

WORKPLACE 2020

HOW IT AND TALENT
CAN WORK TOGETHER
TO DRIVE ORGANIZATIONS
TO BE MORE AGILE

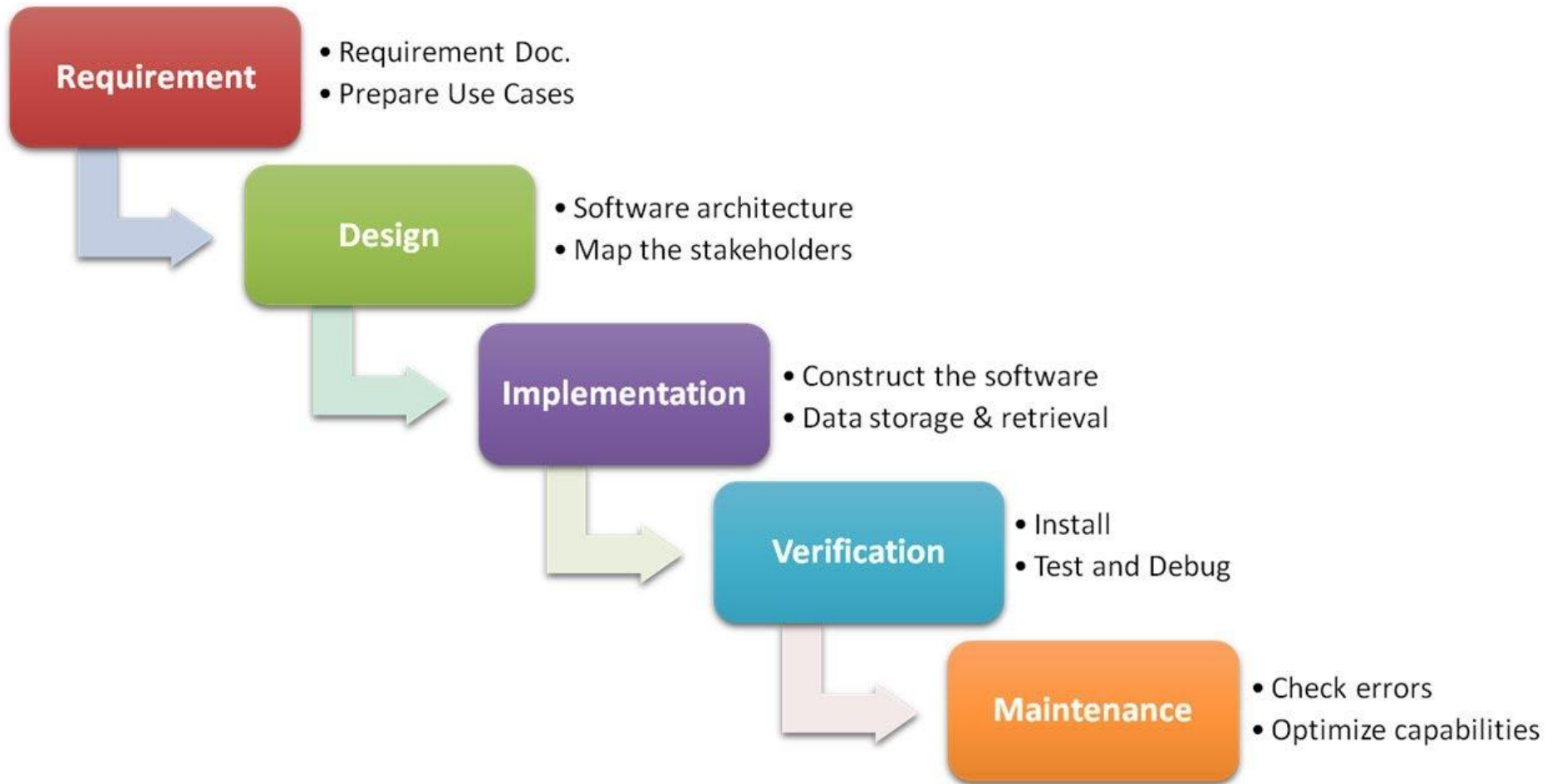
Rup Jolly, Founder, Aquird.io

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Adopting Agile

What's Agile Software Development and Why Does Your Organization Need It?





Agile: Key Ideas

- Continuous delivery / short cycle time
- Fuller team participation

Scrum

- A more structured form of Agile
- Regular “sprints”, fixed “ceremonies”

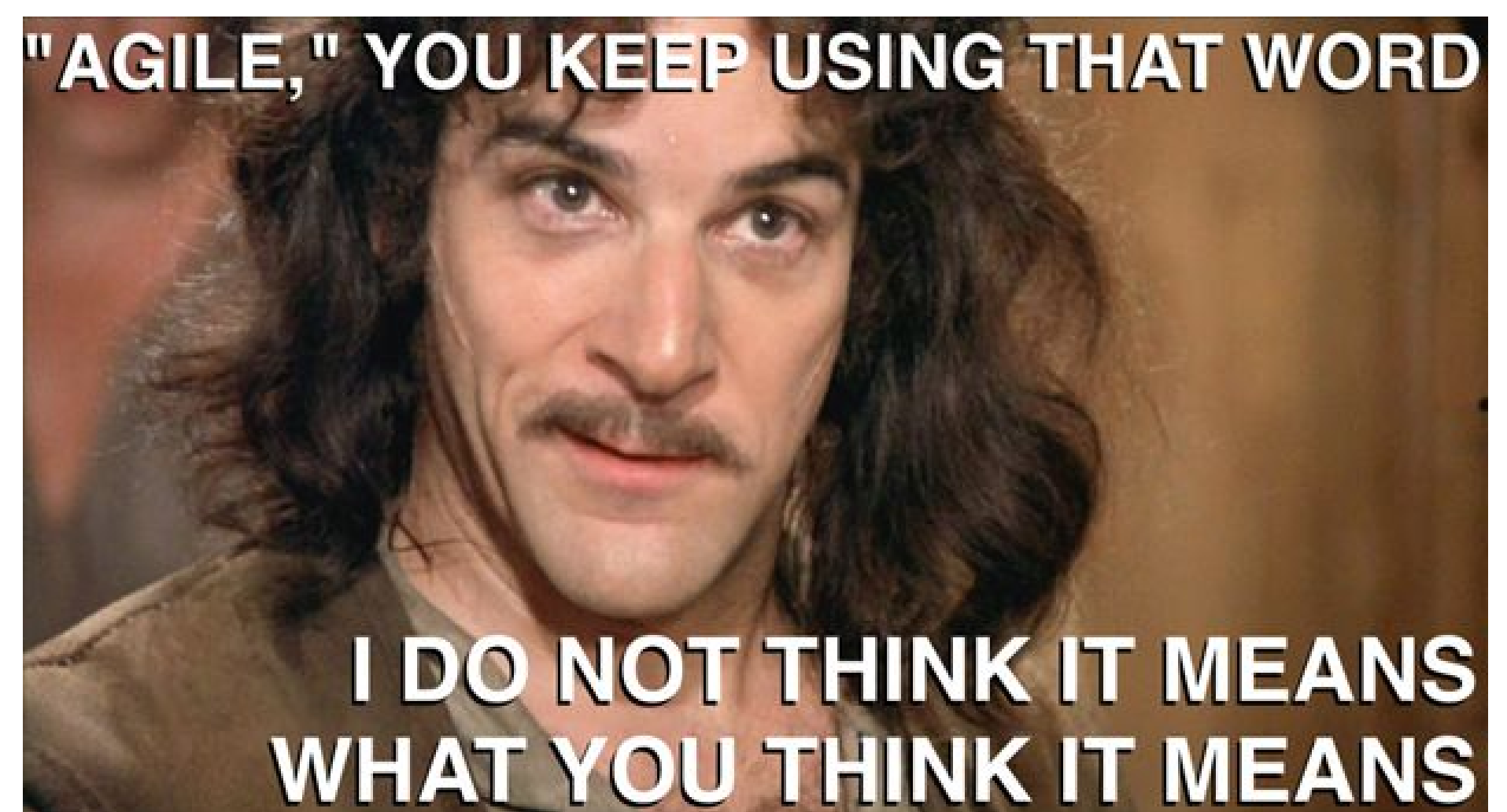


Agile at Rangle



Lesson 1:

HR Must Understand Agile



"AGILE," YOU KEEP USING THAT WORD

**I DO NOT THINK IT MEANS
WHAT YOU THINK IT MEANS**

Who Must Understand Agile

- HR, because it's all about the people
- IT, obviously
- Executive leadership

Lesson 2:

Early Hires are Key

A meme featuring David Walliams as Maurice Moss from the British sitcom 'Moss'. He is wearing a light blue dress shirt and a dark tie, with a serious, slightly nervous expression. The background is a blurred office setting with another person in a light blue shirt visible in the background.

**AM I READY FOR THIS
INTERVIEW?**

**FALSE. THE QUESTION IS, IS THIS INTERVIEW
READY FOR ME?**

Early Hires

- You'll likely need external expertise
- You must choose wisely
- You'll probably need to headhunt

Lesson 3:

Train and Evangelize

TOP DOWN

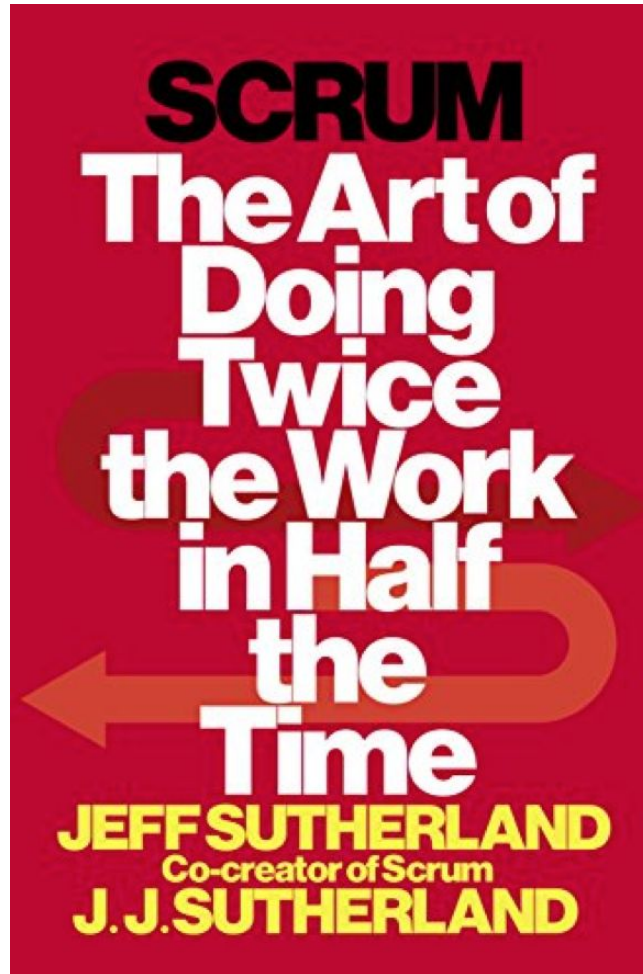
OR BOTTOM UP

Getting Your People Onboard

- Don't overlook your existing staff
- Look to do it bottom-up
- Pick what works for your culture

Lesson 4:

**Start with Doing It
“by the Book”**



<= That's the book.

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Lesson 5:

Build the Right Org Structure

Manager



Executives



Departments



The rest



Rethinking Org Structure

- Functional silos impede teamwork
- Rethinking the role of testers
- Rethinking the role of management
- Alternative forums: guilds

Lesson 6:

Align HR Practices

Re-Aligning HR Practices

- Performance management
- Collecting and sharing feedback
- Coaching

HR and IT Working Together

Working together



Elevating HR



Thank you!

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