

SCALING AGILE  
IN DISTRIBUTED  
ENVIRONMENT

PADMA SATYAMURTHY

what is agile  
– mind set or  
methodology?

# AGILE IS A MIND SET

doing agile  
vs. being  
agile

agile  
thinking

agile  
manifesto

Remember – Agile mind set believes  
that we are ALL Work in Progress 😊

why **Scale**?

Source: Erik Qualman, Author, Socialnomics

**Years to reach 50 million users**

**RADIO**  
38 years



# Years to reach 50 million users



**TV**  
13 years

Years to reach 50 million users

**INTERNET**

4 years



Years to reach 50 million users

**iPOD**  
3 years





Facebook added over **200 million** users in less than a year

**facebook**®

iPod application downloads hit **1 billion** in 9 months



speed

at which innovations can

reach

global audience

customers are  
driving innovations

customers are  
multi-site located

Way of Working  
has changed and  
now it is greater  
than ever before !!

technology & tools  
keeping pace with the  
business needs

Product  
Development  
processes keeping pace?  
with the business  
needs

we know

agile is the

way to go

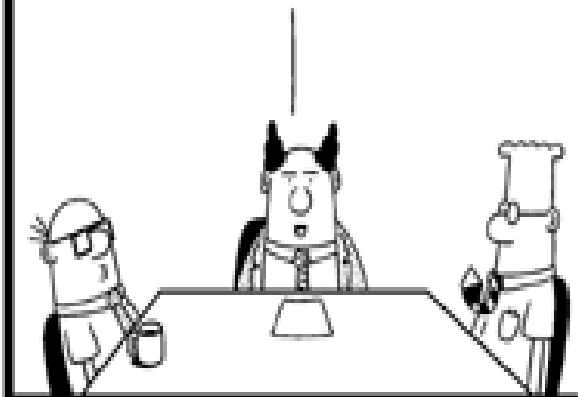


but... how do

we **Scale**?

and before we **scale**  
**agile**....we need to  
answer few  
questions....

WE'RE GOING TO TRY SOMETHING CALLED AGILE PROGRAMMING.



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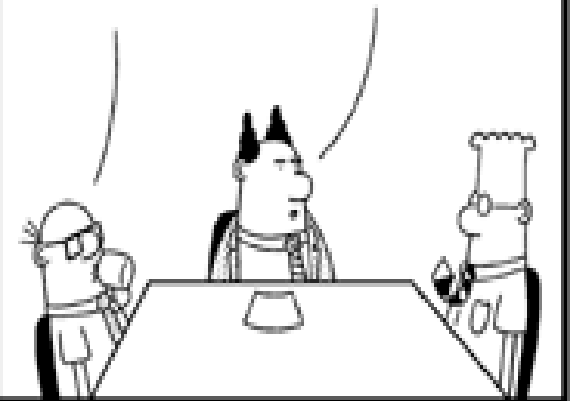
THAT MEANS NO MORE PLANNING AND NO MORE DOCUMENTATION. JUST START WRITING CODE AND COMPLAINING.



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I'M GLAD IT HAS A NAME.

THAT WAS YOUR TRAINING.



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is agile  
scalable?



beginning  
is always  
tough



get help,  
internal &  
external

communicate  
&  
communicate  
&  
communicate



challenges





## Organization

- Management
- Senior Leadership
- Stakeholders

## Team

- People
- Org Change Management
- Engaging and Motivating

## Process

- Existing Framework
- Measuring success
- Building Trust

# Organization



# COMPLEX



# TIME ZONES



New York



Hong Kong



London



Berlin



Tokoyo



Sidney

# RESISTANCE



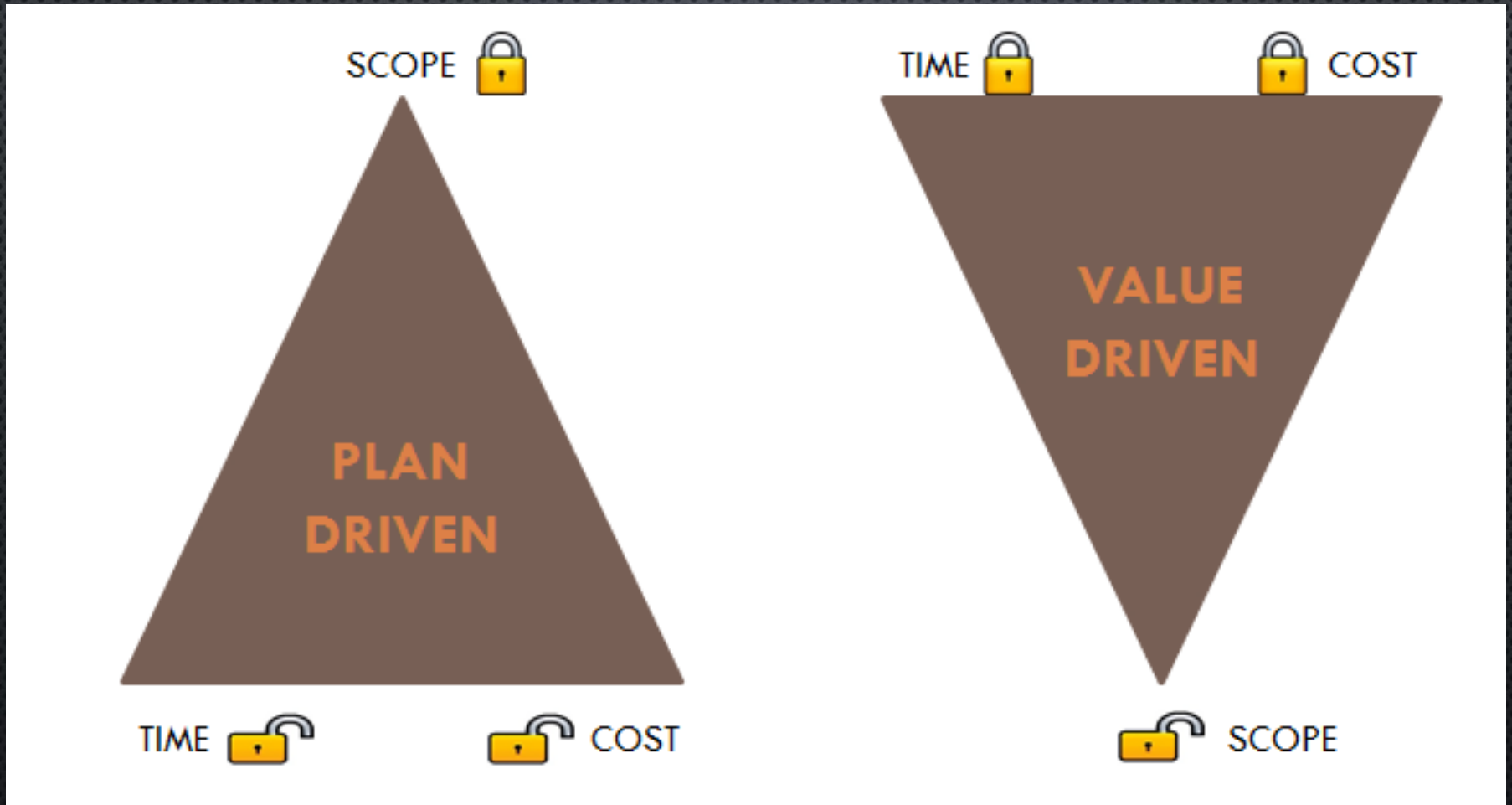
# TEAM



# WHERE TO START?



# THE CHANGE





# COLLABORATION

WE SPENT \$500K ON SHAREPOINT AND PEOPLE STILL AREN'T COLLABORATING



Dilbert characters Scott Adams Inc.

I COLLABORATED FIVE TIMES THIS WEEK, TWICE BEFORE COMING TO THIS MEETING



Write your own at <http://dilbert.com>

WHAT ARE THE ODDS THAT HE EVEN UNDERSTANDS WHAT COLLABORATION MEANS?

ROUGHLY EQUAL TO THE POSSIBILITY YOU KNOW WHAT SHAREPOINT IS...



# SELF ORGANIZING

Set overall **DIRECTION**

**DESIGN** the team and overall context

Monitor and Manage **PROGRESS**

**PERFORM** and execute

# PROCESS



# NEW TOOLS





# SO WHAT WORKS?

TRAINING and COACHING entire org

Practice AGILE PRINCIPLES all the time

Scale INFRASTRUCTURE As Well

TRANSFORM Entire Organization

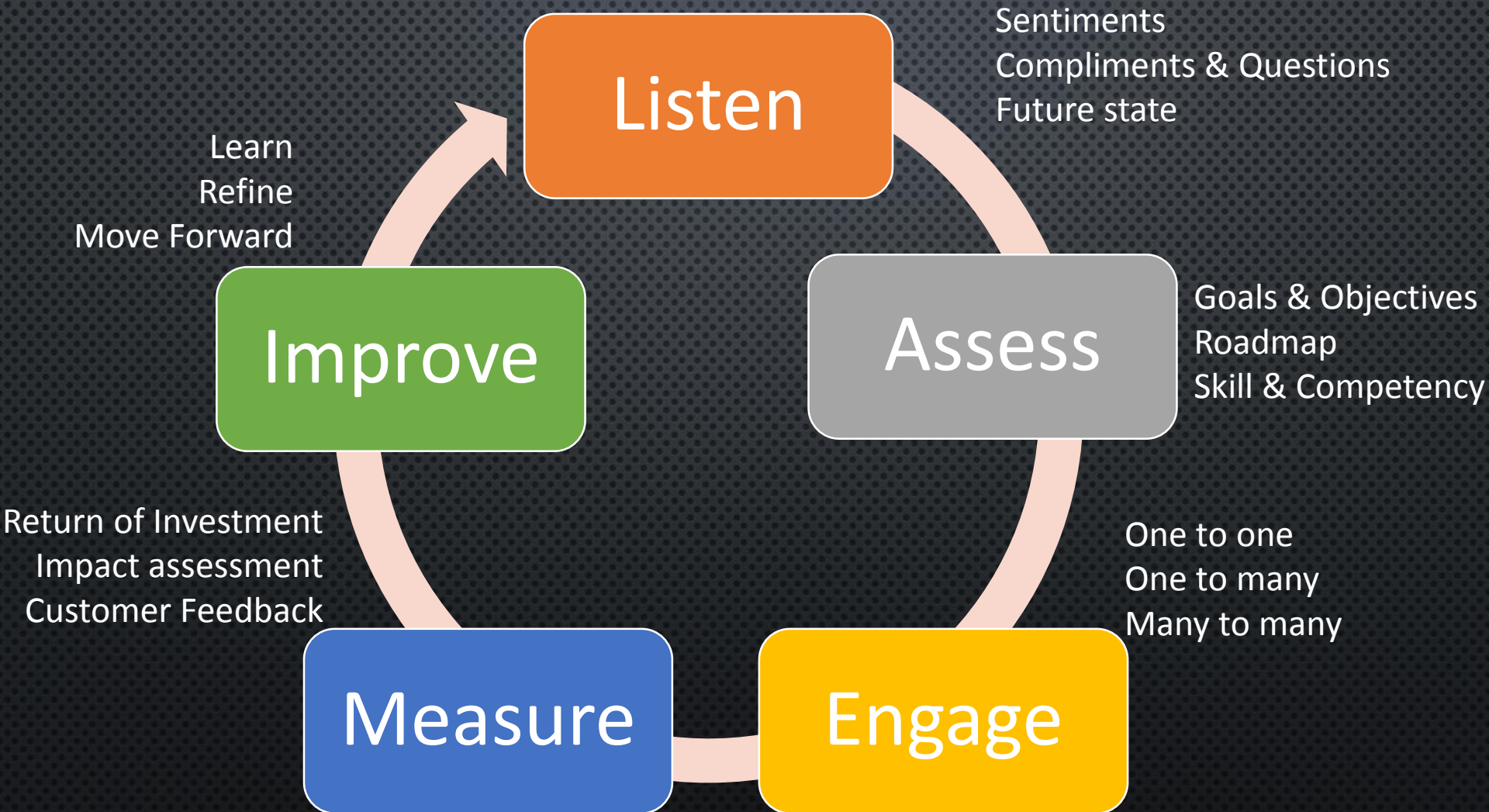
Build COMMUNITIES of PRACTICE

Maintain FLAT ORG structure

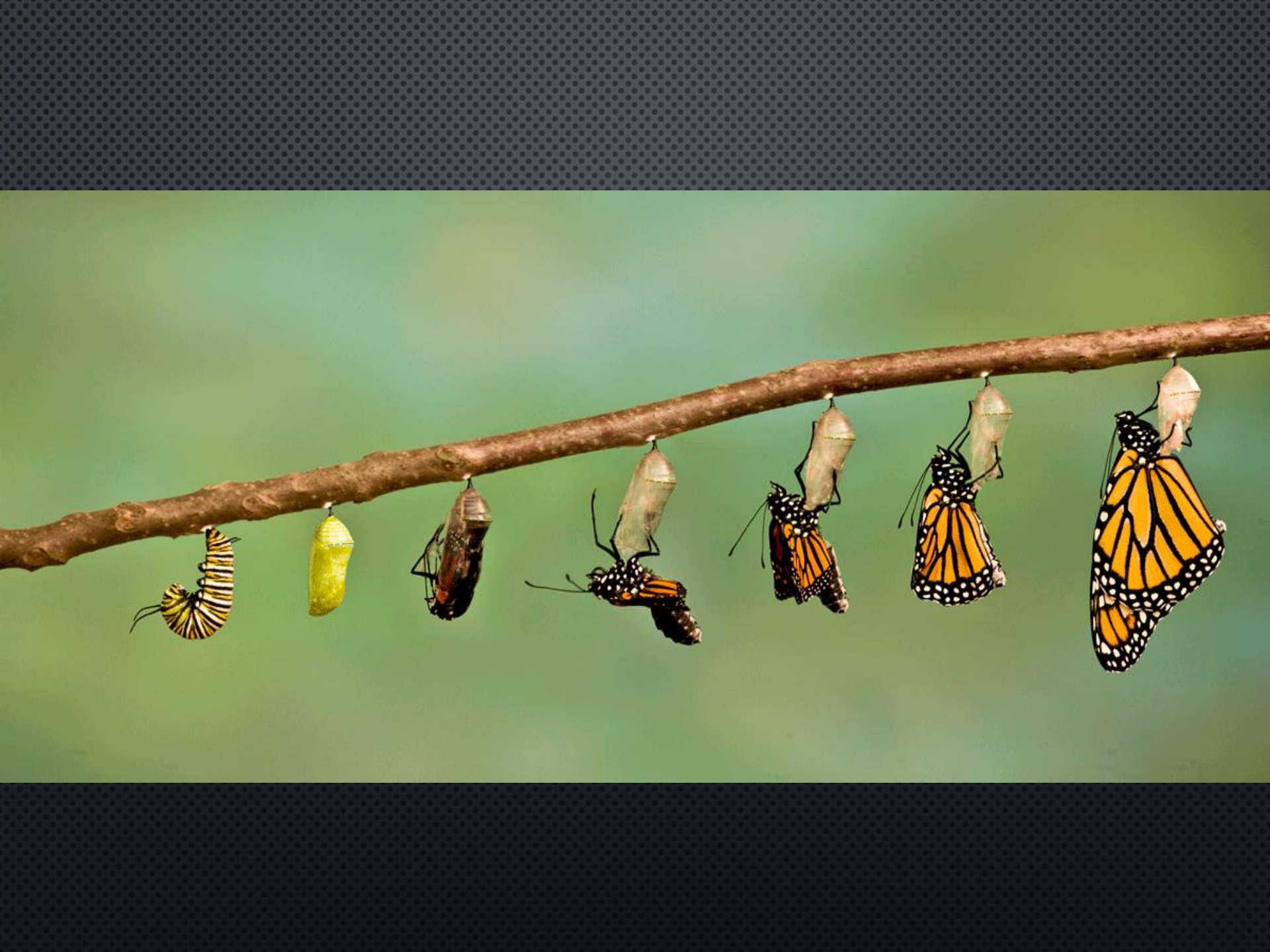
# THE DIFFERENCE?

<b>Org Structure</b>	<b>Pre-Agile Era</b>	<b>Post-Agile Era</b>
Decision Making Process	Highly Centralized	Highly De-centralized
Customers	Requirements Driven	Highly collaborated
Team	Management Driven	Self-organizing
Measurement	Metrics Driven	Result Driven
Practices	Support Function	Business Enabler

# MEASURE WHILE YOU SCALE







???

THANK YOU