



GROWING IN AMERICAS TOGETHER

DIGITAL TRANSFORMATION CHALLENGE FOR
INTERNATIONALIZATION




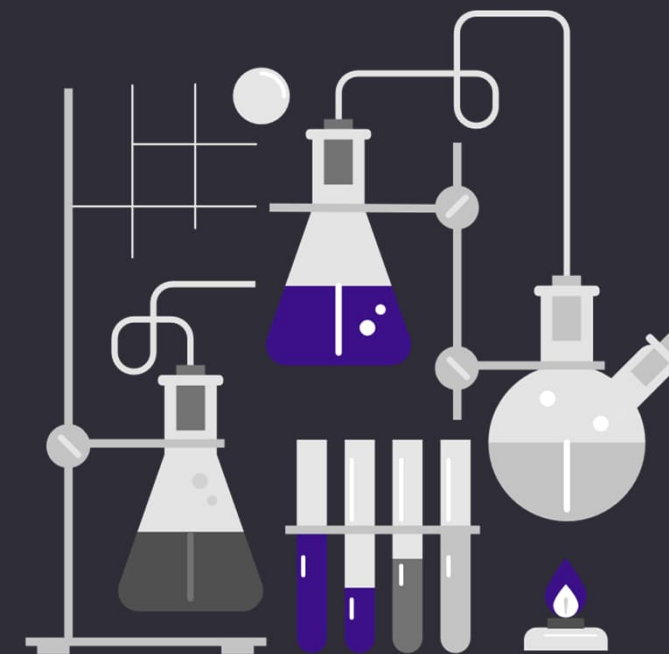
Today we start with a new topic:
Agile and new ways of working

Objective: Understand the cultural and methodological aspects of agility in order to maximise learning, reduce effort and take risks in a controlled way.

Classes:

- 1
Levelling: Agile mindset

 We are here –
Tuesday, 17th May
- 2
Innovation: Managing Innovation Teams
- 3
Transformation: Agile methodologies SCRUM-KANBAN-MVP
- 4
Tools: Divergent and convergent experimental method.



Agenda

1. Important announcements
2. Agile methodology
3. Building agile from the ground up
4. Fixed mindset v. growth mindset
5. Agile in detail – why does it work?
6. Q&A



Important Announcements



The **group challenge** 'Operational Model' is due this Thursday 19th May



Don't forget we have our next **Masterclass** coming up this Thursday, 19th May as well



The **individual challenge** is due next Thursday 26th May



Our next **inspirational session** is on the 25th of May, so don't miss it.



Remember that in the **ConnectAmericas Academy** in the section Topic 4, class 1 this material is available in English, Spanish and Portuguese.



If you have any problems, please contact us at:
creciendojuntas@connectamericas.com



This is a learning environment, we come to learn, to make mistakes, to reflect, to change our minds, and **it's all good!**

Marielena Lujano

Agile Coach/Scrum Master

She has extensive experience in educational and project management, having held administrative positions in universities in Venezuela and Argentina.

Marielena is enthusiastic about technology and digital education, with a great willingness to learn and a "can do" attitude.

She is currently a digital transformation collaborator at EY.



These past weeks we have encouraged you to **make changes** to your business products, services, or process to **add greater value** to your customer networks...

This is what we call *innovation* - the process by which new ideas are developed, tested, and brought to the market

Traditionally innovation focuses on results – the ‘what’

- Decision making is based on intuition and seniority
- Testing ideas is expensive, slow and difficult
- Experimentation is rare and solely conducted by experts
- Failure is avoided at all costs



In this class, we want to **shift the focus** to the process of innovation – the ‘**how**’

- Decision making is based on testing and validating
- Testing ideas is cheap, fast and easy
- Experimentation is conducted constantly by everyone
- Failures are learned from – *Fail fast and fail better*





Time: 5
minutes

Agile

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Or scan the **QR code**

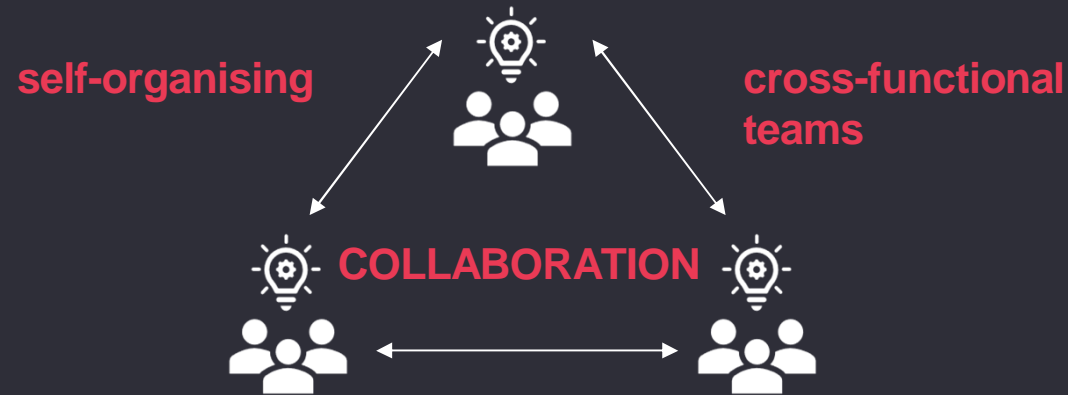


and answer the proposed question



What is agile?

Methodology based on **iterative development**



What does an agile process promote?

- A disciplined project management process that encourages **frequent inspection** and **adaptation**
- A leadership philosophy that encourages **teamwork**, **self-organization** and **accountability**
- A set of engineering best practices intended to allow for **rapid delivery** of **high quality**
- A business approach that aligns development with **customer needs** and **company goals**



Agile Principles

1

Our highest priority is to **satisfy the customer** through early and continuous delivery of valuable software.

2

Welcome changing requirements, even late in development. Agile processes harness change for the customer's competitive advantage.

3

Deliver working software frequently, from a couple of weeks to a couple of months, with a preference to the shorter timescale.

4

Business people and developers must **work together daily** throughout the project.

5

Build projects around **Motivated individuals**. Give them the environment and support they need, and **trust them to get the job done**.

6

The most efficient and effective method of conveying information to and within a development team is **face-to-face conversation**.

7

Working software is the primary **measure of progress**.

8

Agile processes promote sustainable development. The sponsors, developers, and users should be able to maintain a **constant pace indefinitely**.

9

Continuous attention to **technical excellence** and **good design** enhances agility.

10

Simplicity--the art of maximizing the amount of work not done--**is essential**.

11

The best architectures, requirements, and designs emerge from **self-organizing teams**.

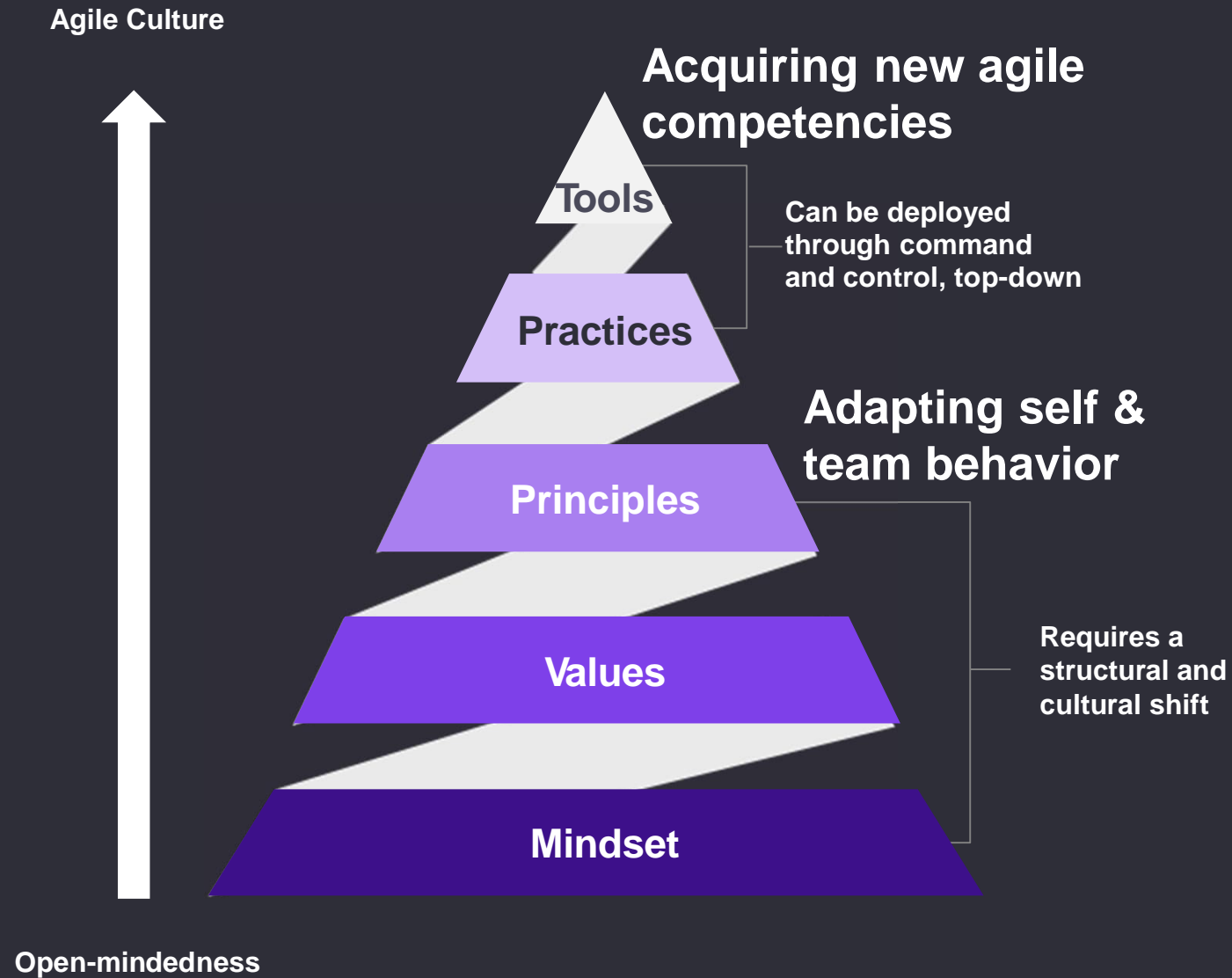
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At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.

//

Doing agile is a set of activities, but **being agile is the state of mind, the ongoing capability, and the cultural adaptability**

Building agile from the ground up



Building agile from the ground up



Don't skip the simple things: Before adopting the methodology, you need to think about **why you want it in your company.**



Start with a pilot project: Launching pilot projects can help the company **understand what real gains** the chosen area has made.



Promote changes: mainly in the human aspects. Agile development is not about new reporting structures and post-its, but about **having engaged people and technologies** that enable them for dynamic modeling and quick decisions.



Putting people above processes: Agile is a fundamental shift in culture and expectations. For employees, **this journey needs to be transformative** rather than disruptive. Remote work increases the need to double communication, support connections between humans, and provide practical support to people during this transition.

Fixed mindset vs growth mindset

Failure is an opportunity to grow..

FIXED MINDSET

| | |
|--------------------------|--------------------|
| I'm not good at this | Its good enough |
| This is too hard | I made a mistake |
| I'll never be that smart | Plan A didn't work |
| Other people can do this | I give up |

GROWTH MINDSET

| | |
|-------------------------------|------------------------|
| I will learn from them | |
| Is this really my best work? | |
| There's always a plan | What am I missing? |
| I'll use a different strategy | Mistakes help me learn |

VS

Look smart

Be smart

Intelligence and personality are fixed

We're born with our traits



Can't learn

Hide mistakes

Work hard

Capitalize on mistakes

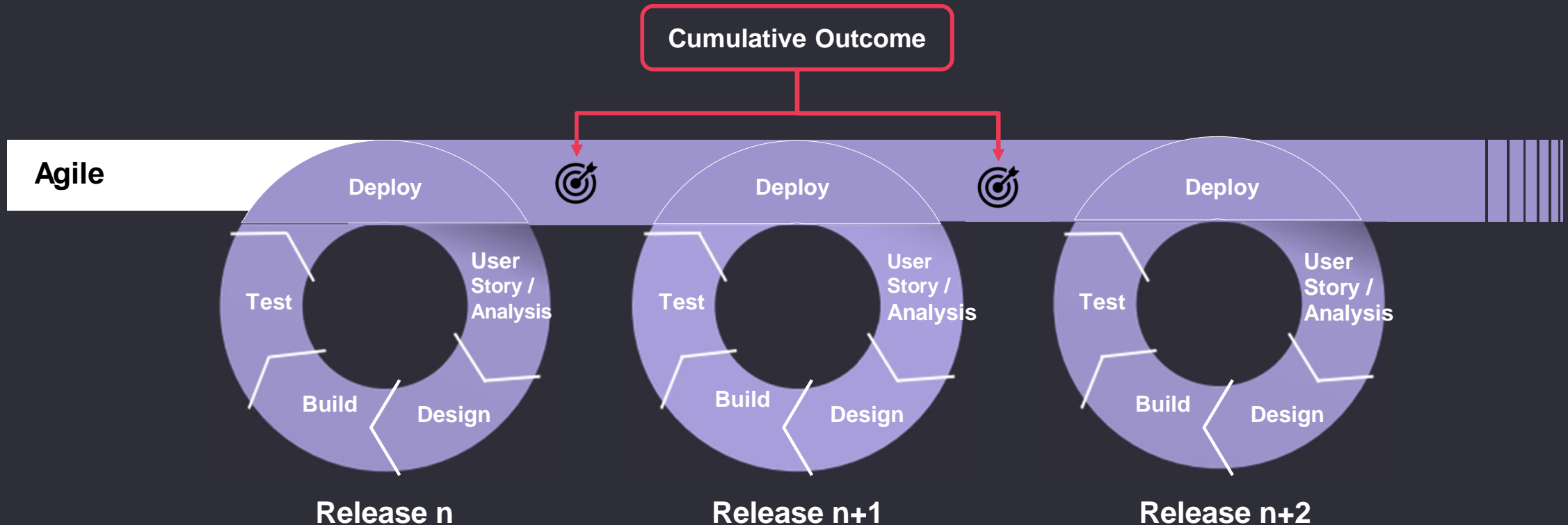


Intelligence and personality are malleable

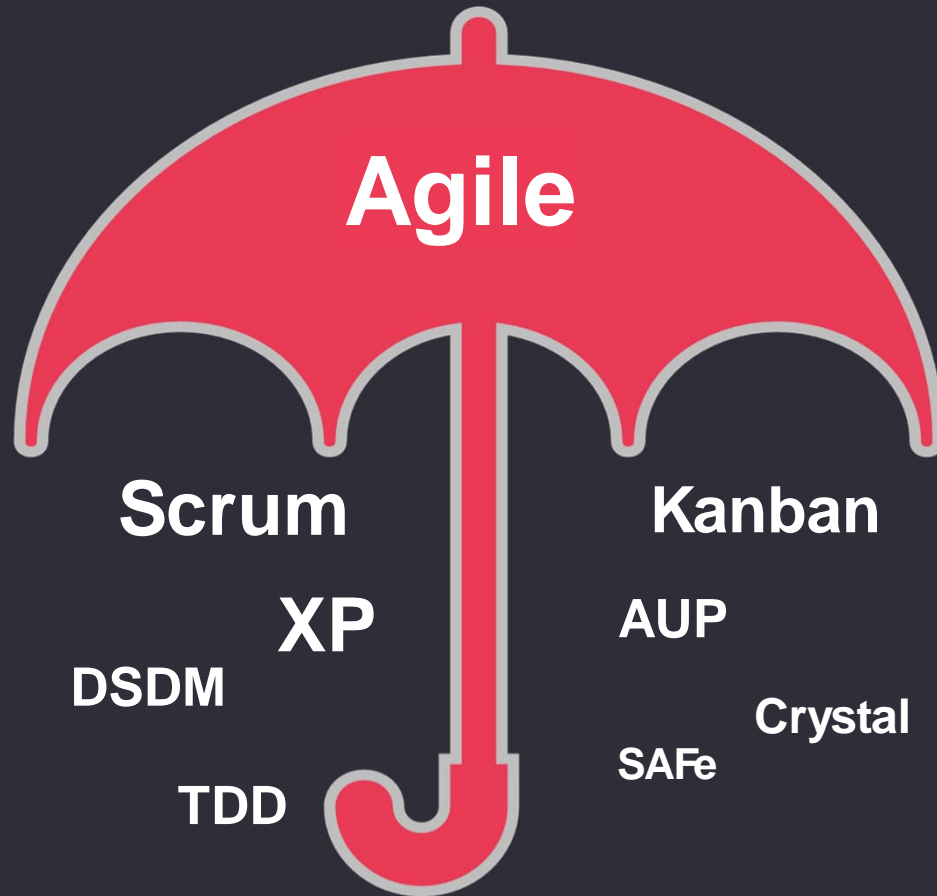
We learn everyday

How does Agile work?

Agile is an iterative incremental model that begins with high-level requirements that leverages shorter, iterative cycles to produce a workable product. **With each iteration, gaps are identified, designs are updated, and end-user feedback is incorporated.** Agile enables the business to flexibly evolve their vision and work closely with IT to quickly meet the needs of their customers.



How does Agile work?



Agile is an umbrella term for alternate ways of Product development.

IS "More Value from less work"

NOT "Twice the work in half the Time"

There are multiple frameworks and methodologies, which align themselves to agile values and principles.

Let's get to work!



Working time: 15 min
Voluntary presentation: 10 min

Why does Agile work?



Agility is strongly focused on **customer value**

- continuous learning process to realize additional value even in late development



Agile teams deliver solutions **early** and **frequently**

- Short feedback loops
- Small release cycles



Projects are built around **motivated individuals**

- Teamwork – no heroes
- Working in pairs
- Communicating daily



Agile teams have **significant** and **frequent** interactions with the customers

- Collaboration
- Ensures customer satisfaction



Agile teams have processes and standards in place to produce **high quality results**

- High speed development
- Eliminate waste

Q & A

Thanks!

See you next Tuesday



Please access the following link and give us your feedback on today's class:

<https://forms.office.com/r/bQQVSK86KN>

Your opinion is very important to us