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Maturity Assessment For Agile Teams

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Agenda

1. Introductions and Expectations
2. Maturity Assessment for Agile Teams
   a. What does Agile Maturity mean?
   b. Why Assess Agile Maturity?
   c. Benefits of Assessing Agile Maturity
   d. Core Agile Maturity Measurements
3. Agile Maturity Assessment Tools
   a. Spreadsheet-based Assessment Tool
   b. Tools Available Online
   c. RefineM Agility Assessment Tool
4. Summary / Q&A

Download the slide deck: https://bit.ly/refinem-aug-2020-webinar

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Your Expectations

- What are your expectations from this webinar?

- Why are you here today?

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Survey Question 1

Which of the following statements best describes the Agility assessment of your team?

1. My team uses an Agile assessment tool on a regular basis.
2. My team uses a spreadsheet to track Agility assessment.
3. My team does Agility assessment infrequently.
4. My team does not measure Agility at all.

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Maturity Assessment for Agile Teams

1. What does Agile Maturity mean?
2. Why Assess Agile Maturity?
3. Benefits of Assessing Agile Maturity
4. Core Agile Maturity Measurements

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What Does Agile Maturity Mean?

1. How well your teams are following Agile Principles and Mindset
2. How well your teams are learning and continuously improving
3. How well they are realizing value from being Agile

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Why Assess Agile Maturity?

1. Build capability to respond to change
2. Determine opportunities for improvement
3. Track the success of improvement initiatives

Measure Agile Maturity to fix problems proactively –
You can't improve what you don't measure

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Benefits of Assessing Agile Maturity

1. Greater responsiveness to changes as they arise
2. Higher ROI for investment in Agile transformation
3. Efficiency gains – saving time and money
4. Improved customer satisfaction and team engagement

Benefits of assessment are worth the cost

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Core Agile Maturity Measurements

1. Continuous Delivery of Value
2. Responding to Change
3. Self-Organized and Empowered Team
4. Sustainable and High-Quality Development
5. Definition of "Done"
6. Engaging the Customer
7. Continuous Learning
8. Use of Agile Metrics

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1. Continuous Delivery of Value

1. Is the team delivering value to the customer frequently? (2 weeks to 1 month)

2. Is Customer satisfaction increasing with each value delivery?

3. Are defects proactively monitored for and resolved quickly?

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2. Responding to Change

1. Does the team work on prioritized requirements in order of priority?

2. Does the team welcome changes, even late in the project?

3. Do customers and the team feel empowered to bring changes?

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3. Self-Organized and Empowered Team

1. Is the team self-managing and free of command-and-control structures?

2. Are team members focused on and interested in their work?

3. Does the team leader champion a servant-leadership mindset?

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4. Sustainable and High-Quality Development

1. Is the team achieving their commitments consistently and with high-quality code and development practices?

2. Are team members achieving their commitment without consistent overtime?

3. Is team performance sustainable?

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5. Definition of "Done"

1. Is there a clearly-understood and agreed-on definition of “done”?

2. Is the definition of “done” followed by the team and does it allow the team to deliver production-ready output frequently?

3. Is the definition of “done” re-evaluated as necessary?

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6. Engaging the Customer

1. Is the customer highly engaged with the team, providing honest and regular feedback?

2. Does the team prioritize customer needs across the entire project life cycle?

3. Is customer satisfaction the team's highest priority?

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7. Continuous Learning

1. Does the team reflect on opportunities for improvement after each iteration?

2. Does the team implement at least one improvement opportunity in each iteration?

3. Does the team use data to demonstrate improvement?

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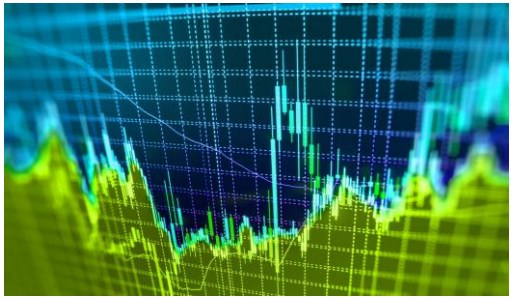
8. Use of Agile Metrics



1. Does the team collect Agile metrics regularly?

2. Does the team collect operational metrics such as velocity and cycle time?

3. Does the team collect business metrics such as increased revenue and cost savings?

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Agile Maturity Assessment Tools

1. Spreadsheet-based Assessment Tool
2. Online/Cloud Based Tools
3. RefineM's Agility Assessment Tool

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Spreadsheet-Based Assessment Tool – Month 1

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Agile Maturity Model				Maturity Score				
Instructions: Fill in the score from 1 to 5 for each subtopic in a given month. The maturity score and colors will populate automatically. See the Explanation-Maturity Score tab for details.				50	0	0	0	0
Topics #	Topic Description	Sub Topic #	Sub Topic Description	MONTH-1	MONTH-2	MONTH-3	MONTH-4	MONTH-5
1	Continuous Delivery of Value	1.1	Software is frequently released to customers (every couple weeks to every month).	2	0	0	0	0
		1.2	Released software provides value to the customer.	1	0	0	0	0
		1.3	After software is released, defects are quickly identified and resolved.	2	0	0	0	0
		1.4	The team is delivering more value in every iteration as compared to the previous iteration.	1	0	0	0	0
		1.5	The customer satisfaction is increasing with each delivery.	1	0	0	0	0
2	Responding to Change	2.1	The team uses a list of prioritized requirements and works on items in order of priority.	2	0	0	0	0
		2.2	New requirements and changes are easily incorporated into an ongoing project and prioritized.	1	0	0	0	0
		2.3	Customers feel empowered to add requirements, even late in the project.	2	0	0	0	0
		2.4	The team welcomes changes.	2	0	0	0	0
		2.5	The team feels empowered to identify and request changes.	2	0	0	0	0
3	Self-Organized and Empowered Team	3.1	The team is self-organized and empowered to do its work with no command and control.	2	0	0	0	0
		3.2	Team members are focused and interested in their work.	1	0	0	0	0
		3.3	The team leader champions a servant-leader mindset.	2	0	0	0	0
		3.4	The team is always in contact, either virtually or in-person.	2	0	0	0	0
		3.5	The team members fulfill commitments for each iteration i.e. they deliver on promise.	1	0	0	0	0
4	Sustainable and High-Quality Development	4.1	The team is consistently achieving committed goals.	1	0	0	0	0
		4.2	The team is not consistently working overtime to meet commitments for each iteration.	2	0	0	0	0
		4.3	Historic performance is taken into account when planning future project cycles.	2	0	0	0	0
		4.4	The team has attained a sustainable pace i.e. they are delivering same or slightly more in each iteration.	1	0	0	0	0
		4.5	The team is delivering high quality measure as demonstrated by evidence/data.	1	0	0	0	0

Download: https://bit.ly/refinem-agile-assessment

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Spreadsheet-Based Assessment Tool – Month 2

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Agile Maturity Model				Maturity Score				
Instructions: Fill in the score from 1 to 5 for each subtopic in a given month. The maturity score and colors will populate automatically. See the Explanation-Maturity Score tab for details.				50	77	0	0	0
Topics #	Topic Description	Sub Topic #	Sub Topic Description	MONTH-1	MONTH-2	MONTH-3	MONTH-4	MONTH-5
1	Continuous Delivery of Value	1.1	Software is frequently released to customers (every couple weeks to every month).	2	2	0	0	0
		1.2	Released software provides value to the customer.	1	2	0	0	0
		1.3	After software is released, defects are quickly identified and resolved.	2	2	0	0	0
		1.4	The team is delivering more value in every iteration as compared to the previous iteration.	1	2	0	0	0
		1.5	The customer satisfaction is increasing with each delivery.	1	1	0	0	0
2	Responding to Change	2.1	The team uses a list of prioritized requirements and works on items in order of priority.	2	2	0	0	0
		2.2	New requirements and changes are easily incorporated into an ongoing project and prioritized.	1	2	0	0	0
		2.3	Customers feel empowered to add requirements, even late in the project.	2	2	0	0	0
		2.4	The team welcomes changes.	2	2	0	0	0
		2.5	The team feels empowered to identify and request changes.	2	2	0	0	0
3	Self-Organized and Empowered Team	3.1	The team is self-organized and empowered to do its work with no command and control.	2	2	0	0	0
		3.2	Team members are focused and interested in their work.	1	2	0	0	0
		3.3	The team leader champions a servant-leader mindset.	2	2	0	0	0
		3.4	The team is always in contact, either virtually or in-person.	2	2	0	0	0
		3.5	The team members fulfill commitments for each iteration i.e. they deliver on promise.	1	2	0	0	0
4	Sustainable and High-Quality Development	4.1	The team is consistently achieving committed goals.	1	2	0	0	0
		4.2	The team is not consistently working overtime to meet commitments for each iteration.	2	3	0	0	0
		4.3	Historic performance is taken into account when planning future project cycles.	2	2	0	0	0
		4.4	The team has attained a sustainable pace i.e. they are delivering same or slightly more in each iteration.	1	2	0	0	0
		4.5	The team is delivering high quality measure as demonstrated by evidence/data.	1	2	0	0	0

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Spreadsheet-Based Assessment Tool – Month 3

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Agile Maturity Model

Instructions: Fill in the score from 1 to 5 for each subtopic in a given month. The maturity score and colors will populate automatically. See the Explanation-Maturity Score tab for details.

				Maturity Score				
				50	77	96	0	0
Topics #	Topic Description	Sub Topic #	Sub Topic Description	MONTH-1	MONTH-2	MONTH-3	MONTH-4	MONTH-5
1	Continuous Delivery of Value	1.1	Software is frequently released to customers (every couple weeks to every month).	2	2	3	0	0
		1.2	Released software provides value to the customer.	1	2	2	0	0
		1.3	After software is released, defects are quickly identified and resolved.	2	2	3	0	0
		1.4	The team is delivering more value in every iteration as compared to the previous iteration.	1	2	2	0	0
		1.5	The customer satisfaction is increasing with each delivery.	1	1	2	0	0
2	Responding to Change	2.1	The team uses a list of prioritized requirements and works on items in order of priority.	2	2	3	0	0
		2.2	New requirements and changes are easily incorporated into an ongoing project and prioritized.	1	2	2	0	0
		2.3	Customers feel empowered to add requirements, even late in the project.	2	2	3	0	0
		2.4	The team welcomes changes.	2	2	3	0	0
		2.5	The team feels empowered to identify and request changes.	2	2	3	0	0
3	Self-Organized and Empowered Team	3.1	The team is self-organized and empowered to do its work with no command and control.	2	2	2	0	0
		3.2	Team members are focused and interested in their work.	1	2	2	0	0
		3.3	The team leader champions a servant-leader mindset.	2	2	2	0	0
		3.4	The team is always in contact, either virtually or in-person.	2	2	3	0	0
		3.5	The team members fulfill commitments for each iteration i.e. they deliver on promise.	1	2	2	0	0
4	Sustainable and High-Quality Development	4.1	The team is consistently achieving committed goals.	1	2	2	0	0
		4.2	The team is not consistently working overtime to meet commitments for each iteration.	2	3	3	0	0
		4.3	Historic performance is taken into account when planning future project cycles.	2	2	3	0	0
		4.4	The team has attained a sustainable pace i.e. they are delivering same or slightly more in each iteration.	1	2	2	0	0
		4.5	The team is delivering high quality measure as demonstrated by evidence/data.	1	2	2	0	0

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Spreadsheet-Based Assessment Tool – Month 4

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Agile Maturity Model				Maturity Score				
Instructions: Fill in the score from 1 to 5 for each subtopic in a given month. The maturity score and colors will populate automatically. See the Explanation-Maturity Score tab for details.				50	77	96	131	0
Topics #	Topic Description	Sub Topic #	Sub Topic Description	MONTH-1	MONTH-2	MONTH-3	MONTH-4	MONTH-5
1	Continuous Delivery of Value	1.1	Software is frequently released to customers (every couple weeks to every month).	2	2	3	4	0
		1.2	Released software provides value to the customer.	1	2	2	3	0
		1.3	After software is released, defects are quickly identified and resolved.	2	2	3	4	0
		1.4	The team is delivering more value in every iteration as compared to the previous iteration.	1	2	2	3	0
		1.5	The customer satisfaction is increasing with each delivery.	1	1	2	3	0
2	Responding to Change	2.1	The team uses a list of prioritized requirements and works on items in order of priority.	2	2	3	3	0
		2.2	New requirements and changes are easily incorporated into an ongoing project and prioritized.	1	2	2	3	0
		2.3	Customers feel empowered to add requirements, even late in the project.	2	2	3	4	0
		2.4	The team welcomes changes.	2	2	3	4	0
		2.5	The team feels empowered to identify and request changes.	2	2	3	4	0
3	Self-Organized and Empowered Team	3.1	The team is self-organized and empowered to do its work with no command and control.	2	2	2	3	0
		3.2	Team members are focused and interested in their work.	1	2	2	3	0
		3.3	The team leader champions a servant-leader mindset.	2	2	2	3	0
		3.4	The team is always in contact, either virtually or in-person.	2	2	3	3	0
		3.5	The team members fulfill commitments for each iteration i.e. they deliver on promise.	1	2	2	3	0
4	Sustainable and High-Quality Development	4.1	The team is consistently achieving committed goals.	1	2	2	3	0
		4.2	The team is not consistently working overtime to meet commitments for each iteration.	2	3	3	4	0
		4.3	Historic performance is taken into account when planning future project cycles.	2	2	3	3	0
		4.4	The team has attained a sustainable pace i.e. they are delivering same or slightly more in each iteration.	1	2	2	3	0
		4.5	The team is delivering high quality measure as demonstrated by evidence/data.	1	2	2	3	0

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Spreadsheet-Based Assessment Tool – Month 5

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Agile Maturity Model

Instructions: Fill in the score from 1 to 5 for each subtopic in a given month. The maturity score and colors will populate automatically. See the Explanation-Maturity Score tab for details.

Maturity Score				
52	77	96	131	165

Topics #	Topic Description	Sub Topic #	Sub Topic Description	MONTH-1	MONTH-2	MONTH-3	MONTH-4	MONTH-5
1	Continuous Delivery of Value	1.1	Software is frequently released to customers (every couple weeks to every month).	2	2	3	4	5
		1.2	Released software provides value to the customer.	1	2	2	3	4
		1.3	After software is released, defects are quickly identified and resolved.	2	2	3	4	4
		1.4	The team is delivering more value in every iteration as compared to the previous iteration.	1	2	2	3	4
		1.5	The customer satisfaction is increasing with each delivery.	1	1	2	3	4
2	Responding to Change	2.1	The team uses a list of prioritized requirements and works on items in order of priority.	2	2	3	3	4
		2.2	New requirements and changes are easily incorporated into an ongoing project and prioritized.	1	2	2	3	4
		2.3	Customers feel empowered to add requirements, even late in the project.	2	2	3	4	5
		2.4	The team welcomes changes.	2	2	3	4	5
		2.5	The team feels empowered to identify and request changes.	2	2	3	4	5
3	Self-Organized and Empowered Team	3.1	The team is self-organized and empowered to do its work with no command and control.	2	2	2	3	4
		3.2	Team members are focused and interested in their work.	1	2	2	3	4
		3.3	The team leader champions a servant-leader mindset.	2	2	2	3	4
		3.4	The team is always in contact, either virtually or in-person.	2	2	3	3	4
		3.5	The team members fulfill commitments for each iteration i.e. they deliver on promise.	1	2	2	3	4
4	Sustainable and High-Quality Development	4.1	The team is consistently achieving committed goals.	1	2	2	3	4
		4.2	The team is not consistently working overtime to meet commitments for each iteration.	2	3	3	4	5
		4.3	Historic performance is taken into account when planning future project cycles.	2	2	3	3	4
		4.4	The team has attained a sustainable pace i.e. they are delivering same or slightly more in each iteration.	1	2	2	3	3
		4.5	The team is delivering high quality measure as demonstrated by evidence/data.	1	2	2	3	4

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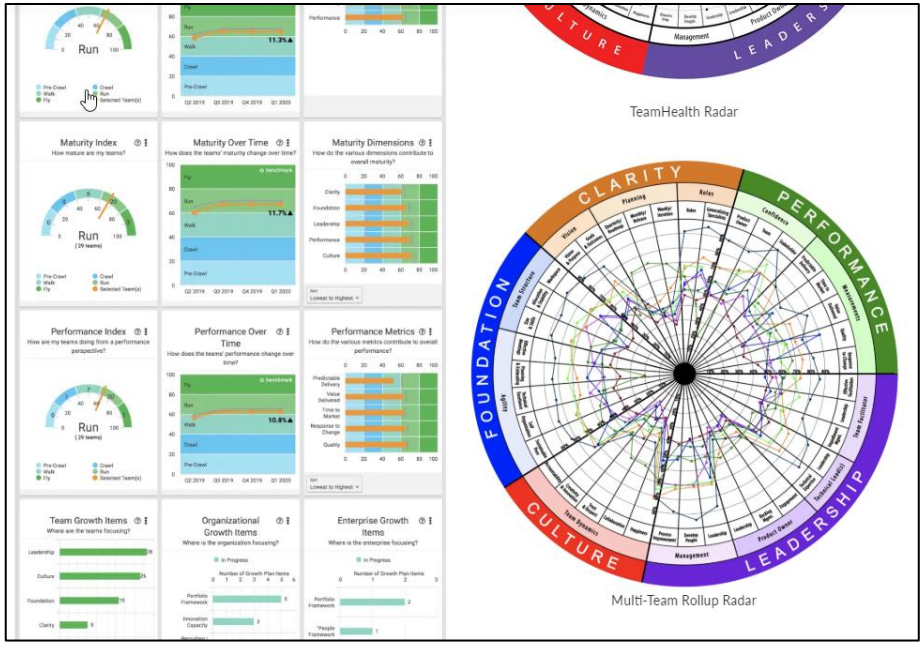
Tool Available Online (Source: AgilityHealthRadar.com)



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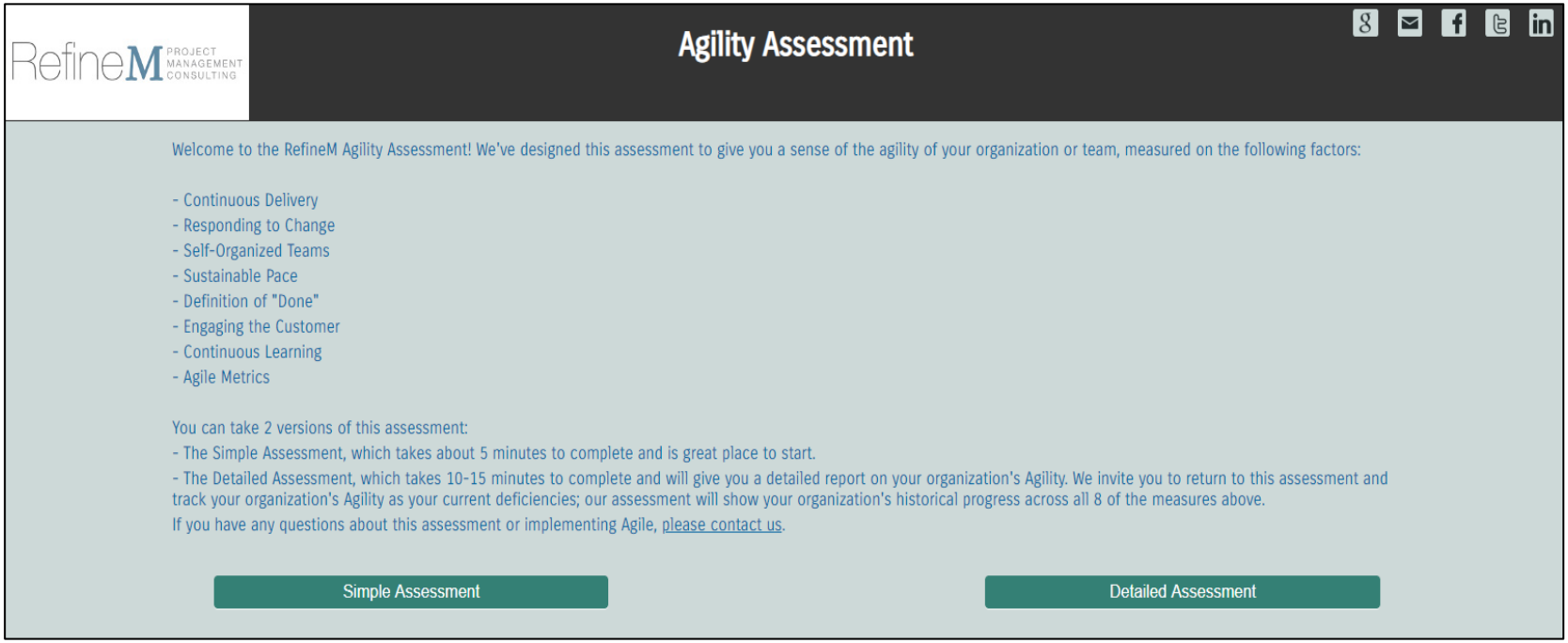
RefineM's Agility Assessment Tool – Features



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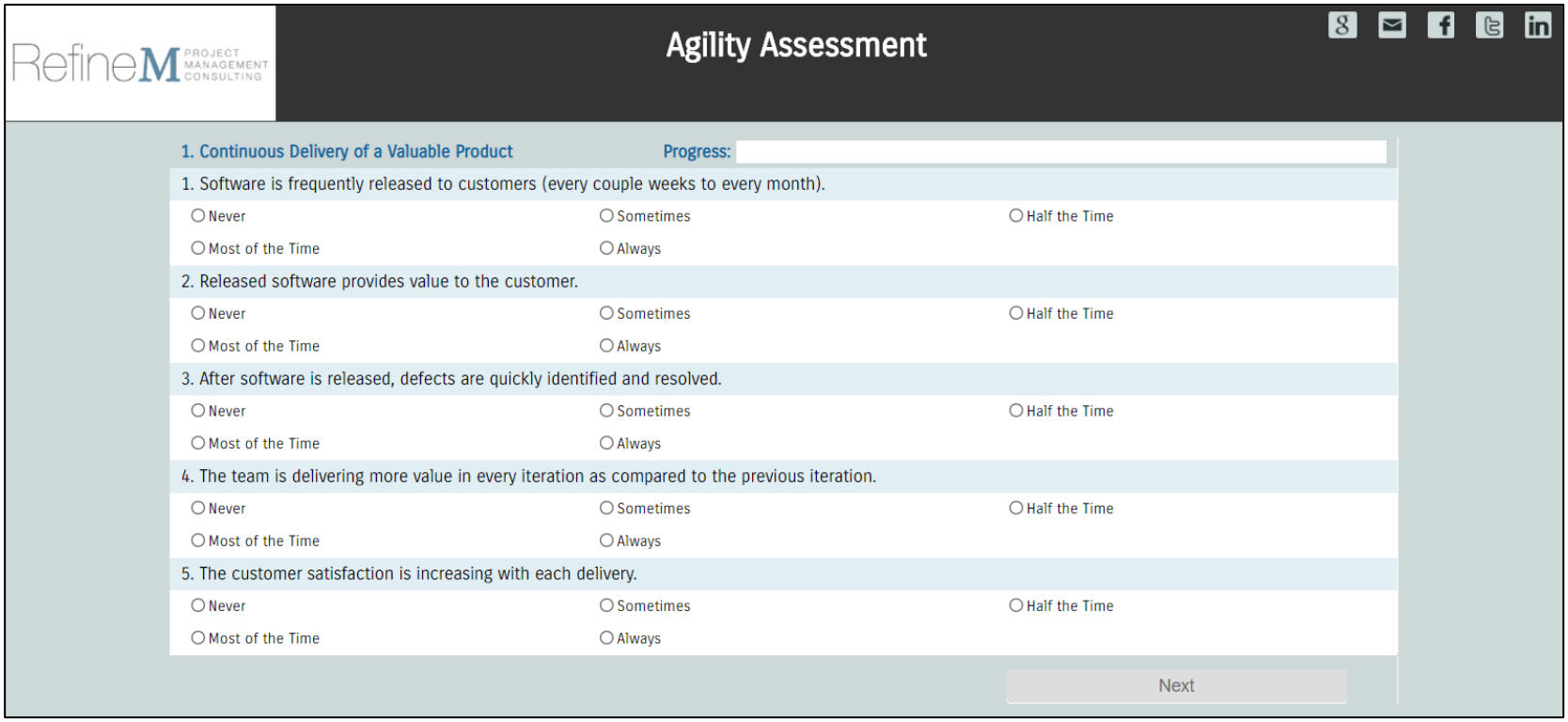
RefineM's Agility Assessment Tool – Detailed Assessment



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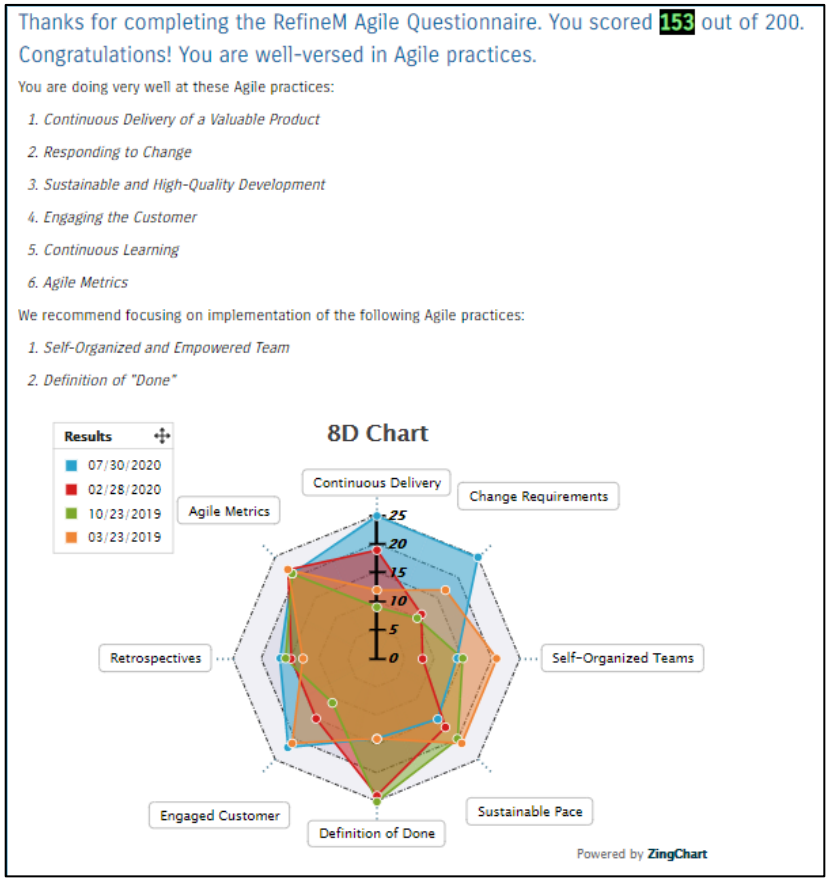
RefineM's Agility Assessment Tool – Eight-Dimensional Web



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RefineM's Agility Assessment Tool – Additional Resources

We invite you to utilize these resources to continue growing your organization's Agile capabilities.

1. Top 5 Challenges in Agile: A Guide to Overcoming (Ebook)
2. Top 5 Warning Signs Agile Isn't Working For You (Ebook)
3. Sprint Burndown Chart (Template)
4. Sprint Capacity Planning Sheet (Template)
5. Role of a Product Owner (PO) on Agile projects (White Paper)
6. Role of a Scrum Master (SM) on Agile projects (White Paper)
7. Agile Fundamentals (Video Series)
8. Agile Fundamentals (Free Videos)
   - 8.1. What is Agile
   - 8.2. What Are the Benefits of Agile
   - 8.3. Top 5 Anti-Agile Patterns
9. Business Requirements Gathering for Agile Projects (Video Series)

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Survey Question 2

What are the top 5 core metrics you feel are most important to assess Agility of your team?

1. Continuous Delivery of Value
2. Responding to Change
3. Self-Organized and Empowered Team
4. Sustainable and High-Quality Development
5. Definition of "Done"
6. Engaging the Customer
7. Continuous Learning
8. Use of Agile Metrics

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Conclusion

1. Measuring Agile maturity is crucial to sustained success

2. Start by defining the core metrics

3. Use a tool or create your own

Start tracking Agile maturity today

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Questions?

NK Shrivastava, **MBA, PMP, RMP, ACP, CSP, SPC4**

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