6 Things to Check Before Switching to an Agile Organization

The TrainingPro
Academy
'Helping L&D Professionals Communicate Their Value And Reach Their Potential'

Before you start the assessment

This assessment provides insight into whether your organization is ready to proceed with an agile approach to training development. We suggest that you partner with your leadership to complete this evaluation. **Please be as honest as possible** when answering the questions provided as it will lead to the best result.

The assessment will explore six organizational readiness areas:

1. Organizational Culture

2. Previous Experience

3. Environment & Technology

4. Organizational Flexibility

5. Training & Assistance

6. Commitment to User Research

How to answer the questions

Each area will provide you with a set of questions to understand whether you are ready to successfully complete agile projects. Each question should be answered with a **yes**, **no**, **sometimes**, or **not sure**.

1. Organizational Culture

(Check one answer per question)

QUESTION	ANSWER			
1) Is the organization's leadership engaged in defining product strategy?	Yes	No	Sometimes	Not Sure
2) Is the organization committed to developing best practices for product development?	Yes	No	Sometimes	Not Sure
3) Does the organization understand the challenges and costs of implementing business transformation projects?	Yes	No	Sometimes	Not Sure
4) Are project staff empowered to make decisions without manager involvement and are they accountable for their work?	Yes	No	Sometimes	Not Sure
5) Is a focus on satisfying customer needs a core value of the organization?	Yes	No	Sometimes	Not Sure
6) Does the organization have realistic expectations about the difficulty of delivering business transformation projects?	Yes	No	Sometimes	Not Sure

2. Previous Experience

(Check one answer per question)

QUESTION	ANSWER			
1) Has the organization previously developed and completed projects using an agile or interactive methodology?	Yes	No	Sometimes	Not Sure
2) Is your organization skilled at breaking larger efforts into manageable pieces that are then assigned and worked to completion?	Yes	No	Sometimes	Not Sure
3) Does the organization have resources who have previously worked on an agile project which can be leveraged?	Yes	No	Sometimes	Not Sure
4) Were previous agile projects delivered in a way that met the stated objectives?	Yes	No	Sometimes	Not Sure

3. Environment & Technology

(Check one answer per question)

QUESTION	ANSWER			
1) Is the organization willing/committed to creating colocation space and/or tools for an agile team?	Yes	No	Sometimes	Not Sure
2) Does the organization have decision making processes in place to support an agile team (e.g. governance)?	Yes	No	Sometimes	Not Sure
3) Does the organization have back-office processes in place to support an agile team? (e.g. HR, procurement, budget, security, and legacy system access.)	Yes	No	Sometimes	Not Sure
4) Is the organization committed to fully dedicate sufficiently skilled and knowledgeable team members for the duration of the agile project? (e.g. those with a track record of getting things done in a matrixed environment and whom the organization is willing to delegate sufficient decision-making authority.)	Yes	No	Sometimes	Not Sure
5) Does the organization's leadership encourage collaboration?	Yes	No	Sometimes	Not Sure
6) Is the organization prepared to contribute resources in order to form a multi-disciplinary project team?	Yes	No	Sometimes	Not Sure

4. Organizational Flexibility

(Check one answer per question)

QUESTION	ANSWER			
1) Is the organization comfortable with changing the priority or the order of delivery of requirements during a project in response to new information?	Yes	No	Sometimes	Not Sure
2) Is the organization comfortable with the project deliverables changing in response to new information?	Yes	No	Sometimes	Not Sure
3) Is the organization comfortable with the implementation strategy changing in response to new information?	Yes	No	Sometimes	Not Sure
4) Is the organization committed to developing a unified high-level project scope (the product vision, objectives, and key results)?	Yes	No	Sometimes	Not Sure

5. Training & Assistance

(Check one answer per question)

QUESTION	ANSWER			
1) Will the project be able to secure resources that have in-depth knowledge and experience with agile delivery?	Yes	No	Sometimes	Not Sure
2) Will the Stakeholders and management have access to the necessary knowledge and experience to support agile delivery?	Yes	No	Sometimes	Not Sure
3) Will the resources have an understanding of the level of effort required to undergo an agile project?	Yes	No	Sometimes	Not Sure
4) Will there be ongoing mentoring and training to support the resources and project where needed?	Yes	No	Sometimes	Not Sure
5) Does the organization have any resources who have previously worked on an agile project?	Yes	No	Sometimes	Not Sure
6) Are the resources comfortable being part of teams where their role may change based on what is needed and their skillset?	Yes	No	Sometimes	Not Sure

6. Commitment to User Research

(Check one answer per question)

QUESTION	ANSWER			
1) Is the organization prepared to conduct some user-research in advance of finalizing the product vision, objectives, and key results?	Yes	No	Sometimes	Not Sure
2) Does the organization have the necessary budget allocated to conduct initial user research?	Yes	No	Sometimes	Not Sure
3) Is the organization committed to spend time understanding the needs of the current and prospective users?	Yes	No	Sometimes	Not Sure
4) Is the leadership of the organization (Stakeholders and management) willing to support the findings that have been gathered by undergoing user research?	Yes	No	Sometimes	Not Sure

Understanding the answers

A major finding of **no**, **sometimes**, or **not sure** in an assessment area may signal your organization is not ready to go agile. However, that should not necessarily be a barrier to moving forward. Instead, include planning mitigation strategies for the areas where additional organizational readiness work may be appropriate.

Understanding the answers (1)

1. In areas where you have answered **yes**, you are ready to proceed with an agile approach to training.
2. For those where you answered **no**, it is recommended to work with an agile coach to help prepare your organization to achieve the expected outcomes.
3. Where you have answered **sometimes**, you should engage your organization's leadership to understand the circumstances where the answer would be a **yes** and those where it would be a **no** (e.g. within different program areas or teams).
4. Where you answered **not sure**, you should connect with the appropriate resources in the organization.

Understanding the answers (2)

A major finding of **no**, **sometimes**, or **not sure** in an assessment area may signal your organization is not ready to go agile. However, that should not necessarily be a barrier to moving forward. Instead, include planning mitigation strategies for the areas where additional organizational readiness work may be appropriate.

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Thanks for taking the assessment!

Many L&D professionals struggle to prove why agile matters to organizations and leaders. **The TrainingPro Academy** tackles exactly that problem on both sides.

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