

Enterprise and Executive Agile Coaching For Invest Today, Inc.

INDUSTRY
Financial Investment

SIZE
+19K Associates

SERVICE
Enterprise and Executive
Agile Coaching



When Invest Today, Inc. hired ezTagile, they knew that our company had the personnel with the right skill sets to train, facilitate, and coach teams to earn, grow, and scale up with an agile approach. Some of the Invest Today, Inc. team had previously worked with ezTagile and trusted our company for enterprise and executive agile coaching. Invest Today, Inc. had a new lab environment and needed ezTagile’s help to create real-life situations and manage agile planning as well as the build and release.

Agile Coach vs. Enterprise Agile Coach

AGILE COACH	ENTERPRISE AGILE COACH
<ul style="list-style-type: none"> Focuses on cross-team collaboration 	<ul style="list-style-type: none"> Focuses on business agility and agile portfolio management
<ul style="list-style-type: none"> Works with scrum team, and coordinates organization-wide changes 	<ul style="list-style-type: none"> Works with executives, leaders, directors, heads of staff, etc.
<ul style="list-style-type: none"> Participates and facilitates in cross-team events (scrum of scrum) 	<ul style="list-style-type: none"> Works with agile coaches to help drive agile adoption

LAB ENVIRONMENT

In the lab environment, we used simplified applications and tried to incorporate all the moving parts of the financial and production system. It was important to enhance changing environments, since adapting, adjusting, and flexibility are key concepts on the agile delivery process. Given the uniqueness of each laboratory, we identified several challenges:

CHALLENGES

- Change resistance - How to start with agile practices
- Team Structure - Lack of trust and ineffective communications between team and leadership
- Inadequate experience with agile methods - Overcoming team struggles with managing day-to-day operational problems
- Defect management and the complicity of tracking multiple complex projects

“Agile is one of the most popular approaches to project management, because of its flexibility, and iterative, and incremental approach... when the team is aligned to the same agile goals, managers can have better control over the project due to transparency and the team morale is improved. It is a huge difference when the agile teams are self-organized and self-managed”

—ezTagile Team

OUR APPROACH

We worked with Invest Today, Inc. to set up their high-level goals for the lab:

- Create an enterprise and executive agile coaching model
- Provide agile coaching for the team of the new lab environment
- Deliver scrum training, leadership training, and transformation consulting
- Establish tool best practices and better collaboration between teams and leadership

IMPLEMENTATION

Just like no two software teams are exactly alike; no two laboratories are exactly alike. We kept that in mind and vocalized it to the leadership team since we knew that they wanted to implement the same agile model for the whole company unit.

First, to overcome the change resistance we provided team assessments, agile training, and coaching.

We identified that the root of the resistance in some cases was cultural, but could generally be linked back to a dislike to change and lack of effective collaboration between leadership and the team.

Once we identified the key roles needed to support the agile transformation, we worked with them. We provided agile coaching and facilitated discussions to strike a balance within the group.

The scrum training was a great way to start fixing the lab environment since it put the focus on learning and iterating instead of planning and predicting. We also educated the team and leadership on agile best practices and engaged them in the same agile goals.

RESULTS

At the end of the training, the team felt encouraged to follow agile practices and principles. Leaders empowered the team to take initiatives in an environment where they could raise their voice at the right time.

We also established methods for working with multiple independent teams in the future. Invest Today Inc. felt ready to implement this agile model to the whole mobile unit.

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—ezTagile Team