Organizational Alignment
Setting Yourself Up for Success

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Align What?

Business  Technology
4 Focus Areas

Human Resources

Facilities

Product & Business Strategy

Communications Technology
Human Resources

• Problem Areas:
  • Job descriptions do not match jobs
  • Career paths do not match work
  • Career development goals do not align
  • Performance reviews that are big and bureaucratic
  • Employee feedback too infrequent (1 year cycles)

• Funny examples:
  • Manager, Technical Scrum Master
  • Product Management Owner
  • Director, Product Owner
  • Yearly performance reviews that last 3 months, are late, frustrate everybody, and do not map back to any goals
  • Inability to work outside of your “swim lane”
Facilities

- Reconfiguring work space to match the Agile / Scrum process
- Open, team oriented, workspaces
- Plenty of conference rooms
- “Quiet” zones so people can concentrate
- Privacy booths for phone calls
- Environment conducive team communication
- *This sounds simple but can be very challenging*
- You know you succeeded when folks talk instead of emailing each other
Communications Technology

- International calling restrictions
- Poor or missing video conferencing capabilities
- Slow / overloaded WiFi – remember, nowadays, every Agile / Scrum team member can easily have four (4) devices that connect to the WiFi network, so saving here is counterproductive
- Poor cell reception
- Internet speeds – get the fastest possible internet connection
- Poor VPNs – along the lines of poor internet speeds, VPNs frequently end up being too slow to enable effective work from home or while traveling. As with WiFi and internet speeds, companies need to bite the bullet and invest in the fastest VPN technology / configuration available
- Unproductive security measures
  - Lack of access
  - Blocking sites like youtube.com
  - Inability to gain access anytime / anywhere
Product & Business strategy

• Upgrade cycles, from yearly releases to on-demand, monthly, or quarterly software updates due to cloud technology, continuous integration, faster cycle times – how does that change your business?

• Constant support needs – with faster release cycles, support models change

• Revenue generation – old, traditional models relied on different revenue generation models; how does a yearly upgrade model change to a subscription model? From subscription model to on-demand?

• Cloud technology – away from IT to hosted services; how does the cloud help you scale? Do most of your servers sit idle simply to deal with the Thanksgiving or Christmas business spike two days of the year? Do you save money by using the cloud or spend more?
Questions
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