



HR's role in a company's adoption of Agile culture

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How organizational culture impacts
Agile transformation

&

How Agile methodology (re)shapes
organizational culture

HR's Role in Agile Transformation



Agile Software Development

- **Methods and practices based on Agile Manifesto's values and principles**
- **Collaboration between self-organizing, cross-functional teams**

Agile Manifesto

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value

- Individuals and interactions over processes and tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Source: <http://agilemanifesto.org/>



Traditional management

- Individual and specialized roles, hierarchy
- Control
- Alignment
- Order
- Execution
- Process focus
- Formal communication



Agile management

- Self-managed, cross-functional teams
- Collaboration, adaptability and speed
- Decision-making and transparency
- Simplicity
- Expertise and high-performance culture
- People focus
- Face to face communication



Agile Methodology Implementation Steps

- Agile/Scrum coach
- Information sharing
- Organizational culture scan
- Agile/Scrum methodology training and coaching
- Redefinition of roles and responsibilities
- Ceremonies



Cultural transformation



- Not just an IT methodology
- Involvement of the whole organization
- How things get done
- Departmental silos are taken down



Team Dynamics

- Individual strengths
- Personal and professional preferences
- Able to self-organize, adjust and self-correct
- Open, effective, face-to-face communication
- Accountability and ownership
- Learning
- Physical space / remote team members



Manager role dynamics

- Leader, coach, protector
- Support, facilitate, inspire
- No ready solutions
- Let go of command and control and decision-making
- Continuous improvement and learning
- Remove obstacles
- Trust and listen
- Sustainability
- Passion



Executive role dynamics

- Share company strategy and provide frequent progress status updates
- Respect the priorities
- Support the effort
- Support the environment of learning and technical excellence



HR's role in the agile transformation process

- Change agent, communicator and coach
- Organizational redesign
- Talent acquisition
- Performance management
- Learning and development
- Compensation and benefits
- Organization's pulse
- HR practices and policies
- HR – humane and resourceful ☺



THANK YOU FOR YOUR TIME AND
ATTENTION 😊

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