12

Mentor - Sr
SPC
- SPC 7
- SPC 8
- SPC 9

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What might an SPC Cohort Look like?

**How is it different than a CoP?**

- 9 Members, SPCs or future SPCs
  - Mentored by Sr SAFe® experienced SPCs/SPCTs/Coaches

- Broken into **3 Triads** (groups of 3) = **1 Cohort**
  - practice skills and demonstrate learning each week (~ 60-90 minutes)
  - Gather Cohort weekly to share learning experiences (~ 30 minutes)

- Gather multiple Cohorts in a PI cadence
  - cross-domain/boundary sharing, measure improvement
  - Share narratives with organization
  - Keep Cohorts together for 6 months. Mix/reform as desired.
What could a Long-Lived SPC Journey Look Like?

Preparation Phase
- SPC Immersion Workshop
- SPC Baseline “Assessment” with Mentor; Triad formation
- Establish Sync Meetings & Cohort Plan

Program Increment 1
- SPC Personal Change Canvas
- SPC Personal Backlog & Kanban
- Deeper Learning Experience Activities
- SPC Skills Assessment by Triad, Mentor
- Leadership Readout; Plan next Increment

Program Increment 2

Program Increment 3

Key:
- Sr SPC/SPCT Leads
- SPC Cohort Participants
- Collaborative Assessments
- Collaborative Meetings

Source Example: Accenture | SolutionsIQ
Scaling your SPCs

Driving Value Delivery in the Enterprise
Pivotal role of SPCs in a typical Enterprise Operating Model

- Help shape portfolio themes, epics, portfolios
- Guide value metrics, solution lean-startup cycles
- Map value streams, business capabilities & solution architecture (business & Technology)
- Solution Train(s) & ART(s) Design, people capability designs
- Optimizing for Lean Flow
- Lean-Agile Leadership Coaching
- Workforce incentives alignment
- Process Advisor, Trainer, Coach
- Play key roles: LPM, STE, RTE, ProdMgr, Architect, Scrum Master, Coach, Leader
“True belonging doesn’t require you to change who you are; It requires you to be who you are.”

- Brene Brown