



Project Management Certification Coach

**Using Agile to Facilitate
Change Management**

Presented by Kevin W. Reilly, PMP, ACP, CSP

Agenda



- Agile Change Management Introduction
- Create Your Change Vision Statement
- Identify and Engage Change Makers
- Self-Organizing Teams are Best for Change
- Internal Tools for Change Management
- Fail Fast and Fail Often
- Organizational Talent Agility
- Summary

Instructor Introduction - Professor Kevin W. Reilly

- Project Management Certification Instructor
- PMP, PMI-ACP, PMI-ATP Instructor (PMI)
- CSM, CSPO, CSP (Scrum Alliance)
- Deputy V.P. of Programs - PMI-SD Chapter
- Speakers Bureau Director - PMI-SD Chapter
- 10+ years implementing Agile/Scrum projects
- 11+ years teaching PMI-ACP Exam Prep and Agile courses
- U.S. Navy Veteran



Agile Change Management Introduction



- Important to use Agile processes to successfully manage organizational changes
- Changes in safety, security, compliance have resulted as a result of from work force transition from live to remote / hybrid models
- Agile organizations' management needs to guide their organizations through change for project and organization success

Agile Change Management Introduction

- Helps organizations adapt to environmental, industry, political, economic, and global changes
- Allows organizations to measure and report the impact of change initiatives to stakeholders
- Forms alignment across the organization and increases the success of change initiatives





Question for You



What change initiatives is your organization currently performing?



Are you using Agile principles as part of this change?

Create Your Change Vision Statement



- Make this one of the top priorities on your organization's list of strategic objectives
- Ensure this change management vision describes what 'future state' you are trying to achieve
- Use Agile principles to help guide how you interact with change, which will shape your responses to change

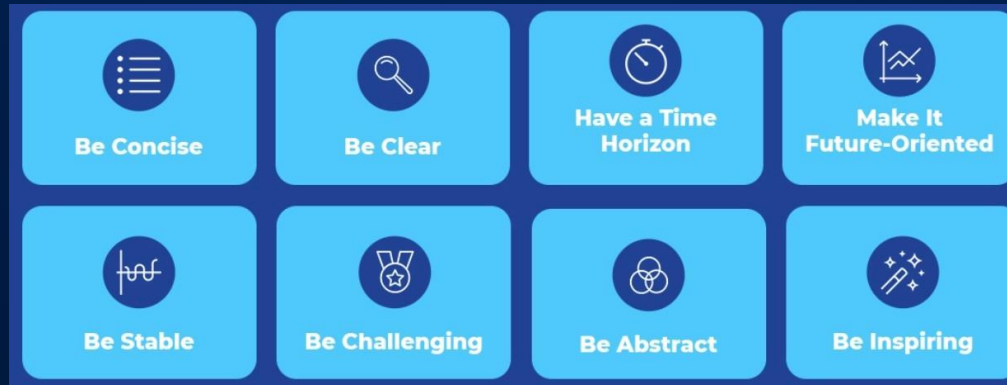


Change Vision Statement

Helps people understand the reason for change and its potential benefits

Helps people prepare And stay focused

Aligns behaviors and activities to be successful





Question for You



**Has anyone used a Change
Vision or Product Vision
Statement in their
organization?**



Identify and Engage Change Makers

- Ensure the best positioned individuals that can drive change are engaged in Change Management Plans
- If only a few change makers exist in your organization, develop a network of external advisors
- Having external advisors ready will reduce change response time and make change plans successful



Identify and Engage Change Makers

Give them the permission to do something about an organizational problem

Allow them to keep trying until they have made a difference.

Inquisitive, open-minded and resourceful and have the courage to innovate.





Question for You



**Describe some Change
Makers in your organization.**



Self-Organizing Teams are Best for Change



- Take on challenges and opportunities as they encounter them, including those that aren't visible to Senior Management.
- Have the responsibility of and the authority to resolve issues encountered on their own.
- Determine how to resolve problems and make progress by leveraging different backgrounds and skill sets with regard to change.

Self-Organizing Teams are Best for Change

- Have the right members with the right combination of the necessary expertise, personal strengths and perspectives.
- Share responsibility for projects and work together to achieve change initiative goals.
- Work together to achieve project goals and have the empowerment to make their own decisions.





Question for You



Are your organization's teams managed using 'Command & Control' or using 'Servant Leadership'?



Internal Tools for Change Management



- Welcome changing requirements, even late in the process.
- Modify change initiatives, or even the change vision itself, to ensure the work continues to deliver value
- Use Agile tools of Iteration, Continuous Learning and Continuous Improvement.
- Implement change tools and processes on successful change initiatives by improving them with each subsequent wave.

Internal Tools for Change Management

- Adopt agile practices, such as Daily Stand-Ups and Retrospective meetings
- These enable continuous coordination and evaluation of new changes needed as problems surface
- Use the Agile Principle of 'Just in Time' to decide which steps and tools are needed to add organizational value.





Question for You



**What tools and techniques
does your organization use to
manage changes?**



Fail Fast and Fail Often



- Ensure you solicit constant feedback to continuously improve people and processes.
- Employees should have a safe environment to share their insights without ridicule/retribution.
- Teams shouldn't be afraid to try and fail, to learn from these efforts, and to share this information so everyone can benefit

Fail Fast and Fail Often

- In Today's world where best practices and trends frequently shift, your Business Environment / industry may change rapidly. You must be ready.
- Budget for Change - Plan for tomorrow today, and make time for change initiatives to invest in growth.
- Prioritize Minimum Viable Products - Focus your efforts on producing the bare minimum to implement your change initiatives.





Question for You



**Do you think ‘fail fast’ and
‘fail’ often are good change
strategies for you
organization?**



Organizational Talent Agility



- Agility is critical for organizations during these turbulent times, and talent flexibility will be key.
- Moving forward, making investments in employees to build an agile, flexible workforce will be necessary.
- Employees should also be agile by shifting their responsibilities and step in where they're needed.
- Equally important will be ensuring the right employee base is available when your company grows again.



Organizational Talent Agility

Talent Agility also means that organizations need to continue to use existing Agile skills and obtain new skills, such as:

- Cross-Functional Skills
- Emotional Intelligence
- Problem-Solving Skills
- Remote Work Skills
- Ethnic/Cultural Diversity Skills
- Adaptation Skills
- HR Mgmt Skills & Tools
- Agile Talent Analytic Tools
- Reskilling
- Upskilling



Question for You



Make changes has your organization made to make your workforce agile and flexible?



Top 5 2021-2022 Emerging Agile Trends

- Agile Governance
- Agile Change Management
- AI for Agile/DevOps Efficiency
- Agile Cyber Security
- Organizational Talent Agility



Question for You



**Has anyone completed any
type of Agile Project
Management Training?**





Other 2021-2022 Project Management Trends

Other tools and skills available that have been trending for the last few years but are still also very important include:

- Automated Testing
- Remote Working
- Remote Learning
- Remote Training & Coaching
- Collaboration/Comms Tools
- Hybrid Project Management
- Cloud Computing
- Closer Connection Between Projects and Strategy
- Project Manager Technical Skills



Summary

- Using Agile processes will be increasingly important in 2022 and beyond to successfully manage organizational change initiatives
- The trends, tools and skills discussed here offer organizations future direction on how to:
 - Expect change in your organization and embrace it rather than avoiding it
 - Allow your organization to measure and report the impact of change
 - Guide your organization through organizational changes for project and overall organization success



**Are there
Any
Burning Questions?**





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