

HERAUSFORDERUNGEN BEI DER REORGANISATION



1 Reorganisations-Geschwindigkeit



2 Emotionale Freiheit zum Reorganisieren



3 Zuordnung von Bedarf zu Expertise





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PROBLEM SOLVING

Solving Problems during daily work

If I have a problem, I usually try to solve it either alone ...

Problem to solve

Person

Solving Problems during daily work

... or together with another person ...

Problem

Person

Solving Problems ...

... during daily work

... or in a group of three or four people.

Problem

Person

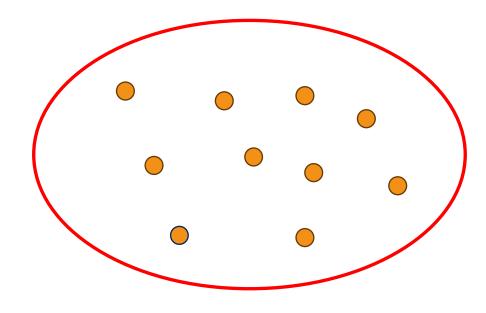
We will see this number of **two to four** several times during this presentation.

THE FIRST SCALING LEVEL

... on Team Level

An agile team with up to 10 people is already the first scaling level...

... it can encompass around **two to four groups** with **two to four individuals** each.



AgileTeam

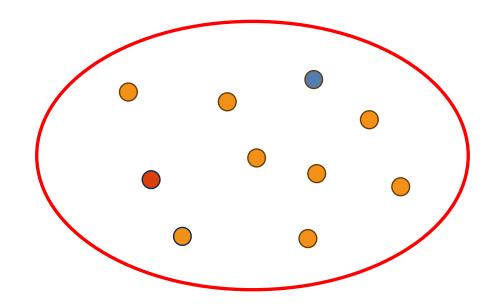
Developer

Thursday, June 6th 2024

RESPONDING TO CHANGE ON TEAM LEVEL

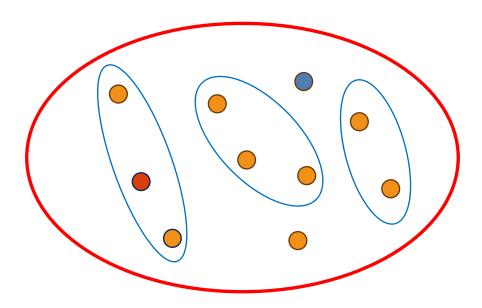
... on Team Level

- AgileTeam
- Sub-Structures of Agile Teams
 - Developer
 - Scrum Master
 - Product Owner



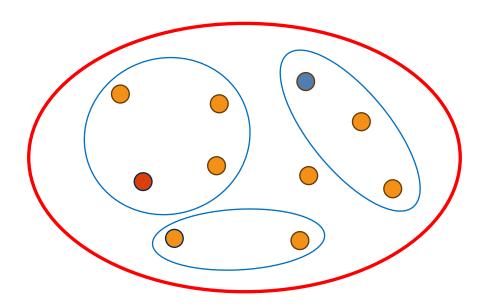
Every agile team has dynamically changing collaboration substructures to support the dynamically changing flow of value creation.

- AgileTeam
- Sub-Structures of Agile Teams
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 - Scrum Master
 - Product Owner



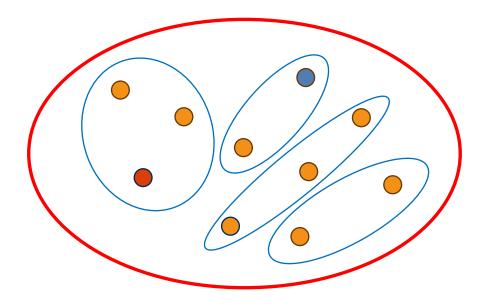
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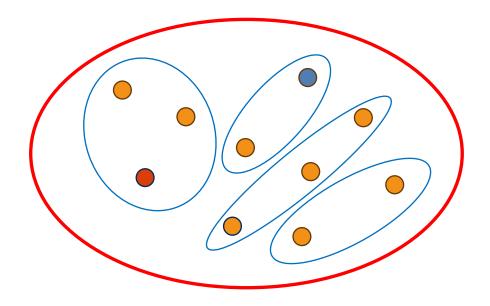
Every agile team has dynamically changing collaboration substructures to support the dynamically changing flow of value creation.

- AgileTeam
- Sub-Structures of Agile Teams
 - Developer
 - Scrum Master
 - Product Owner



This is why they are good at solving messy problems.

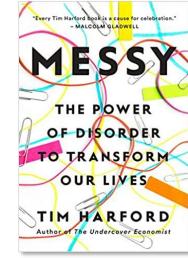
- AgileTeam
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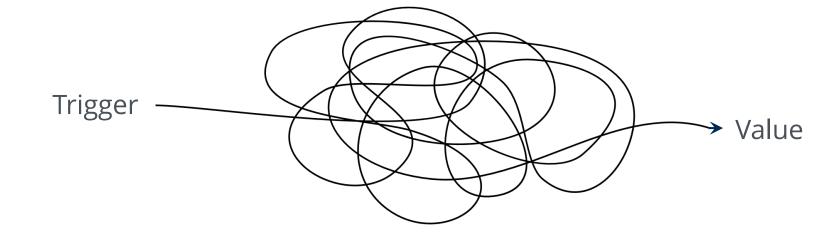


MESSY VALUE STREAMS

... of value creation

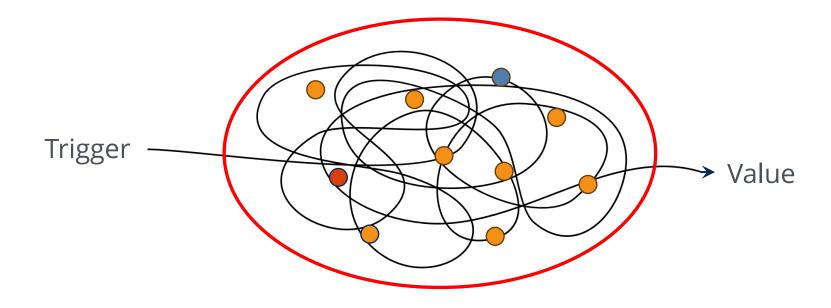






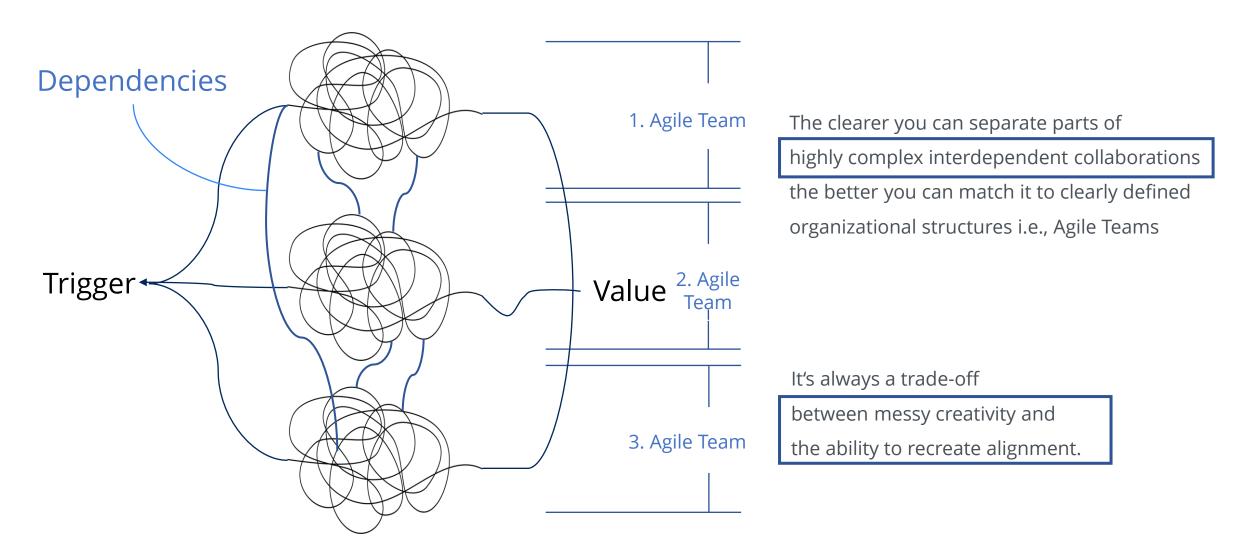
HOW MUCH DISORDER IS NECESSARY TO CREATE VALUE?

... of value creation



Untangling Value Creation ...

... into agile teams



SOLUTION AREAS THE SECOND SCALING LEVEL

Part 5



Solution Areas: A More Dynamic Form of Agility

When applying the Scaled Agile Framework® (SAFe®) to large, complex, cyber-physical systems, we have discovered a pattern called solution areas to manage the complexity. A solution area is made up of two to four Agile teams that collaborate daily to solve problems together.



Definition of a Solution Area ... helping teams to collaborate

A Solution Area is a set of Agile Teams that work on delivering the same objectives with a high degree of interdependency.

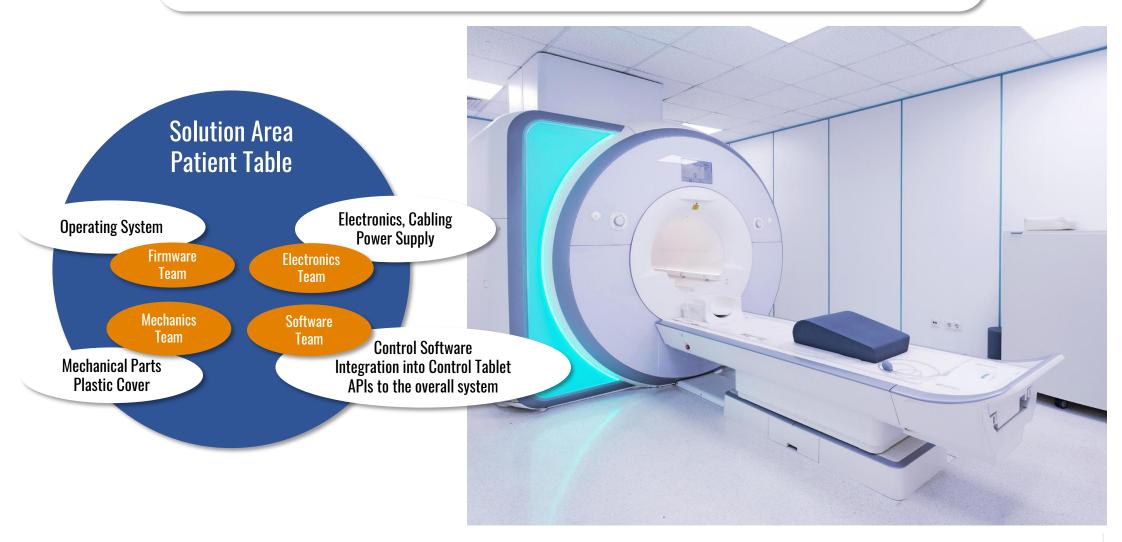
The purpose of a Solution Area is to enable all the people within the Solution Area to selforganize around the flow of value, similar to an Agile Team just on a higher level.

A Solution Area consists of 2 to 4 Agile Teams, with a maximum of 5 teams but only if one has very good reasons for that.



Example: Solution Area collaborating ... on the Patient Table of an MRI

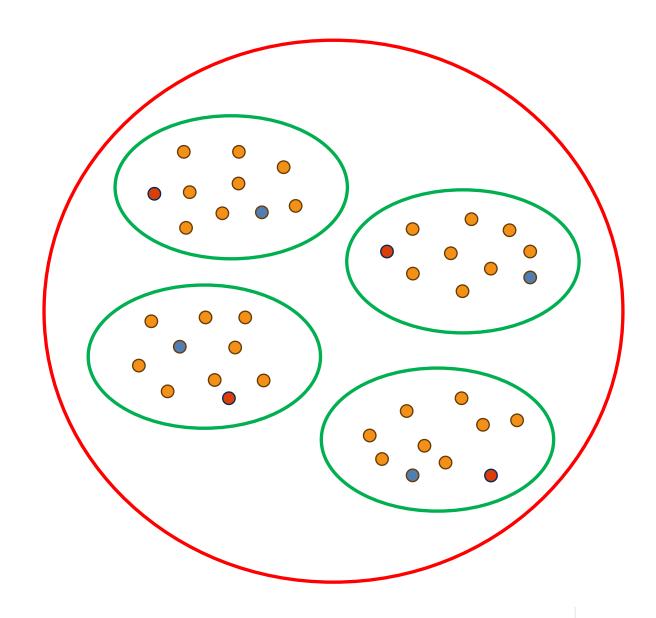
Teams must work together to create or modify the patient table.



RESPONDING TO CHANGES ON SOLUTION AREAS LEVEL

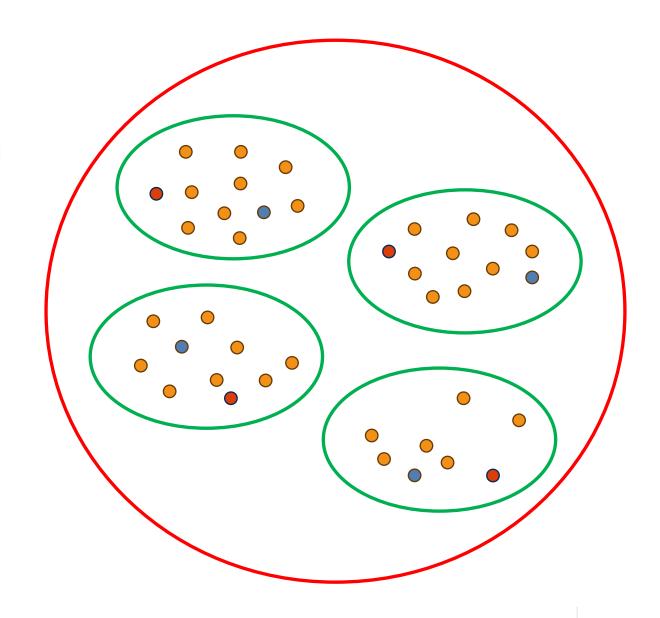
... on Solution Area Level

- AgileTeam
- Sub-Structures of Agile Teams
 - Developer
 - Scrum Master
 - Product Owner



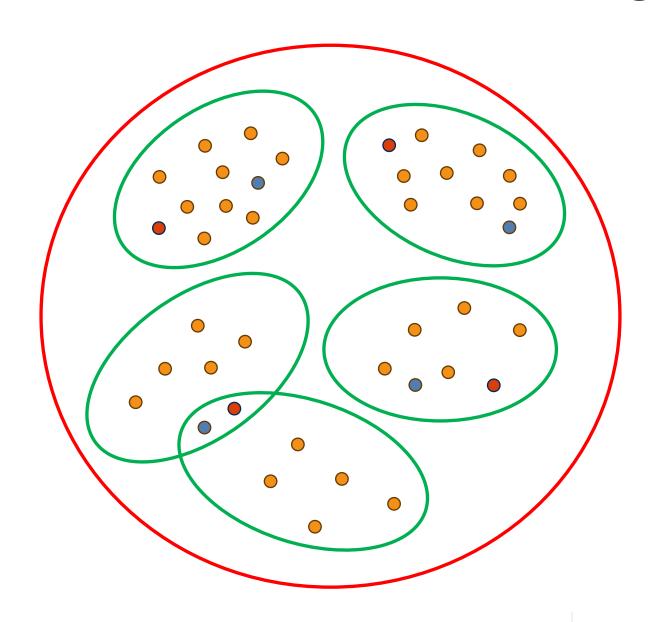
... on Solution Area Level

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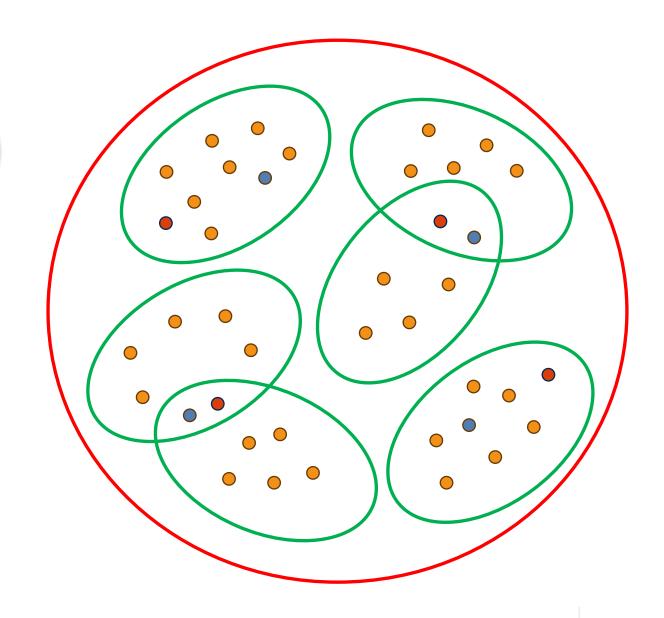
... on Solution Area Level

- AgileTeam
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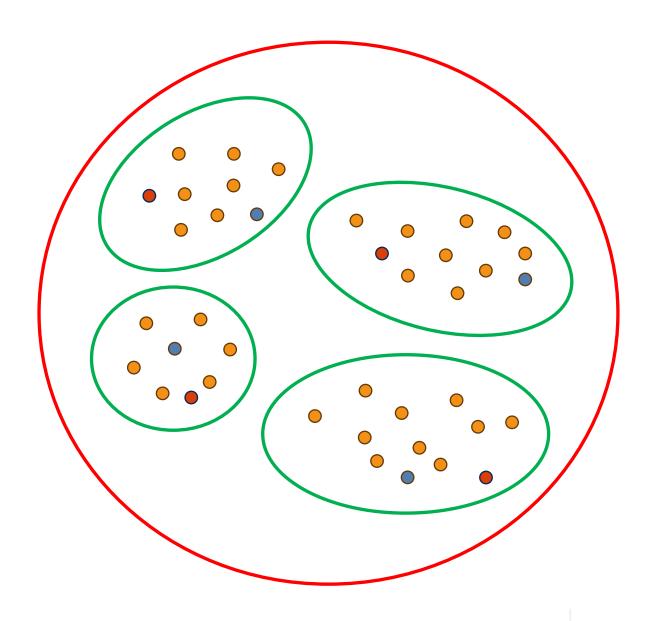
... on Solution Area Level

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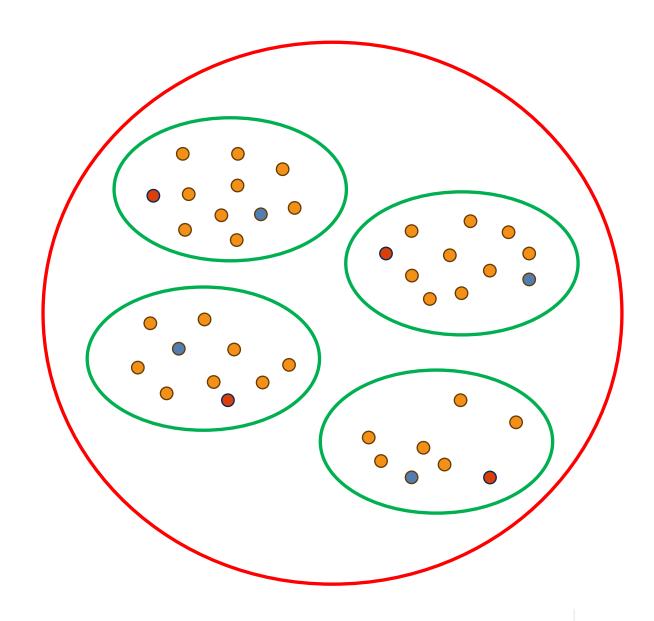
... on Solution Area Level

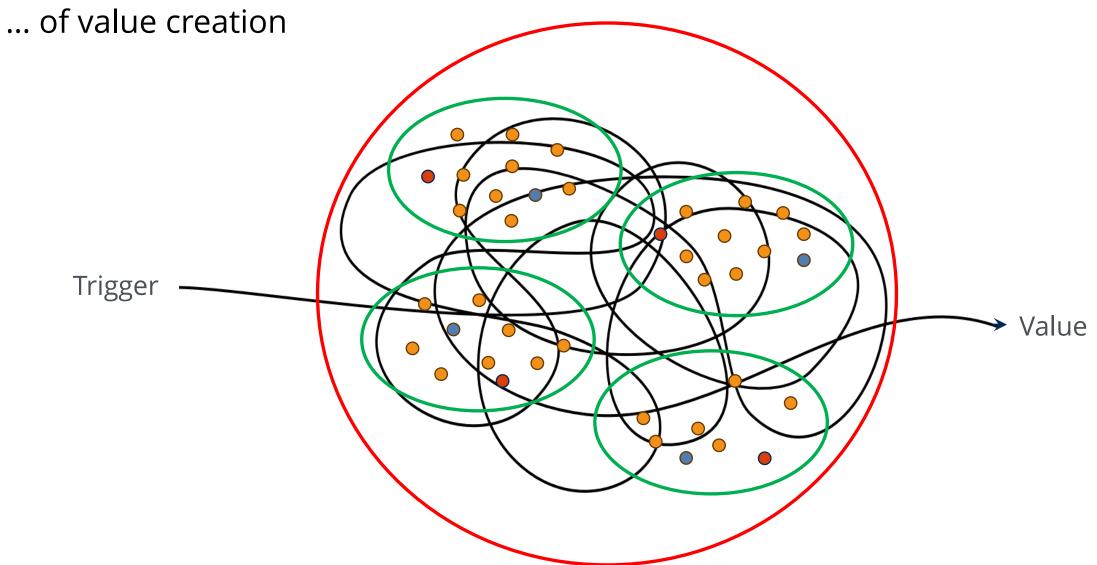
- AgileTeam
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... on Solution Area Level

- AgileTeam
- Sub-Structures of Agile Teams
 - Developer
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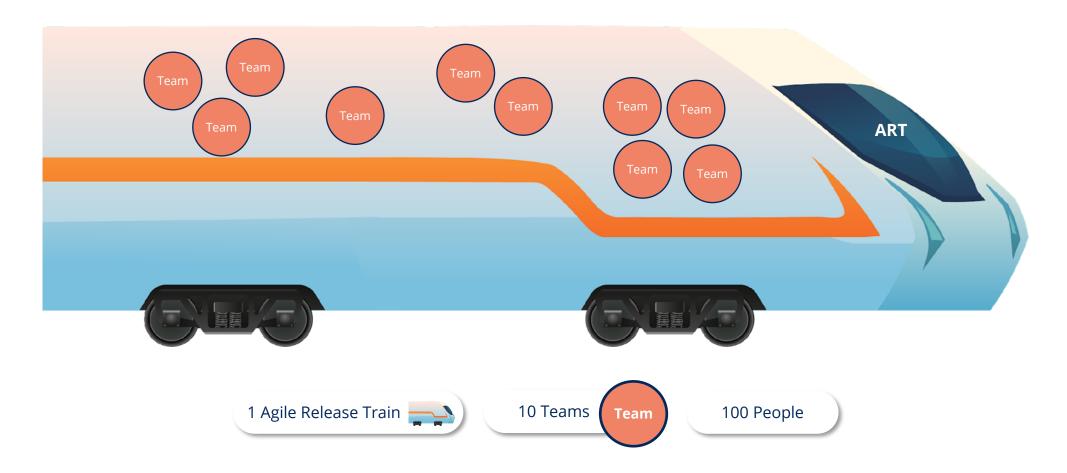




RESPONDING TO CHANGE ON ART LEVEL

To Respond to these Changing Collaboration Needs we can change the Building Blocks of Agile Release Trains

Agile Teams are the basic building blocks of Agile Release Trains.

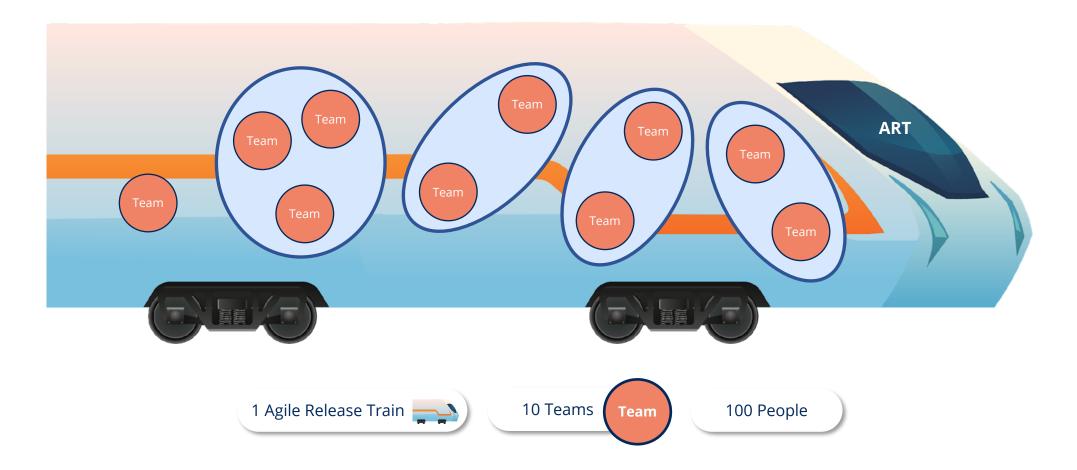


To Respond to these Changing Collaboration Needs we can change the Building Blocks of Agile Release Trains

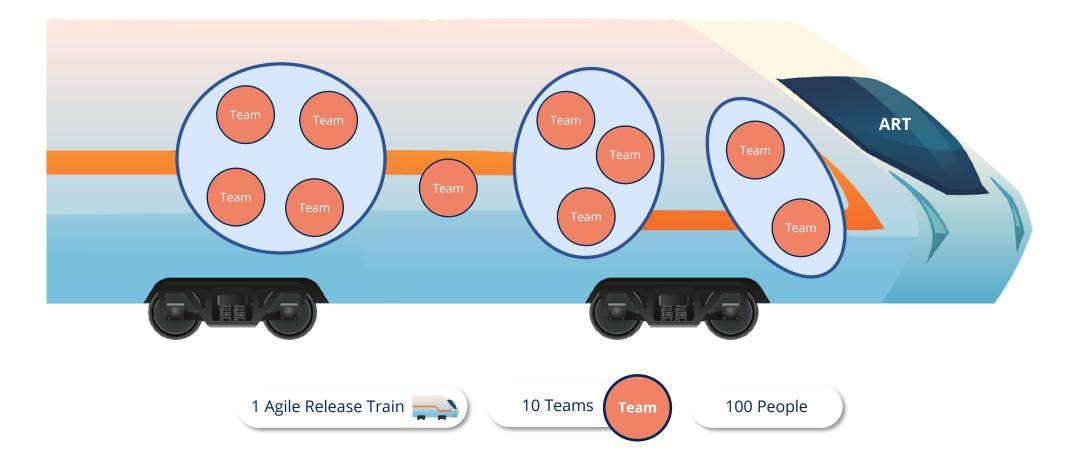
Agile Teams within an Agile Release Train can benefit from organizing themselves in Solution Areas.



... on ART Level

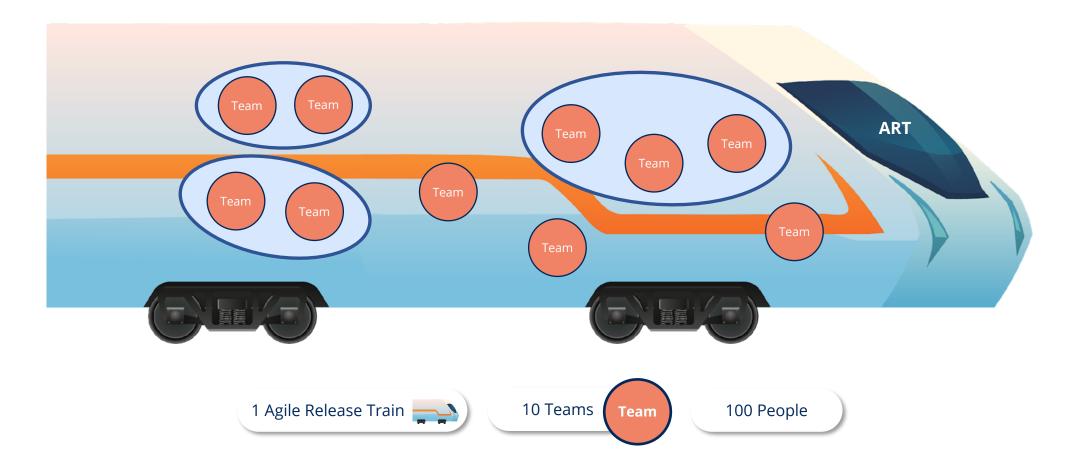


Dynamic Sub-Structures of Agile Release Trains



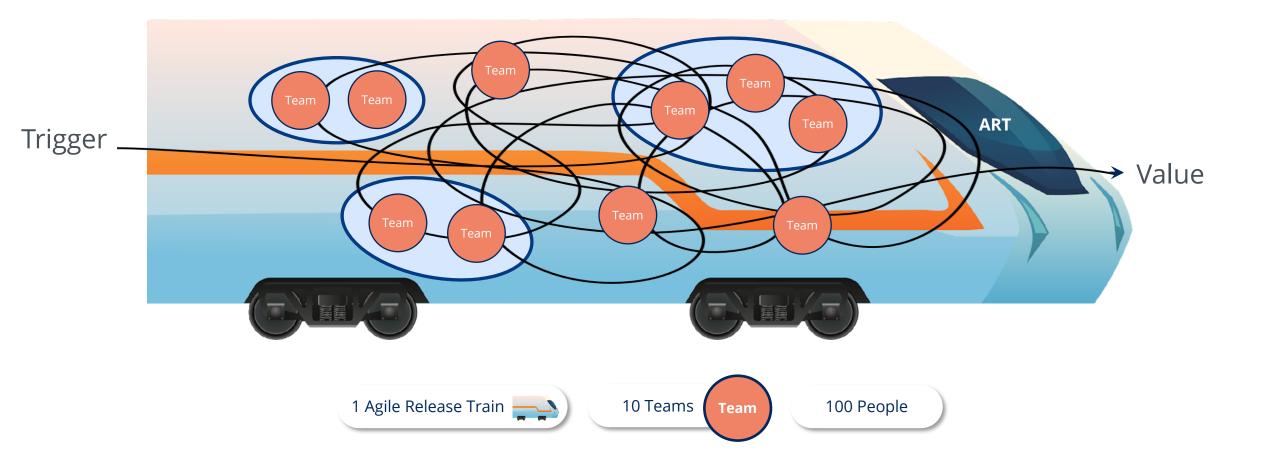
Thursday, June 6th 2024 © Dr. Wolfgang Brandhuber, 2024

Dynamic Sub-Structures of Agile Release Trains



Thursday, June 6th 2024 © Dr. Wolfgang Brandhuber, 2024

Dynamic Sub-Structures of Agile Release Trains

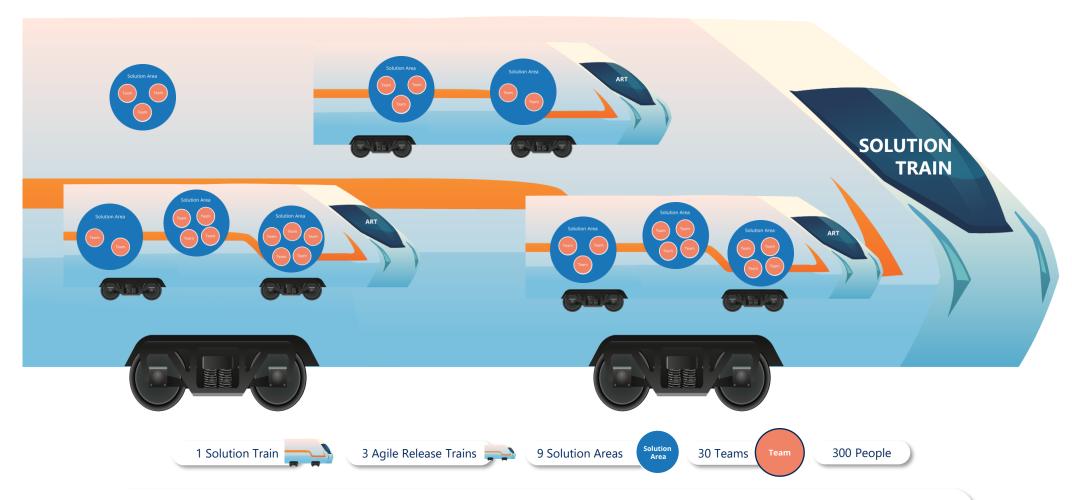


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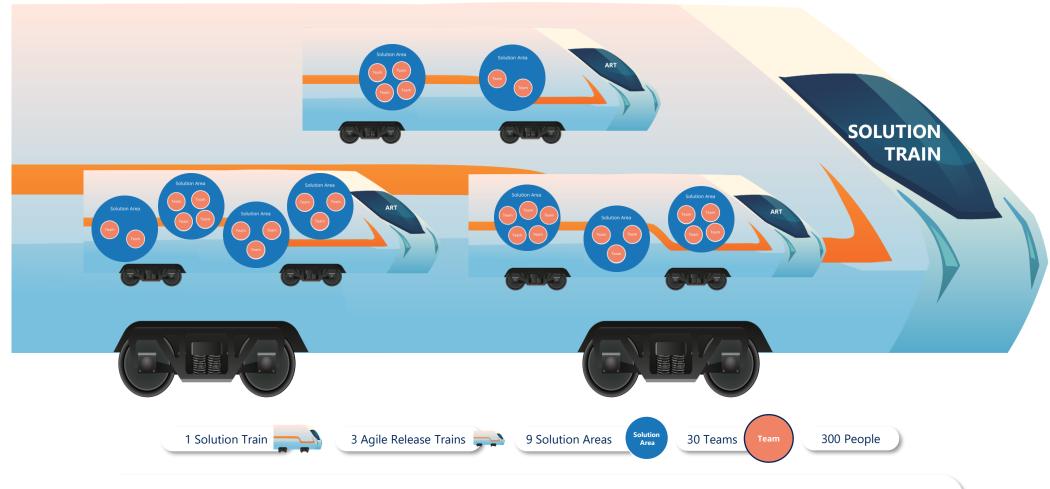
RESPONDING TO CHANGE ON SOLUTION TRAIN LEVEL



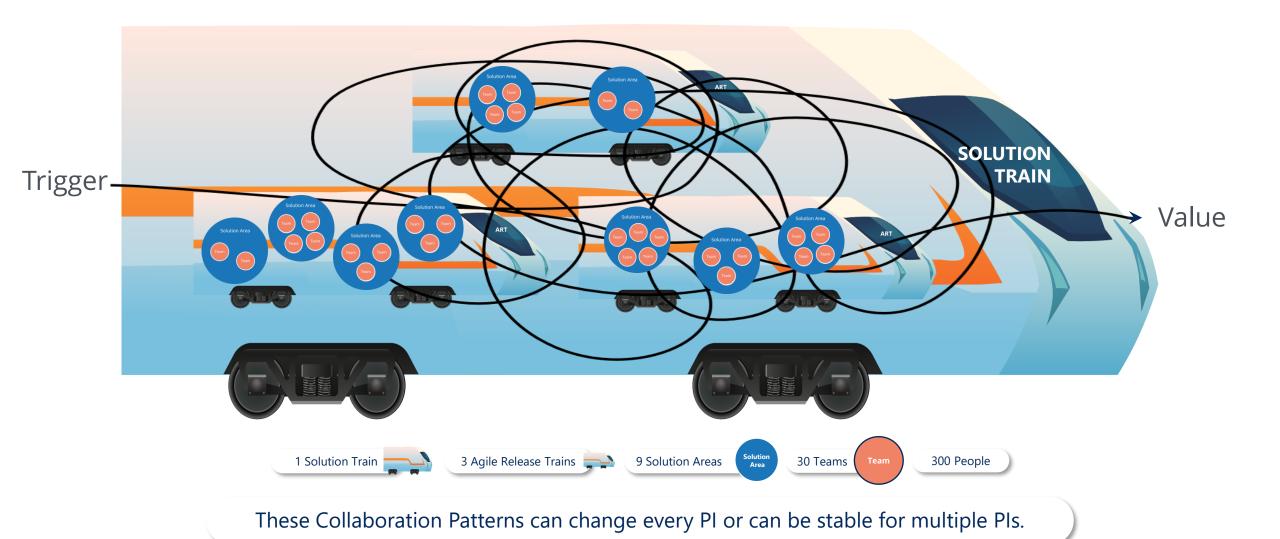
These Collaboration Patterns can change every PI or can be stable for multiple PIs.



These Collaboration Patterns can change every PI or can be stable for multiple PIs.



These Collaboration Patterns can change every PI or can be stable for multiple PIs.



If you want to know more about Dynamic Solution Trains ...

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... you can watch the recordings of a webinar and a SAFe Summit talk ...





WEBINAR







Flexible Value Streams and Dynamic Agile Release Trains

July 6 • 4:00 PM CEST



CLAUDIUS JESCHKEEnterprise Architect
and Business Owner,
Telekom Business Solutions



MANFRED BECKING
Agile Transformation
Manager, Coach and SPC



RICHARD BUTLER
Agile Transformation
Manager, Coach and SP
Telekom IT



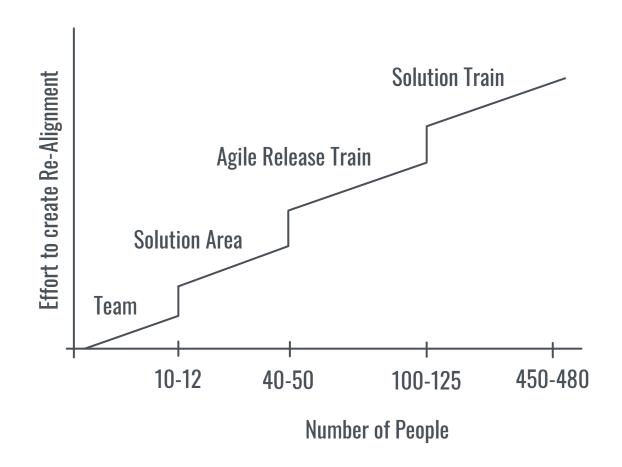
DR. WOLFGANG BRANDHUBER SPCT & Large Solutions Coach, Project & Team

Base your Organizational Architecture on the Needs of the Teams

Collaboration Maps
Visualize Communication & Collaboration Needs

Tactical Scaling Levels... ... in the agile world

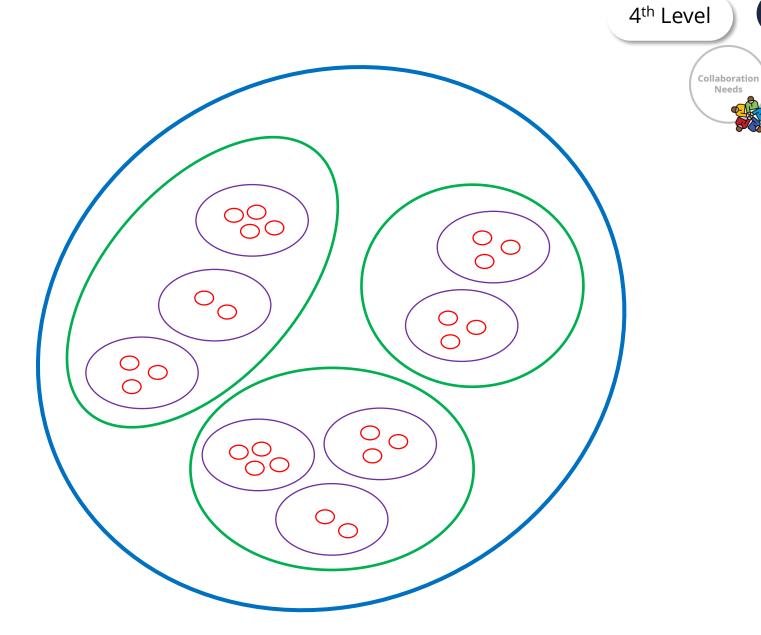




Agile Release Trains

Solution Areas

Teams



Needs

Collaboration Maps are a bit like Matroschkas





... visualize the communication and collaboration needs

Teams

... are extremely helpful to create an aligned understanding of the collaboration needs ...

...even with **hundreds of people**.

... are an excellent tool to support and augment Value Stream Identification.

> And there is a **whole methodology** behind collaboration mapping.

Collaboration Needs Agile Release Trains **Solution Areas** © Dr. Wolfgang Brandhuber, 2024

CONFERENCES

Refinement & Planning ...

... on all scaling levels

Scaling Levels Refinement Commitment Portfolio Level Portfolio Conference Solution Conference Agile Release Train Conference PI Planning Synchronized Sprint Planning Solution Area Conference 2nd Scaling Level 1st Scaling Level Team Conference **Sprint Planning**

Update

Update

Conferences on different levels

with Solution Syncs

Conference Solution Conference PI Planning PI Planning Sprint **Sprint** Sprint Sprint Sprint Sprint Sprint Sprint Synchronized **Sprint Plannings** Update Update Update Update Update Update Update Updating the **Solution Roadmap**

Portfolio

Update

Update

Update

Update

Update

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Update

Update

Update

Update

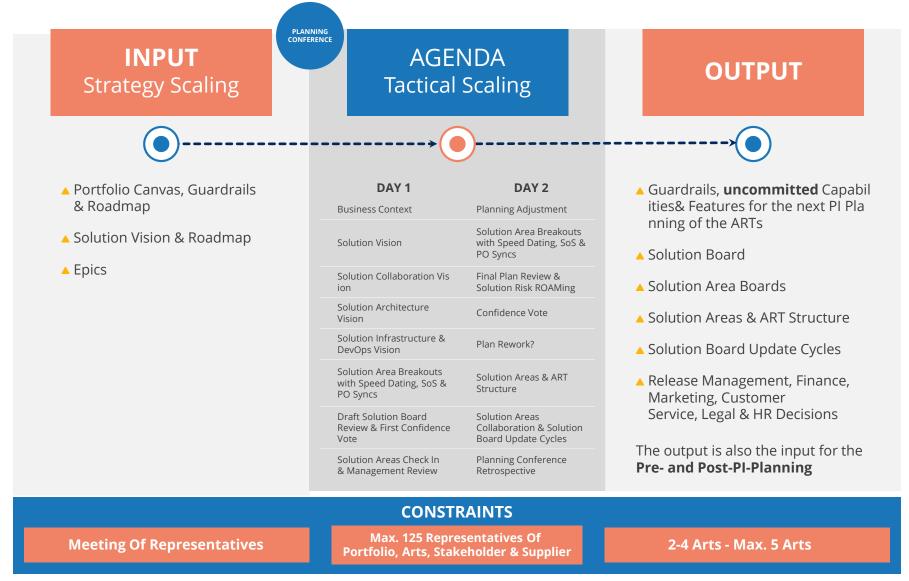
Update

Update

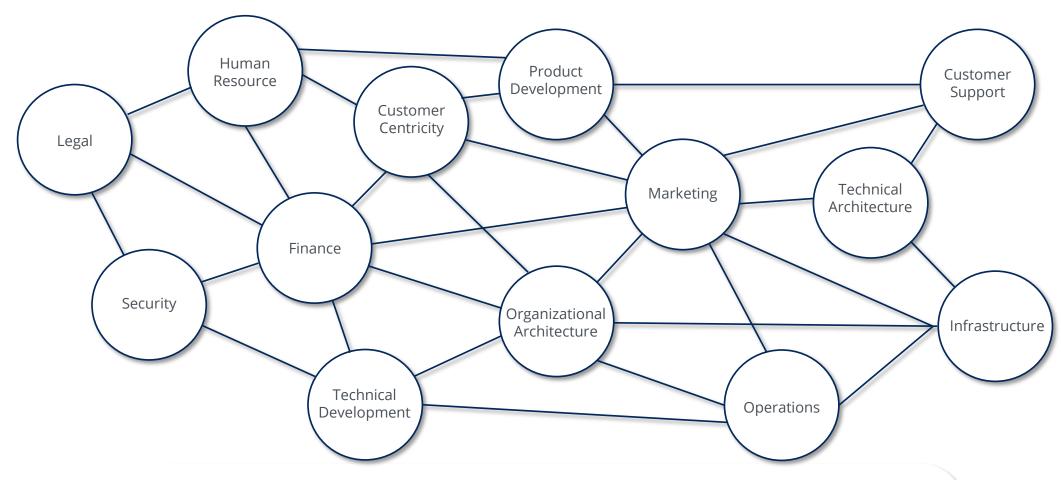
Update

A Portfolio Conference ...

... brings all the people together necessary to create a Portfolio Roadmap



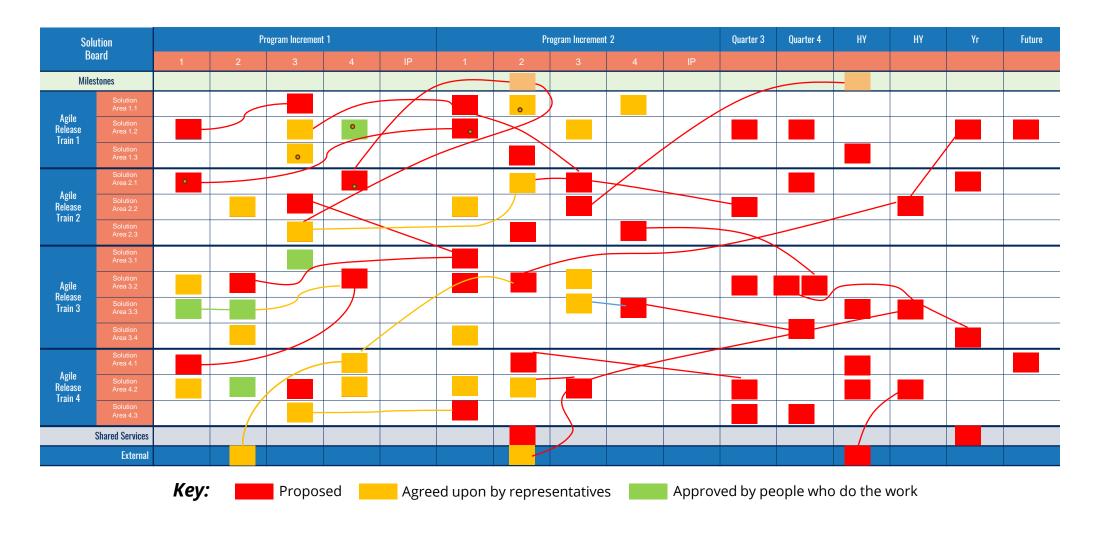
... is similar to a PI Planning on Solution Train level.



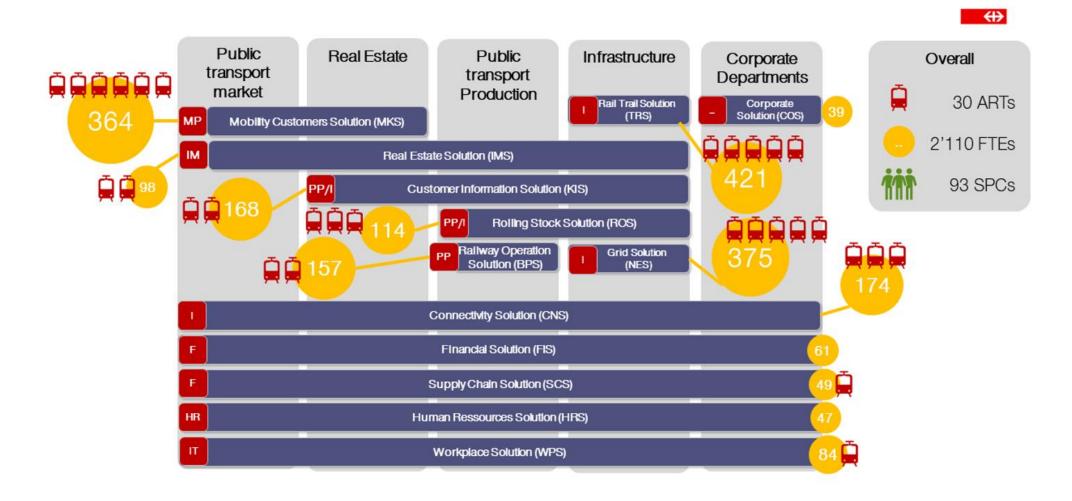
The Solution Roadmap created in the Alignment Conference visualizes the aligned understanding of a network of different functions.

Agile Portfolio Roadmap ...

... is the Single Source of Truth for the Portfolio Level



... is the Single Source of Truth for the Portfolio Level

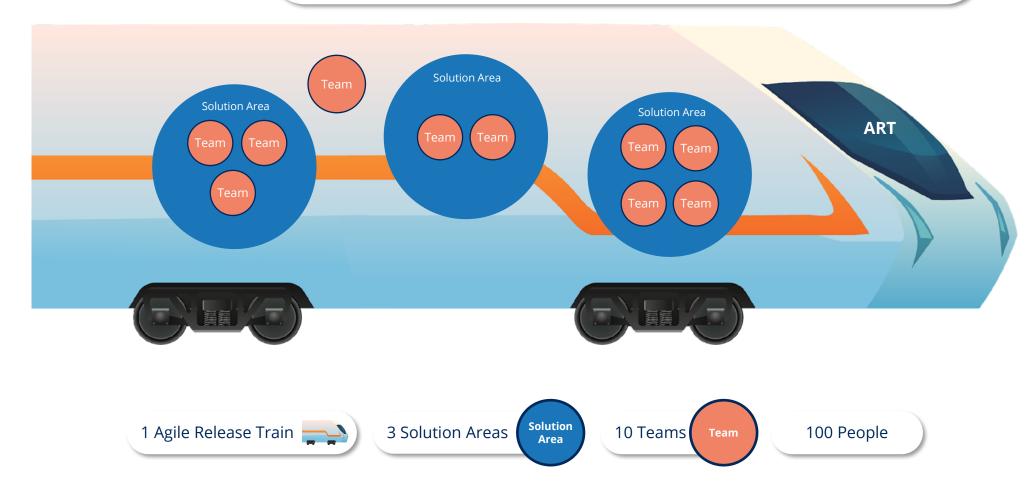




These Collaboration Patterns can change every PI or can be stable for multiple PIs.

To Respond to these Changing Collaboration Needs we can change the Building Blocks of Agile Release Trains

Agile Teams within an Agile Release Train can benefit from organizing themselves in Solution Areas.



Definition of a Solution Area ... helping teams to collaborate

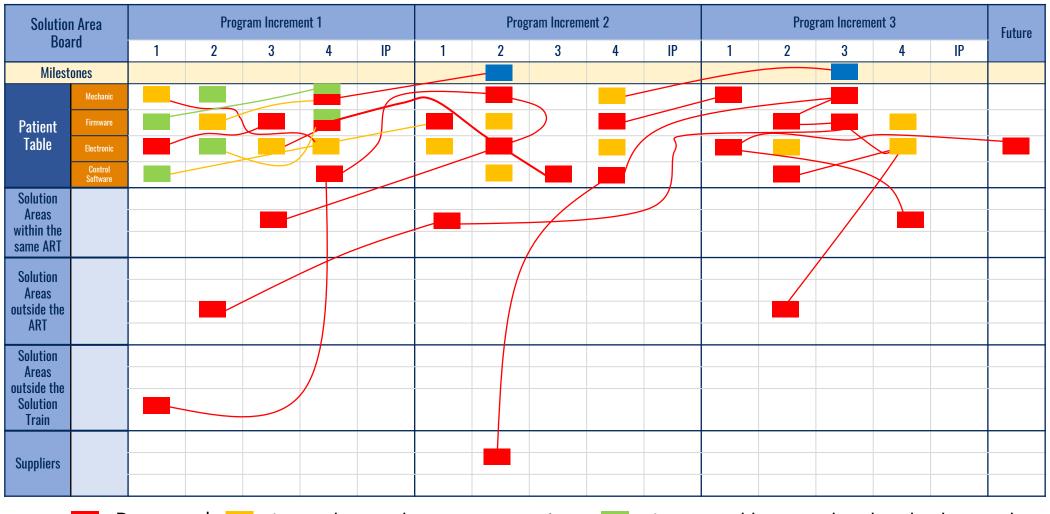
A Solution Area is a set of Agile Teams that work on delivering the same objectives with a high degree of interdependency.

The purpose of a Solution Area is to enable all the people within the Solution Area to selforganize around the flow of value, similar to an Agile Team just on a higher level.

A Solution Area consists of 2 to 4 Agile Teams, with a maximum of 5 teams but only if one has very good reasons for that.



... help the Solution Area to Self-Organize



Key: Proposed Agreed upon by representatives Approved by people who do the work

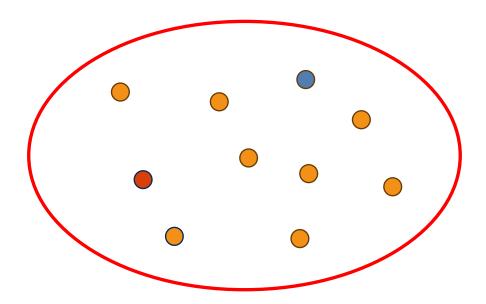
Organize around Value ...

... on Team Level

Given we have an agile team with eight developers, one scrum master and one product owner ...



- Developer
- Scrum Master
- Product Owner



If you want to know more ...

... about Patterns and Anti-Patterns in very large agile transformations ...





... you can watch the recordings of our Webinar (German) ...

... or catch the English version coming soon.

HOW TO DO THAT YOURSELF

Large Solution Training Curriculum...

... Shape your own path

Dynamic Agility Practitioner 2 days **Dynamic Agility Consultant** 4 days **Dynamic ARTs** 4 hours **Solution Area** 4 hours 4 hours Tailoring PI Plannings **Event Synchronization** 4 hours The New ART Sync 4 hours Self-Selection 4 hours **Solution Train** 4 hours Synchronizing Artifacts 4 hours 4 hours Agile Roadmaps Synchronizing Collaborations 4 hours 4 hours **Solution Conference** Agile Moves 4 hours 4 hours **Update Cycles** Collaboration Architecture 4 hours Large Solution Refinement 4 hours **Problem Spaces** 4 hours **LACE-Team** 4 hours **Multiple Solution Trains** 4 hours Organizational Architecture 4 hours Portfolio Conference 4 hours Large Scale Experiments 4 hours Collaboration Conference 4 hours **Collaboration Maps** 4 hours



BACKUP

COLLABORATION MAPS ON THE FIRST SCALING LEVEL

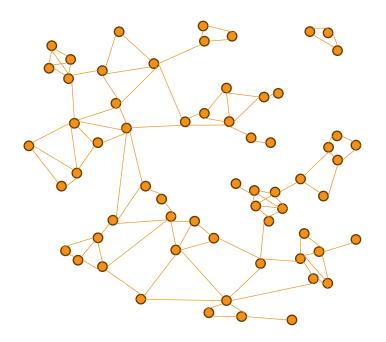
A Collaboration Map on the first scaling level depicts the communication & collaboration structure between individual people.

1st Level





Individual Person



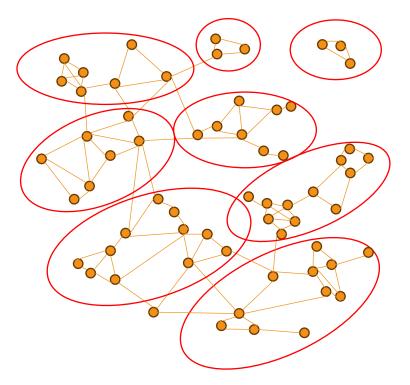
1st Level

69

Team



Individual Person



A Collaboration Map on the first scaling level depicts the communication & collaboration structure between individual people.

On the collaboration map on the first scaling level, we can identify the **team structures**.

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COLLABORATION MAPS ON THE SECOND SCALING LEVEL

2nd Level

71

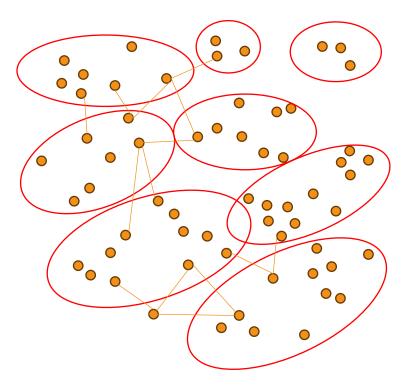
Team



A Collaboration Map on the second scaling level depicts the communication & collaboration structure between teams.

On the second scaling level the communication & collaboration structure within the teams are ignored, only the structure between the teams are depicted.

Individual Person



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Team

Person

2nd Level

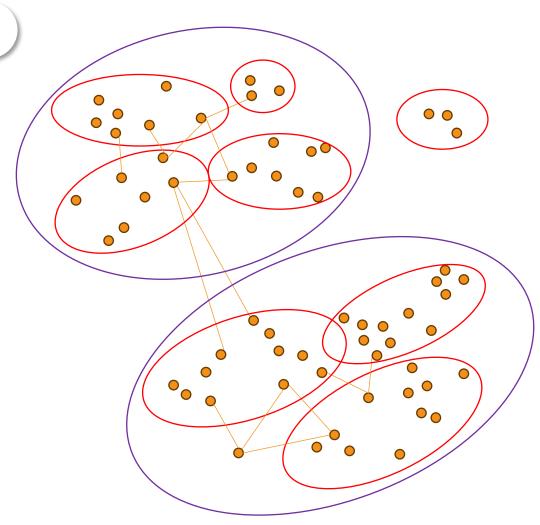
72

Collaboration Needs

A Collaboration Map on the second scaling level depicts the communication & collaboration structure between teams.

On the second scaling level the communication & collaboration structure within the teams are ignored, only the structure between the teams are depicted.

On the collaboration map on the second scaling level, we can identify the **Solution Area structures**.



2nd Level

73

Team

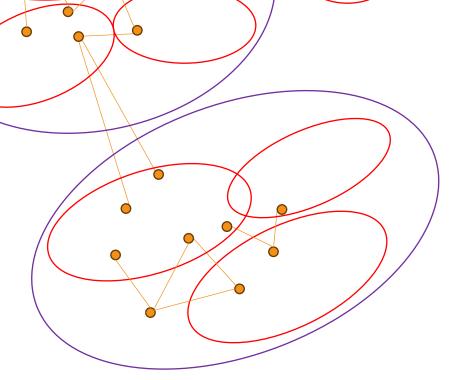
Collaboration Needs

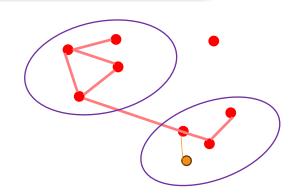
Individual team members can be left out as their collaboration is not anymore part of the overall organizational architecture but left to the self-organization of the teams themselves.

Person

Analog to the depiction of individual persons in teams, teams can now be depicted as dots within Solution Areas.



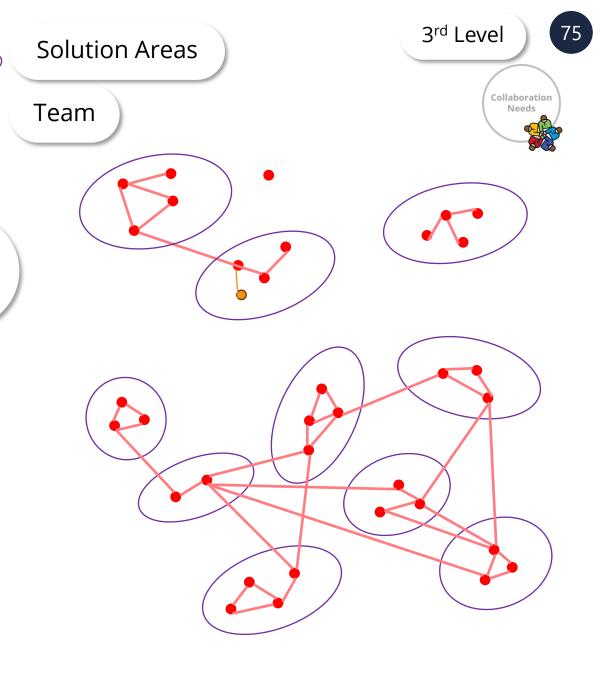




COLLABORATION MAPS ON THE THIRD SCALING LEVEL

A Collaboration Map on the third scaling level depicts the communication & collaboration structure between Solution Areas.

Solution Areas are two to four teams which have to work closely together to create a part of a larger value.



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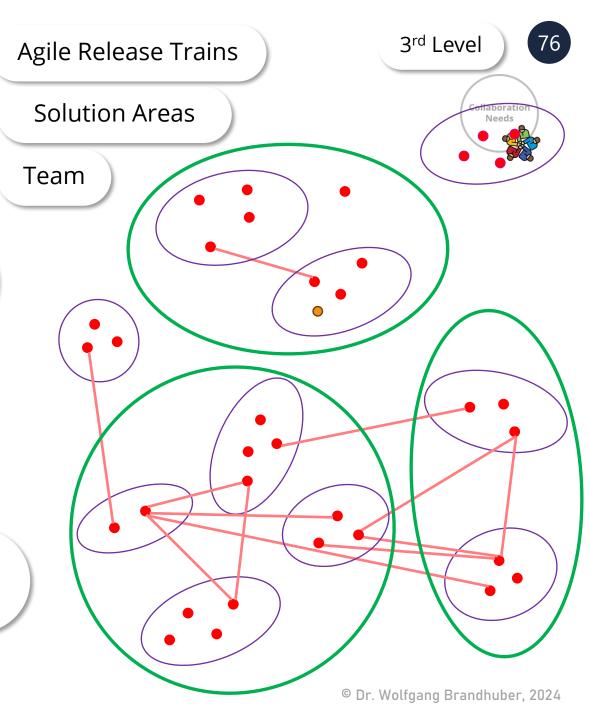
The third scaling level... ...of Organizational Architecture

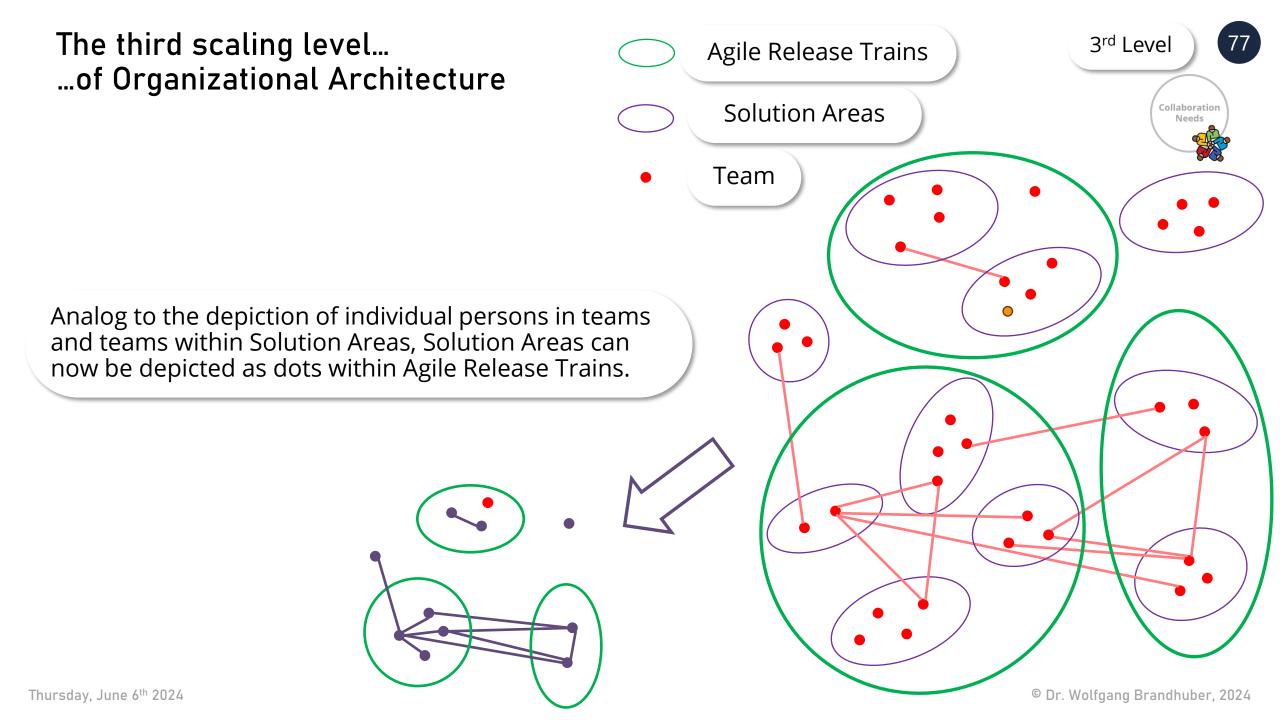
A Collaboration Map on the third scaling level depicts the communication & collaboration structure between Solution Areas.

Solution Areas are two to four teams which have to work closely together to create a part of a larger value.

On the third scaling level the communication & collaboration structure within the teams and the Solution Areas are ignored, only the structure between several Solution Areas are depicted.

On the collaboration map on the third scaling level, we can identify the **Agile Release Tain structures**.





COLLABORATION MAPS ON THE FOURTH SCALING LEVEL

Agile Release Trains

4th Level

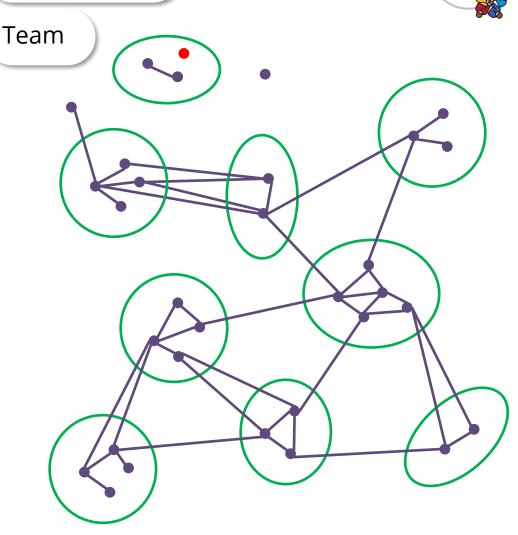
79

Solution Area

Collaboration Needs

A Collaboration Map on the fourth scaling level depicts the communication & collaboration structure between Agile Release Trains.

An agile release train are two to four Solution Areas collaborating closely to create value together.



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The fourth scaling level... ... of Organizational Architecture

Solution Trains

4th Level

Agile Release Trains

Solution Areas

Collaboration

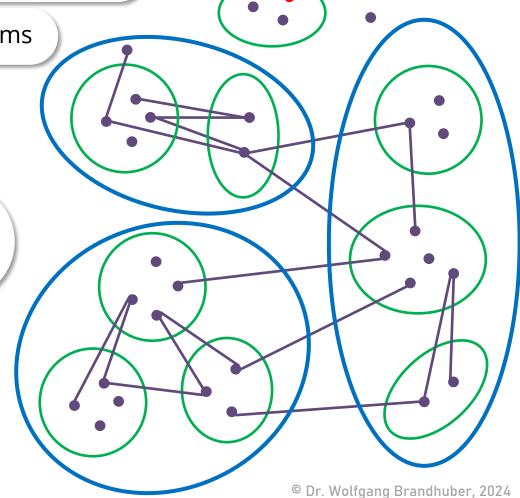
A Collaboration Map on the fourth scaling level depicts the communication & collaboration structure between Agile Release Trains.

Teams

An agile release train are two to four Solution Areas collaborating closely to create value together.

On the fourth scaling level the communication & collaboration structure within the teams, the Solution Areas and the Agile Release Trains are ignored. Only the structure between the Agile Release Trains are depicted.

On the collaboration map on the fourth scaling level, we can identify the **Solution Train structures**.



Solution Trains

4th Level

81

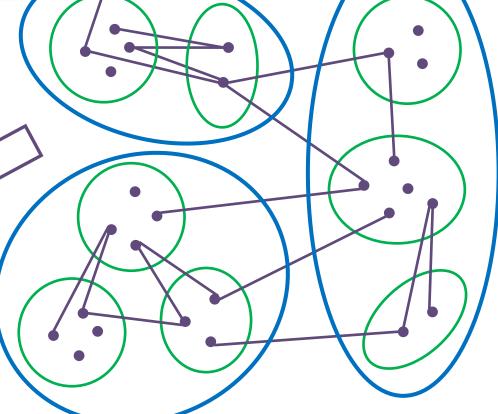
Agile Release Trains

Collaboration Needs

Analog to the depiction of individual people in teams, teams within Solution Areas and Solution Areas within ARTs, ARTs can now be depicted as dots within Solution Trains.

Solution Areas

Teams



VALUE STREAM CONSIDERATIONS

...from a collaboration point of view

The mapping of complex value streams networks is not a linear process.

To understand a complex value stream network, it takes many different perspectives on the value stream landscape.

Only the superposition of these different perspectives creates an approximation of the value stream network.

Collaboration Maps are one aspect of value stream networks.

Step 1 Collaboration Needs

...from a Solution Area point of view

Complexity Encapsulation is an important approach in the mapping of complex value streams networks.

To better understand a complex value stream network, it is helpful to have different levels of granularity to zoom in and out when you try to get a solid overview and a deep understanding at the same time.

Solution Areas provide exactly that: They give you a level of abstraction by encapsulating a certain complexity and at the same time give you the opportunity to drill deeper in certrain parts of the value stream network by looking into the Soluton Areas.

Solution Areas are an important tool to get a deeper understanding of complex value stream networks.

is helpful to en you try ame time.

...from a Self-Organization point of view

To be able to react fast to changing value stream networks it is important to give the people creating the value **a high degree of freedom**.

Solution Areas **foster self-organization** by giving clear boundary condition and at the same time the freedom to change internal structures fluently.

This freedom ensures a **short reaction time** as the people are encouraged to change their organizational structures within the Solution Area whenever they feel the need to do so.

The larger the Value Stream Network, the more important it is to react fast to changes getting back into the value creation flow as quickly as possible.

Step 3

Collaboration Needs

lear om

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Step 4

Collaboration Needs

Agile Solution Roadmaps are **one of the most important tools** to identify value streams in complex value streams networks.

On the Agile Solution Roadmap the **priorities** from the portfolio level **meet** the **capacity** the Solution Areas provide.

This is the place where **value streams are borne** and mapped **or die** depending on the decisions made in the Planning Conference.

Agile Solution Roadmaps are cornerstones in the understanding of complex value stream networks.

...from a Solution Train point of view

Solution Trains are encapsulating complexity the same way Solution Areas do just two scaling levels higher.

Solution Trains **foster self-organization** by giving clear boundary condition and at the same time the freedom to change the collaboration between the Solution Areas fluently.

In larger value stream networks Solution Trains give you a **level of abstraction** by encapsulating a large part of the complexity and at the same time give you the opportunity to drill deeper in certrain parts of the value stream network by looking into the Soluton Trains.

Solution Trains are an important level of abstraction in large complex value stream networks and at the same time they are large value stream networks themselves.

Step 5

Step 5

Collaboration Needs

Sty.

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Solution Conference

Refinement & Planning ...

... on all scaling levels

Scaling Levels Refinement Planning Portfolio Level Portfolio Conference Solution Conference Agile Release Train Conference PI Planning Synchronized Sprint Planning Solution Area Conference 2nd Scaling Level 1st Scaling Level Team Conference **Sprint Planning**

Solution Conference ...

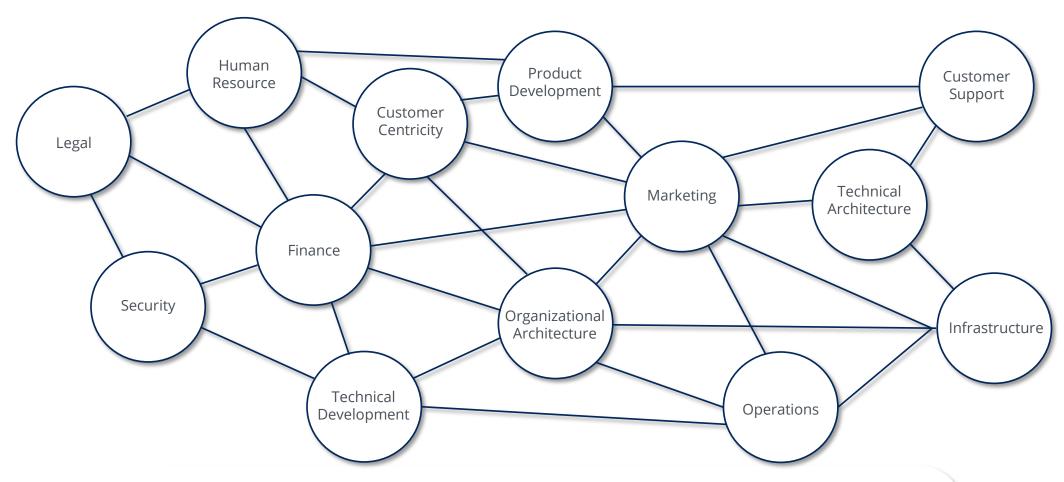


... brings all the people together necessary to create a Solution Roadmap



A Solution Conference ...

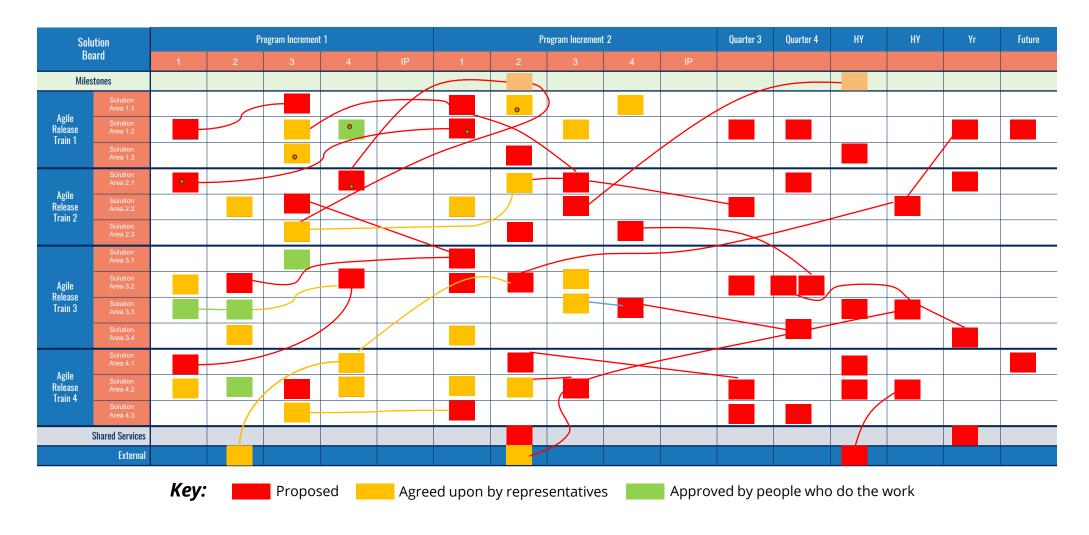
... is similar to a PI Planning on Solution Train level.



The Solution Roadmap created in the Alignment Conference visualizes the aligned understanding of a network of different functions.

92

... is the Single Source of Truth for a Solution Train



PI Planning

Refinement & Planning ...

... on all scaling levels

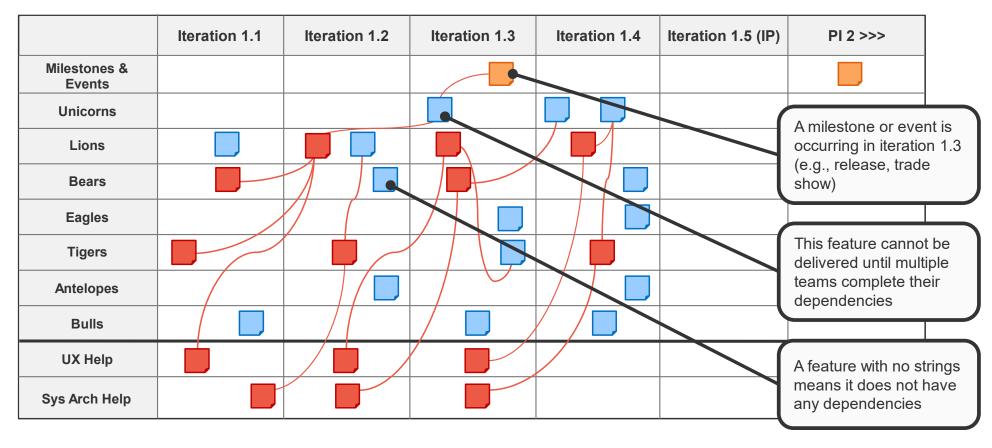
Scaling Levels Refinement Planning Portfolio Level Portfolio Conference Solution Conference Agile Release Train Conference PI Planning Synchronized Sprint Planning Solution Area Conference 2nd Scaling Level 1st Scaling Level Team Conference **Sprint Planning**

PI Planning Agenda

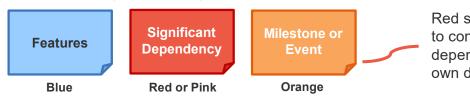


ART Planning Board...

... Agenda



ART Planning Board Legend:



Red strings (or lines for digital boards) are used to connect a feature or milestone to one or more dependencies. Sometimes a dependency has its own dependencies (see Lions in iteration 1.2)

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Refinement & Planning ...

... on all scaling levels

Scaling Levels Refinement Planning Portfolio Level Portfolio Conference Solution Conference Agile Release Train Conference PI Planning Synchronized Sprint Planning Solution Area Conference 2nd Scaling Level 1st Scaling Level Team Conference **Sprint Planning**

Synchronized Sprint Planning...

... for teams within a Solution Area

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|------|--------------|----|
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| Options | Pre Event | Event | Post Event |
|---------------------------------|-----------|-------|------------|
| Representatives of each team | 1 h | | |
| Teams (each team for itself) | | 3 h | |
| Big Room (all together) | | | 2 h |

Refinement & Planning ...

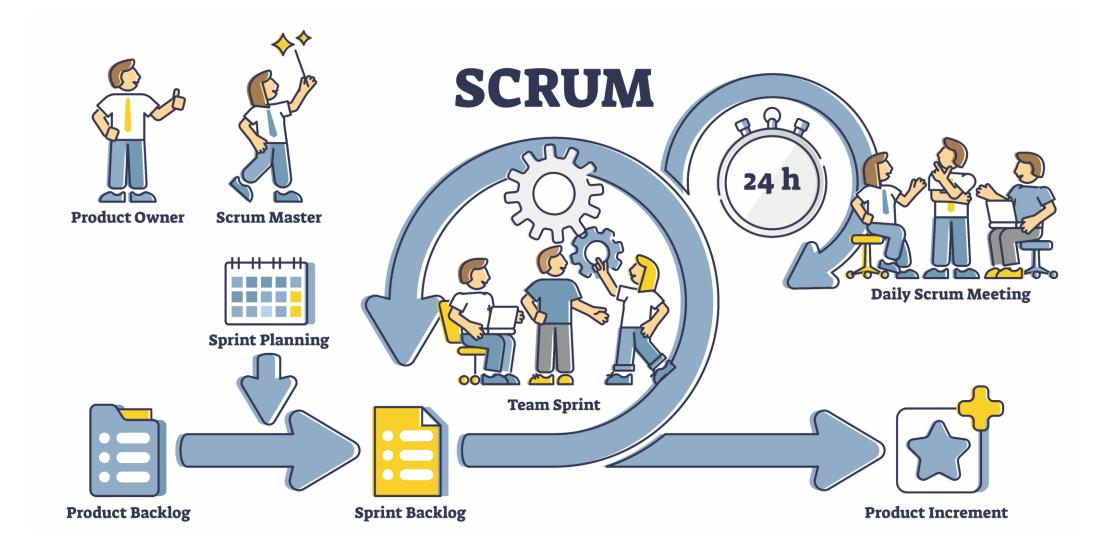
... on all scaling levels

Scaling Levels Refinement Planning Portfolio Level Portfolio Conference Solution Conference Agile Release Train Conference PI Planning Synchronized Sprint Planning Solution Area Conference 2nd Scaling Level 1st Scaling Level Team Conference **Sprint Planning**

Iteration Planning & Iteration Backlog ...

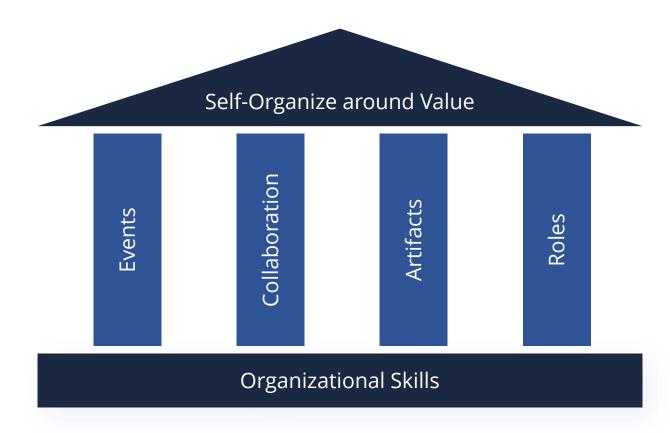


... on Team Level



WORKSHOPS

The House of Dynamic Agility shows the synchronization options between teams

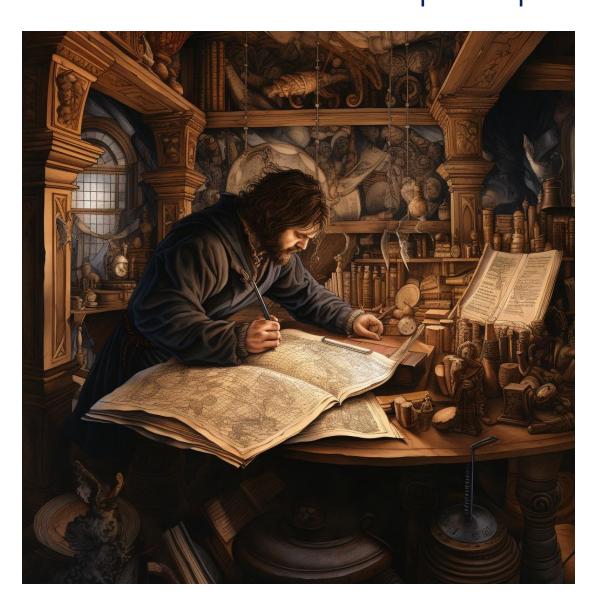


Dynamically design the collaboration structure to optimize the flow of value.

Step '







Collaboration Maps are not static. They have to be updated on a regular cadence.

The Update Cadence for collaboration maps on the first and second scaling levels are usually one sprint, for the collaboration maps on the third and fourth scaling level this is usually one PI.

It is good practice to **look several update cycles** into the future. For first and second level maps this means two to four sprints, for third and fourth level maps this means one to two Pls.

Future Collaboration Maps are never committed. They are only forecasts to create a better commun understanding of future collaborations and can be changed every update cycle.

Thursday, June 6th 2024 © Dr. Wolfgang Brandhuber, 2024

Creating Collaboration Maps Interviews & Workshops



Collaboration Maps can be created in interviews with one or more people or collaboratively in workshops.

There are a several different **interview and workshop formats** for engaging people to understand their collective communication & collaboration needs and to align on a common collaboration map.

Depending on the seize of the organization to map, there are usually several interviews and workshops necessary to be able to create **comprehensive maps** to which all affected people can consent.

It is important to share the Collaboration Maps during the creation process with all the people who are interested in or affected by the maps so that they are able to provide feedback early on.

Subsidiary Principle ...

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... XXX