

Objective Driven Agile

Driving modern agile with OKRs



Would you like to:

- Align delivery with strategy - deliver strategically important work?
- Accelerate deliveries schedules, move towards continuous delivery, and enhance customer feedback?
- Greater predictability and meet deadlines regularly?
- Enhance team effectiveness and get more *bang for your buck*?
- Improve visibility into work and communication with your teams?
- Reduce “technical debt” – technical liabilities and risks?

The *Objective Driven Agile* programme can help you meet these goals. This programme, itself objective driven, will help your teams transition to objective focused working in an agile fashion. In the process delivery schedules are both accelerated and become more predictable, progress becomes more visible and strategic alignment enhanced.

Benefits

Teams following ODA can expect:

- To deliver new product releases on a regular basis and meet deadlines more often
- Focus on shared objectives agreed with stakeholders and leaders
- Take a more strategic view of work and deliveries
- Improved internal and external quality

What is Objective Driven Agile?

ODA combines the popular *Objectives and Key Results* planning and delivery system with tried-and-tested agile working practices in a stripped down, efficient sprint cycle derived from Scrum.

Teams agree objectives with stakeholders and leaders at the start of a super cycle to advance team missions and organization purpose. The team then executes objective focused Sprints within the super cycle with devolved authority.

Using regular deliveries of working software products ODA minimises sunk cost. This fail-safe protocol allows for change and reprioritisation with minimal lost of investment thereby reducing risk, increase return-on-investment and creating opportunities to change.

Unlike some other approaches ODA allows for unplanned work, e.g. DevOps and other "business as usual", activities in parallel with new initiatives. The balance between planned and unplanned is explicitly agreed in team level OKRs.

ODA embraces agile principles of team autonomy and self-organization while allowing leadership to set high level priorities and missions.

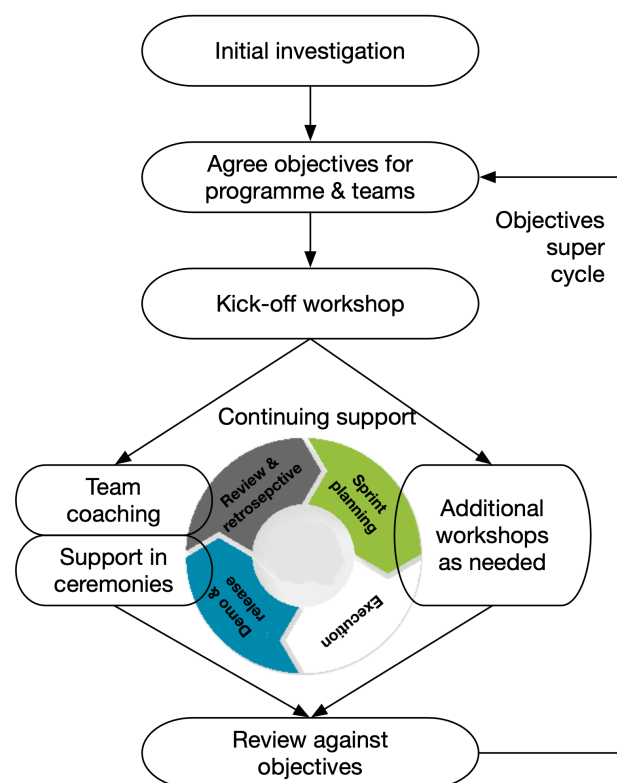
Programme description

Typically, Objective Driven Agile programme is a three-month programme focused on one or more teams. The programme starts by understanding your objectives, the teams and current impediments. The selected teams then undertake a 2-day kick-off workshop with Software Strategy to prepare for their new way of working.

Next, teams agree a set of stretching but achievable OKRs between themselves and with their leaders. These OKRs serve to guide all work over the next three months. During the 3-month period the team work in an agile fashion, running regular sprints, retrospectives, planning sessions and regular demonstrations of working product to stakeholders.

Software Strategy guide and coach teams through the OKR setting and sprints. Additional workshops are provided for teams and individuals depending on need. For example, a Product Ownership workshop for product owners, managers and business analysts, or a technical skills workshop for coders.

The ODA programme addresses the whole product development workflow: from requirements to delivery. Requirements engineers and product specialists included on a



equal footing with the more technical team members. This allows a dual-track approach to be incorporated.

Where appropriate the ODA programme will also address technical liabilities and risks typically found in legacy systems and often called “technical debt.” This involves a parallel stream of technical training and mentoring. When technical liabilities are addressed, teams are better placed to adopt the latest continuous delivery approaches.

Who is it for?

The ODA programme is intended for whole teams and their leaders who are struggling with delivery deadlines, efficiency, strategy alignment and related issues. The team are considered a whole unit for both objective setting and execution.

Attendees typically include software engineers, software testers, product specialists (product managers, business analysts and other "product owners"), project and development managers plus other leaders and stakeholders who work closely with the team.



Programme designer

The ODA programme is derived from Allan Kelly's work with dozens of teams over years of consulting, coaching and training. This work is described in his books *Succeeding with OKRs in Agile* and *Xanpan: Team centric agile software development*. Allan is popular conference keynote speaker and author of seven books on software and agile.

Next

To learn more about the ODA programme and what it can do for you please contact Software Strategy, contact@softwarestrategy.co.uk or book a call: <http://www.softwarestrategy.co.uk/contact/>