

Reimagine technology to accelerate your business



## Agile Transformation Services

Businesses are challenged to lead in their industry and remain competitive by delivering innovative and improved solutions to their customers. Organizations are working to get to market faster, ensure predictable and sustainable delivery, meet changing client requirements, and provide superior quality at lower costs. To achieve these goals and provide a competitive edge in the marketplace, many organizations are adopting an agile framework for delivery. However, companies often struggle with agile adoption and don't know where to begin or have tried previously and failed.

A successful migration from traditional software development methodologies, such as waterfall, to iterative and agile is a journey. Agile adoption requires overcoming resistance from both IT teams and organizational business units. Organizations at all stages of Agile Transformation can accelerate their adoption by taking advantage of Ciber's Agile Transformation solution which focuses on a holistic approach. Challenges that can be addressed include assisting with financial management as the company transitions from project-based to product-based and Organizational Change Management (OCM). OCM encourages business and IT organizations to become active partners and establishes new roles and responsibilities. OCM augments changes to analytics and reporting and updates to standards, processes and tools.

### Build an agile Business Transformation Office

Organizations can drive Agile Transformation with the use of a Business Transformation Office (BTO). Agile practices and BTO's are no longer mutually exclusive efforts but instead can be partnered to eliminate bureaucracy, enable empowerment, and promote an agile culture.

Ciber enables the transition by providing a seasoned Agile Transformation consultant, to help guide the enterprise through the process. Ciber helps encourage adoption and increase transformation by providing OCM expertise, mentoring and training, process accelerators, tools and metrics. This is a holistic approach which utilizes the BTO to fully adopt agile across the enterprise and incorporates change at the Portfolio, Program, Project and People level.

- **Project Management Office Maturation and Building the Agile BTO** – Ciber doesn't require you to build your agile BTO from the ground up, but instead brings proven processes and methods which speed optimization and can be adapted to your environment and objectives.
- **Agile Coaching Services** - The agile coach is responsible for working with client teams on their process and improving their success as a team and their effectiveness with agile methodologies. The agile coach helps organizations by training and mentoring the teams and PMO on agile principles and values.

- **Agile Resourcing Services** - Ciber offers experienced agile resources for clients that wish to augment their existing agile teams. Ciber can offer their clients professionals skilled in agile disciplines such as: experienced SAFe (Scaled Agile Framework) program consultants, and certified scrum masters.
- **Agile Training Programs** - Ciber offers agile training for both new and experienced agile teams. For new teams, agile training can introduce them to agile methodologies and help them quickly become productive. For existing agile teams, training helps eliminate knowledge gaps and improve a team's success, maturity and effectiveness.
- **Organizational Change Management** – Ciber provides experienced OCM analysts to assist the organization in defining the goals/objectives of the change, communicating the benefits to the organization and individual team members, providing skills assessments, training and staffing plans, and assisting the organization through to full adoption.

## Take a holistic approach to Agile Transformation

Ciber's unique Agile Transformation approach focuses on baselining where the organization is today, the challenges that need to be overcome, develops an "iterative" plan for implementation and approaches it as a holistic change to the organization to ensure success.

Ciber Agile Transformation services include:

**Discovery Assessment** – reviews the current processes, organizational hierarchy, culture, people, process and tools to determine:

- The goals and objectives of the organization
- The specific goals and objectives for adopting agile along with Key Performance Indicators
- The readiness of the organization and the individuals involved
- The current processes, standards, and reports
- Potential challenges to successful adoption

**Organizational Change Management Planning** – focuses on the plan for preparing the organization for the change:

- identifies the team structure for successful implementation
- identifies the communication, motivation and training plan
- defines the plan for tracking and reporting
- identifies the pilot product and project team
- defines the agile framework to be implemented

**Pilot Implementation** – implements the framework for the first initial product chosen.

**Scaling to the Enterprise** – if the organization wants to implement agile for all products that fit the agile model then the next step in the process is to scale it to the enterprise. This includes bringing in certified SAFe<sup>®</sup> agile consultants to lead agile adoption programs for the enterprise.

**Operations and Continuous Improvement** – focuses on operationalizing the standards, tools and practices to provide the necessary reports, tracking and quality required.

## Partner with Ciber for Agile Transformation success

Ciber utilizes agile methodologies to deliver value to clients. As change agents, Ciber's agile experts bring transformation and help organizations to reach their full potential by embracing agile adoption best practices, agile values and lean thinking. Take advantage of Ciber's Agile Transformation services:

- Experience with several different transformation methodologies
- Experience leading large-scale agile transformations
- Experience with multiple agile frameworks
- Proven training programs based on role
- Competitively priced
- Certified SAFe<sup>®</sup> trainers
- Certified agile consultants

## About Ciber

Ciber is a consulting, outsourcing and business solutions integration provider with offices across North America and India. For more than 45 years, Ciber has served clients by delivering expertise, IT services, and solutions that transform organizations and provide tangible business value. Ciber's strength is now enhanced by its parent company, HTC Global, a growing technology innovation and execution leader. HTC Global helps clients reimagine technology to accelerate their business.