



LEMPEA

# Modern Agile and Organisational Design

Agile Breakfast

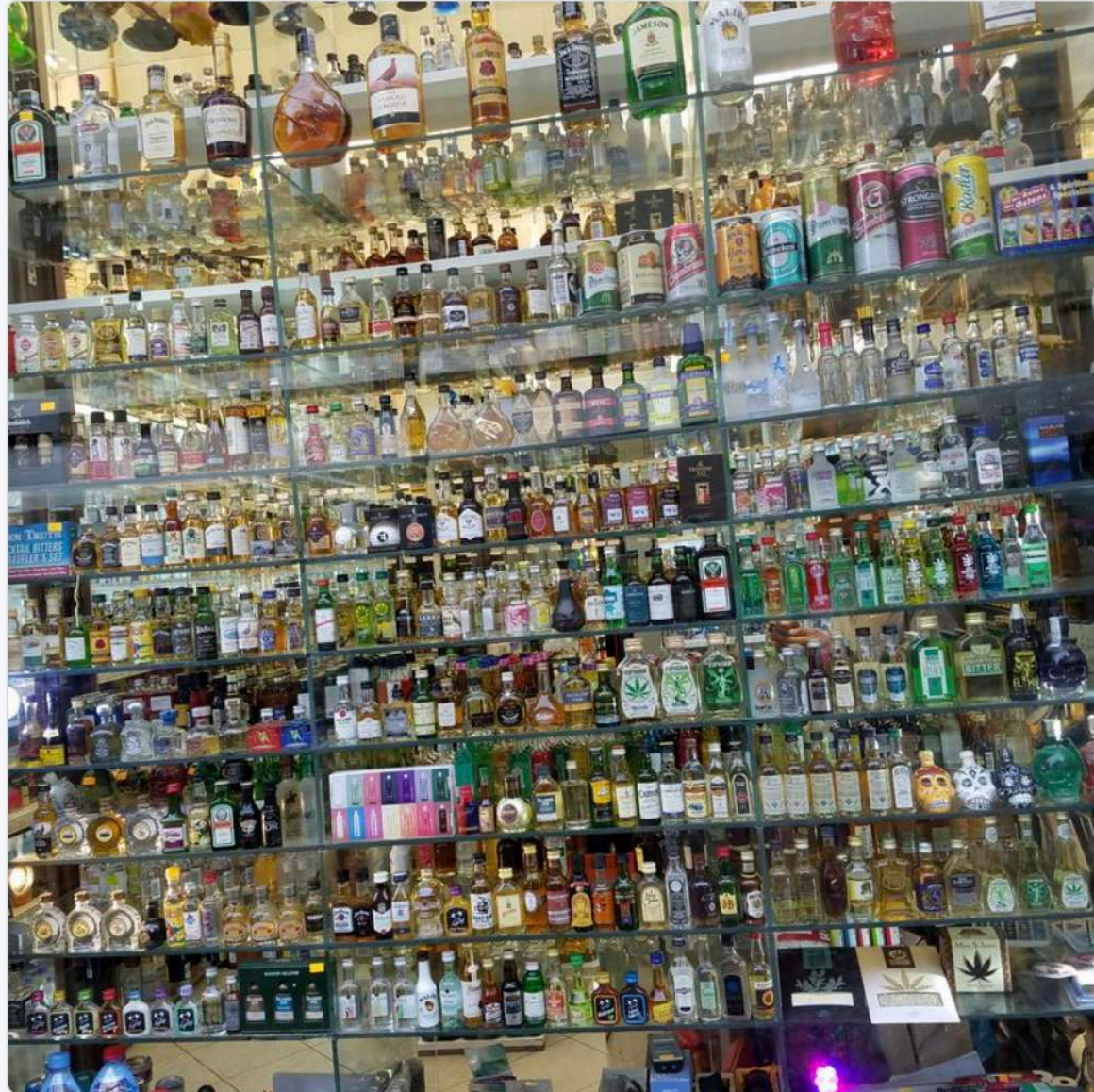
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01.09.2017



**Mikko Sorvari** @msorvari · 13h

#ALE17 watch out for Agile snake oil, it comes botteled in many frameworks.  
So hard to choose.





# Organisational Design

- Organizational design is a step-by-step methodology which identifies dysfunctional aspects of work flow, procedures, structures and systems, realigns them to fit current business realities/goals and then develops plans to implement the new changes
- Organisational Design is in the fingertips of every Change Agent
- Linear thinking in non-linear world → Thinking in Systems





**FROM FEW ...**



**... TO MANY**

# Modern Agile (at Scale)

- Business Value at Scale
- At Scale = Business Value Delivered from Few to Many
- Delighting the Customer: Continuous, predictable and ever increasing Business value perceived
- Individuals vs structures vs networks



# **Safety**

- **Never, ever disturb or threaten Safety of individual or group**
- **Transparency creates and sometimes disturbs safety**
- **Illusion of safety vs real safety**





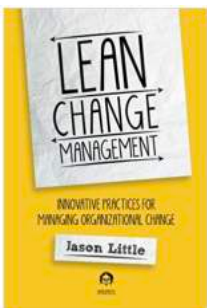
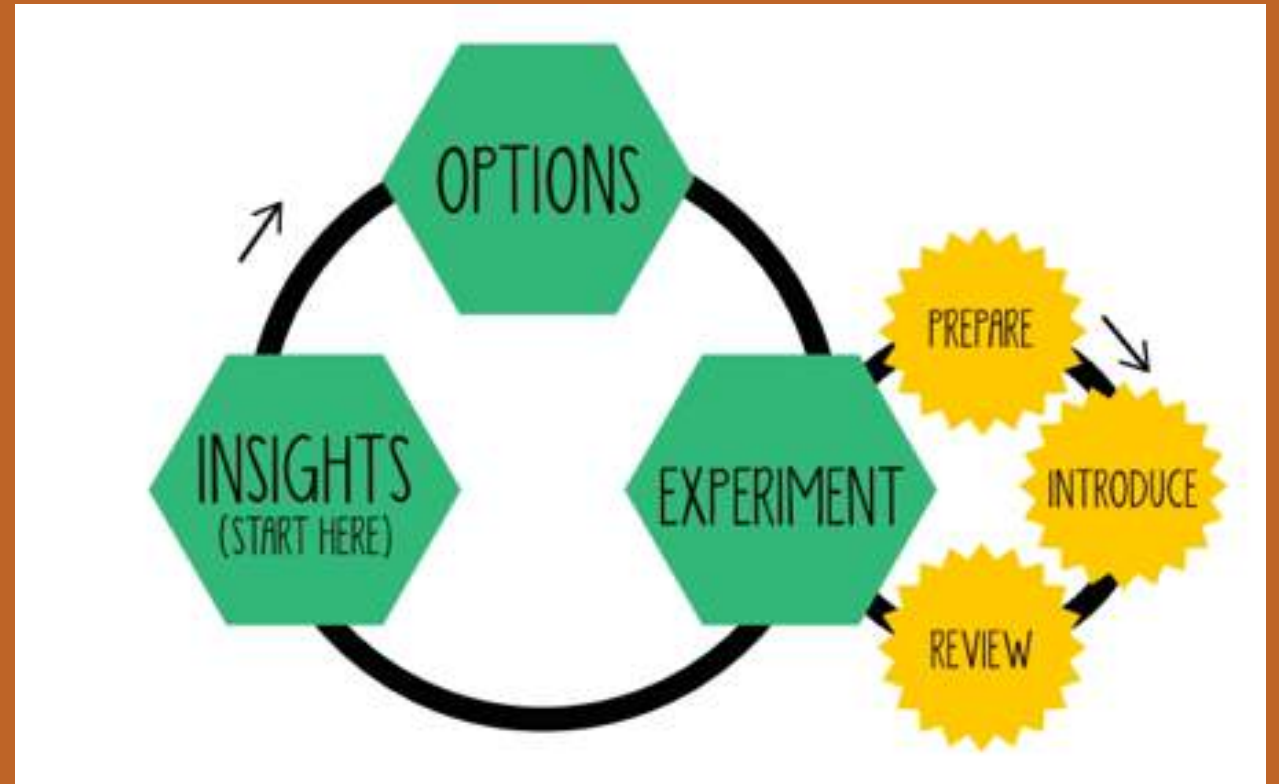
## **Deliver Value Continuously**

- **Delight our Customers with continuous and ever increasing Business Value**
- **Value at Scale = Predictable value delivery from Few to Many**



EXPERIMENTATION  
is  
ESSENTIAL  
(DON'T BE AFRAID TO FAIL)

# Experimentation and Rapid Learning



<http://leanchange.org/resources/lcm/>

# Some implications on Executive level

- Move from calendar based planning towards continuous issue based planning (Planning instead of plans)
  - Ruthlessly focus on most critical priorities
  - This will result in changes: planning structures and follow-up
    - Open Spaces, seek contact
    - Retreats, retrospectives, daily standups, Go See, ...
- Strategic Planning perspective
  - Yearly → On Demand
- Move from traditional decision making towards distributed decision making
  - No more behind closed doors
- Compassion and systems thinking two most effective “tools” for future CxOs

# **Awesome People**

- **“It is All about People Business”**
- **Nap culture at Lempea office**
- **How do you want it to be done?**
- **Do you need help on this one?**
- **Non-conventional work agreements**





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