

# RefineM

## Effective Hybrid Practices

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CEO/Enterprise Agile Coach

[www.RefineM.com](http://www.RefineM.com)



# Agenda

Section	Topics
1	Introductions and Expectations
2	Intro to Hybrid Project Management <ul style="list-style-type: none"><li>What is Hybrid Project Management?</li><li>When to use Hybrid Project Management?</li><li>Benefits of Hybrid PM</li><li>Best Practices</li></ul>
3	Steps to Create a Hybrid Approach
4	Hybrid Methodology Examples
5	Quiz
6	Conclusion
7	Q&A

## Survey Question

What are your expectations for this webinar?  
Why are you here today?

**Go to [menti.com](https://www.menti.com) to answer**



Helping organizations achieve excellence in delivering business outcomes within 8-12 weeks through Agile Coaching



## NK Shrivastava, Certified Enterprise Agile Coach

MBA, ICP-ACC, ACP, CSP, SPC4, PMP, RMP

<http://www.linkedin.com/in/nkshrivastava>

### CEO/Enterprise Agile Coach @ RefineM since Dec 2011

- Agile Transformation/Coaching (IBM, Charter, Wells Fargo ...)
- Project Management/Process Improvement Consulting
- Project Management and Agile Training
  - ✓ PMP Exam Prep - <https://refinem.com/pmp-exam-prep-course-public/>
  - ✓ PMI-ACP Exam Prep - <https://refinem.com/pmi-acp-exam-prep-course-public/>
  - ✓ Agile Leadership - <https://refinem.com/agile-leadership-course/>
  - ✓ Self-Paced Online Training - <https://refinem.com/self-paced-online-trainings/>
- Product Creation for Project and Agile Professionals
  - ✓ Essential Gear for Project Managers - [RefineM.com/products/essential-gear-for-project-managers/](https://refinem.com/products/essential-gear-for-project-managers/)
  - ✓ PMP Exam Simulator - [RefineM.com/pmp-exam-prep-practice-test/](https://refinem.com/pmp-exam-prep-practice-test/)
  - ✓ Agility Assessment Tool - [Agility.RefineM.com/](https://agility.refinem.com/)
  - ✓ Videos – PMP and Agile - <https://vimeo.com/search?q=RefineM>

### 25+ years of successful Agile & Project leadership before Launching RefineM

- ✓ Successfully led hundreds of projects of all sizes using Waterfall and/or Agile
- ✓ Recovered many projects, saved millions of dollars
- ✓ Implemented numerous process improvements
- ✓ Coached/mentored hundreds of PMs and executives
- ✓ Board member of SWMO PMI Chapter (2008-2014)

# What's New at RefineM

Upcoming Free Webinar	Date
Effective Hybrid Practices ( <a href="http://projectmanagement.com">projectmanagement.com</a> )	Aug 17

RefineM Products	Self-Paced Online Training
<a href="http://RefineM.com/products/">Essential Gear for Project Managers</a> <a href="http://RefineM.com/products/">RefineM.com/products/</a>	<a href="http://RefineM.com/course/agile">Agile Fundamentals Self-Paced Course</a> <a href="http://RefineM.com/course/agile">RefineM.com/course/agile</a>
<a href="http://Examprep.RefineM.com">PMP® Exam Prep Test Simulator</a> <a href="http://Examprep.RefineM.com">Examprep.RefineM.com</a>	<a href="http://Refinem.com/course/project-management-fundamentals/">PM Fundamentals Self-Paced Course</a> <a href="http://Refinem.com/course/project-management-fundamentals/">Refinem.com/course/project-management-fundamentals/</a>
<a href="http://Agility.RefineM.com">Agility Assessment</a> <a href="http://Agility.RefineM.com">Agility.RefineM.com</a>	<a href="https://vimeo.com/ondemand/refinembusreq">Agile BusReqs Self-Paced Course</a> <a href="https://vimeo.com/ondemand/refinembusreq">https://vimeo.com/ondemand/refinembusreq</a>
<a href="https://vimeo.com/ondemand/refinempdus">PDU Bundle</a> <a href="https://vimeo.com/ondemand/refinempdus">https://vimeo.com/ondemand/refinempdus</a>	<a href="http://Udemy.com/course/backlog-grooming-for-agile-requirements/">Backlog Grooming Self-Paced Course</a> <a href="http://Udemy.com/course/backlog-grooming-for-agile-requirements/">Udemy.com/course/backlog-grooming-for-agile-requirements/</a>

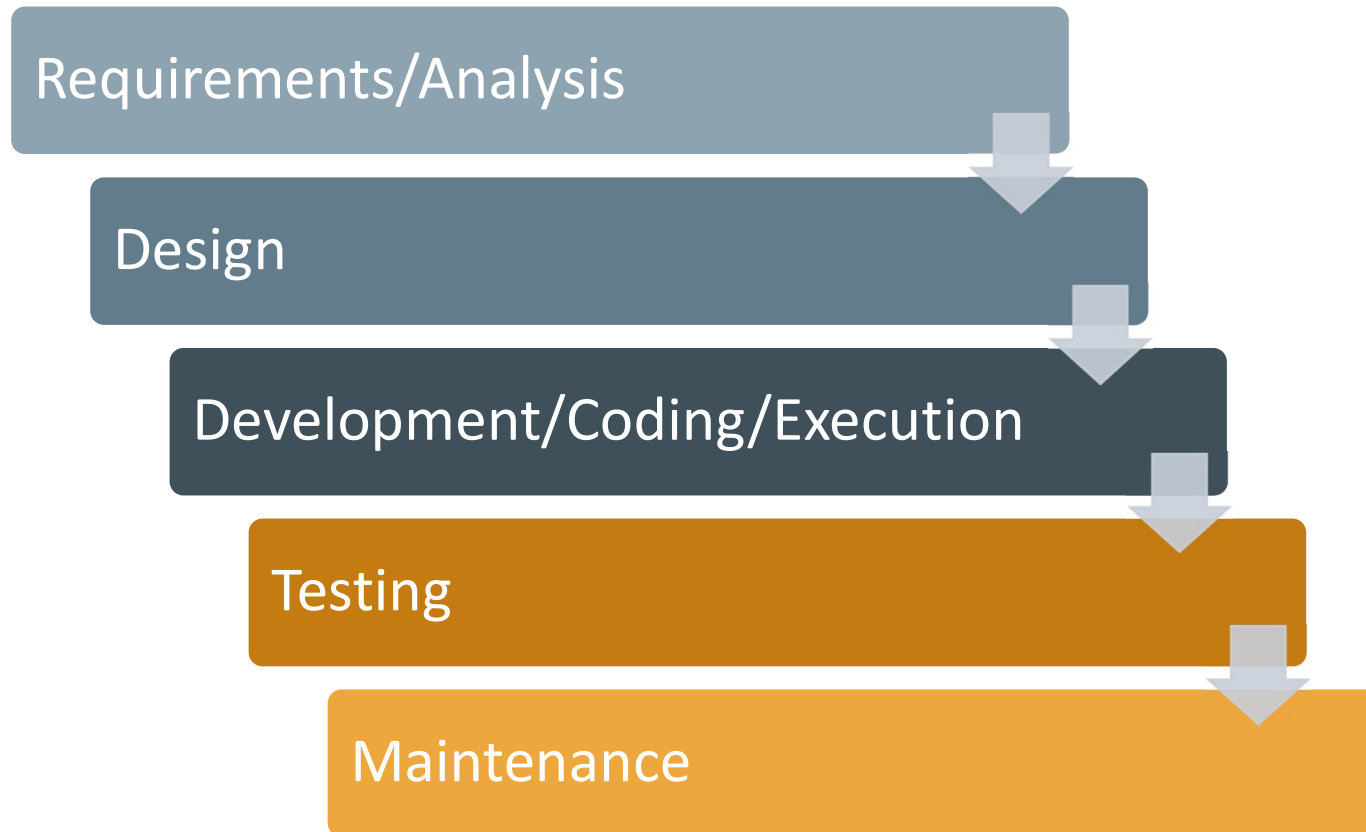
## Survey Question

Does your organization currently use an Agile, Hybrid, or Waterfall approach?

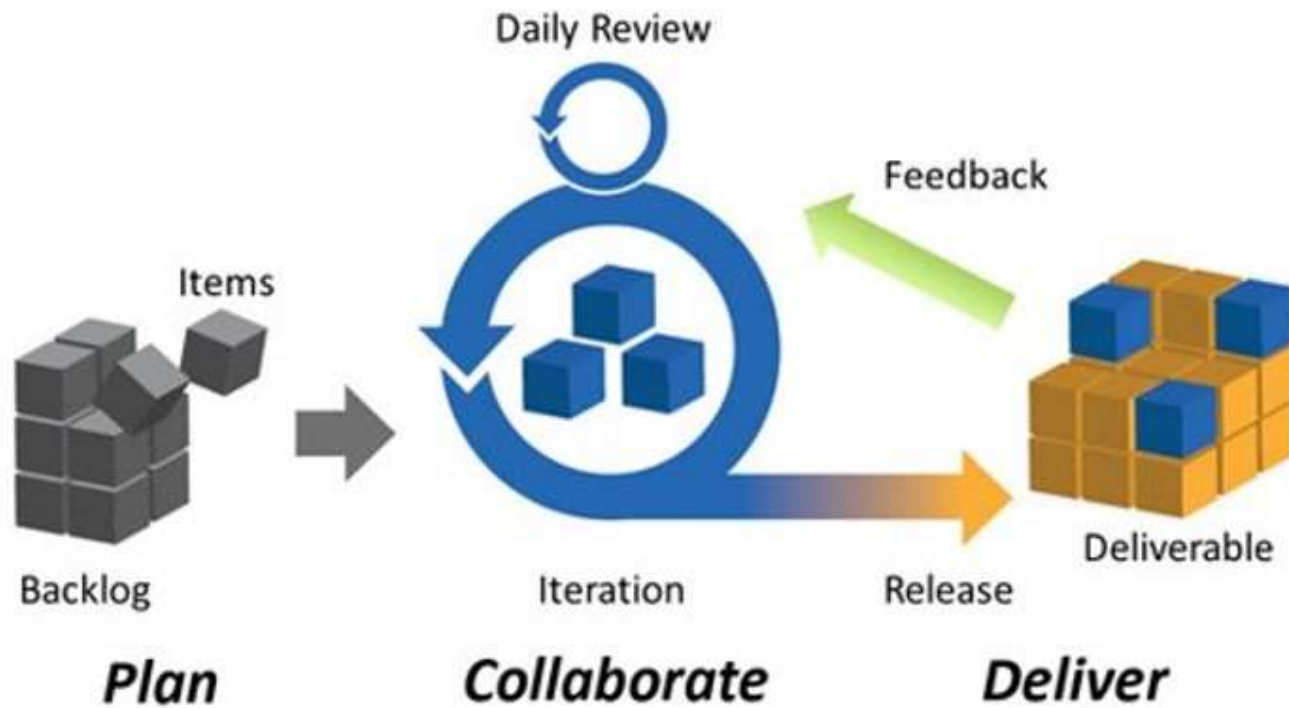
**Vote on [menti.com](https://www.menti.com)**

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# Waterfall

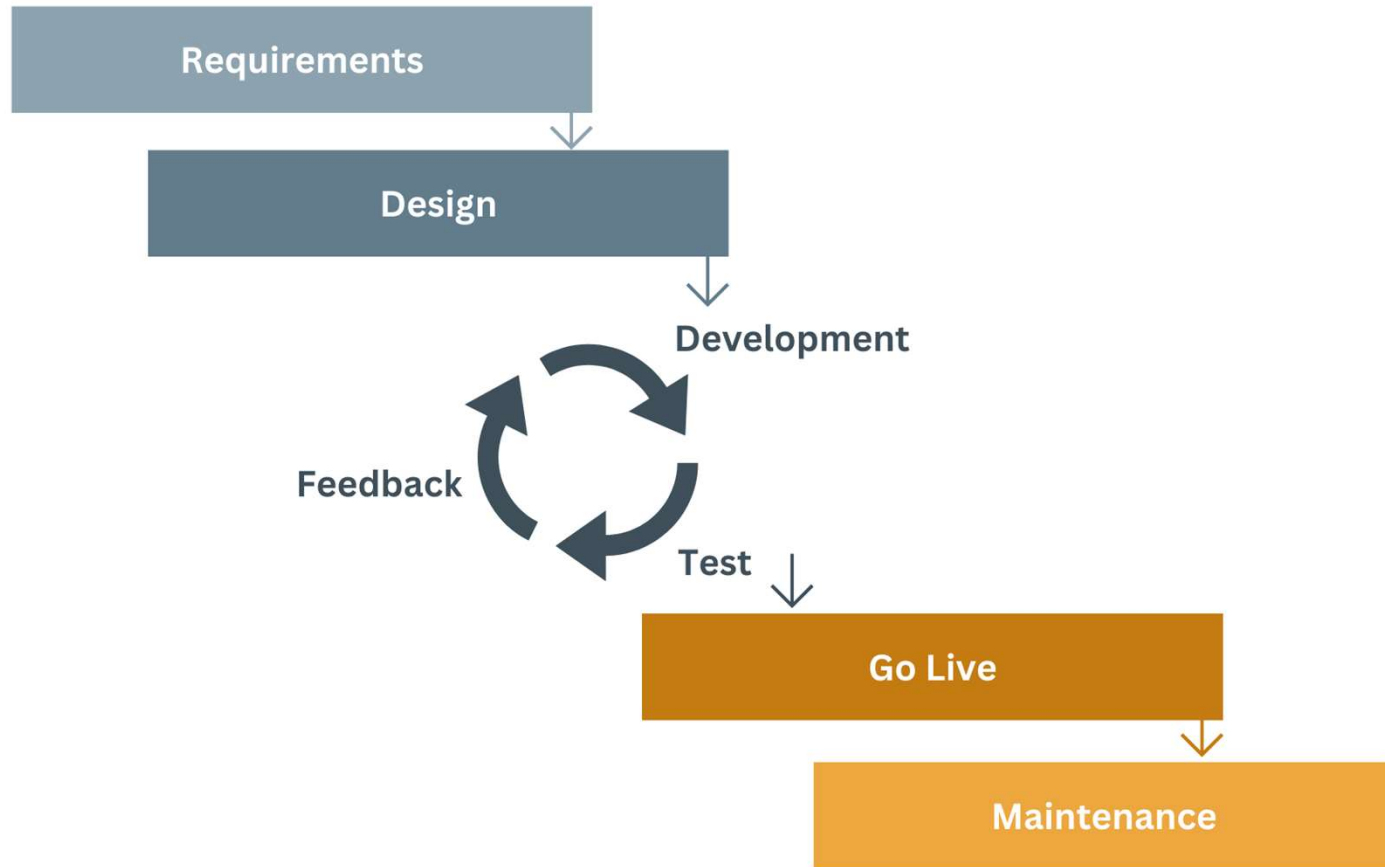


# Agile





# What is Hybrid Project Management?



# Benefits of Hybrid Method

Combining elements of both Waterfall and Agile provides several benefits:

1. Tailored approach
2. Easier Change management
3. Increased Stakeholder engagement
4. Increased Learning
5. Innovation and improvements
6. Helps sticking to budget and schedule
7. A way to try new methods



*What other benefits do you see with Hybrid approach?*

Use Menti to answer

## Survey Question

When is a Hybrid Approach a good fit?

**Vote on [menti.com](https://www.menti.com)**

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## When to Use a Hybrid Approach

- In organizations with rigid processes, that want to maintain organizational controls and structure but still want the opportunity to improve and update the project as it is progressing
- Projects with aggressive delivery schedules, but also with the goal of quickly developing a solution
- Projects with strict deadlines but where changes are negotiable.
- Highly regulated industries
- Projects where agile is too flexible, but Waterfall is too rigid.



# Best Practices

- Develop a VSM that integrates Agile and Waterfall
- Define what Agile and Waterfall practices will be used, when
- Include the entire team as well stakeholders in defining the process
- Clear communication with project team & stakeholders
- Collect, analyze and report relevant metrics
- Regularly review the process using frequent retrospectives



# Steps to Create and Implement a Hybrid Approach

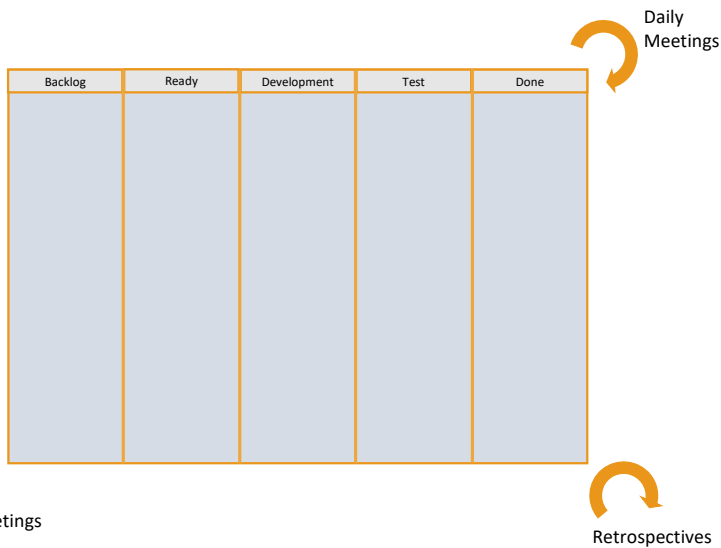
1. Identify Project Goals & Context
2. Visualize the project delivery process using Value Stream Mapping (VSM)
3. Based on the VSM, cocreate a fit-for-purpose Hybrid process picking up best practices from Waterfall and Agile
4. Identify metrics to measure & improve performance
5. Implement the new Hybrid process
6. Measure and improve continuously



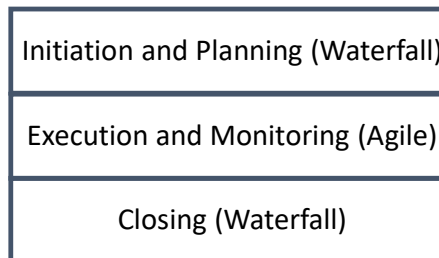
*All steps are performed with the entire team.*

# Hybrid Methodology Examples

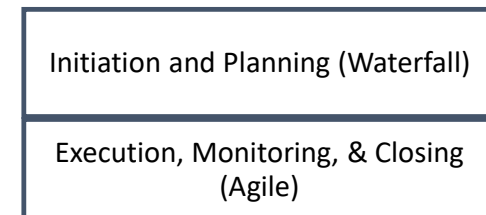
## Scrumban



## Water-Scrum-Fall



## Wagile (or watergile)



*What other examples you can think of? Can you draw it?*

# Conclusion

## Hybrid method...

- Allows a team to reap benefits from both Waterfall and Agile methodologies
- Can work well in several settings for projects where agile is too flexible, but Waterfall is too rigid.
- Requires team collaboration and thorough communication





# Quiz

Go to [menti.com](https://www.menti.com) to answer



**Top 2 Winners get free access (100% discount) to one of RefineM's products of their choice**

1. Essential Gear for Project Managers (\$89)
2. PMP Exam Prep Simulator – 3 months (\$100)
3. Agility Assessment – 3 months (\$99)
4. PDU Bundle - 2 months (\$98)
5. Self-Paced Online Course (\$100 each)
  - Agile Fundamentals, or
  - Project Management Fundamentals

# Questions

Do you have questions or need help to set up your Hybrid process?

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

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 @justrightpm



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# Training Opportunities from RefineM

**\*\*25% off** any public course until July 31<sup>st</sup>, visit <https://id424.infusionsoft.app/app/form/refinemcoupon> **\*\***

Agile Courses	Online
<u>Dashboard in a Day with PowerBI</u>	Aug 30
<u>Backlog Grooming for Agile Requirements</u>	Aug 25
<u>Business Requirements for Agile Projects</u>	Aug 18
<u>Agile Fundamentals</u>	Aug 15
<u>PMI-ACP® Exam Prep</u>	Aug 15
<u>Agile for Waterfall/Operational Work</u>	Aug 25
Project Management Courses	Online
<u>PMP® Exam Prep</u>	Aug 5
<u>Project Management Fundamentals</u>	Aug 8
<u>Recipe to Deliver Projects Successfully</u>	Aug 4
Leadership Courses	Online
<u>Agile Leadership</u>	Aug 10
<u>Leadership Skills for Project Managers</u>	Oct 27

## How to Earn 1 PDU for this Webinar?

<b>1. Log in to <a href="https://ccrs.pmi.org">ccrs.pmi.org</a> and Click on “Report PDUs” link.</b>	
<b>2. Click “Courses and Training” and Input the following:</b>	
<b>PDU Claim Code</b>	39901MV1R9
<b>Activity Name</b>	<i>“Effective Hybrid Practices”</i>
<b>Provider</b>	“RefineM LLC”
<b>Date Started/Completed</b>	July 20, 2023
<b>Contact Person</b>	NK Shrivastava
<b>Contact Phone</b>	(417) 763-6762
<b>Contact Email</b>	<a href="mailto:Trainings@RefineM.com">Trainings@RefineM.com</a>
<b>PDUs</b>	1.00 Ways of Working.
<b>3. Check “I agree this claim is accurate” box and then Submit.</b>	

**Please claim your PDU by end of September 2023.  
Claim code will expire after that date.**

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