Traditional Organization

|		
Culture	**Waterfall Goals**	Top-Down, "Command & Control"
Strategies		Annual Static Planning
Tactics		Big Bets, Long Feedback Cycles
Operations		Waterfall Development / Project Management

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Traditional Organization
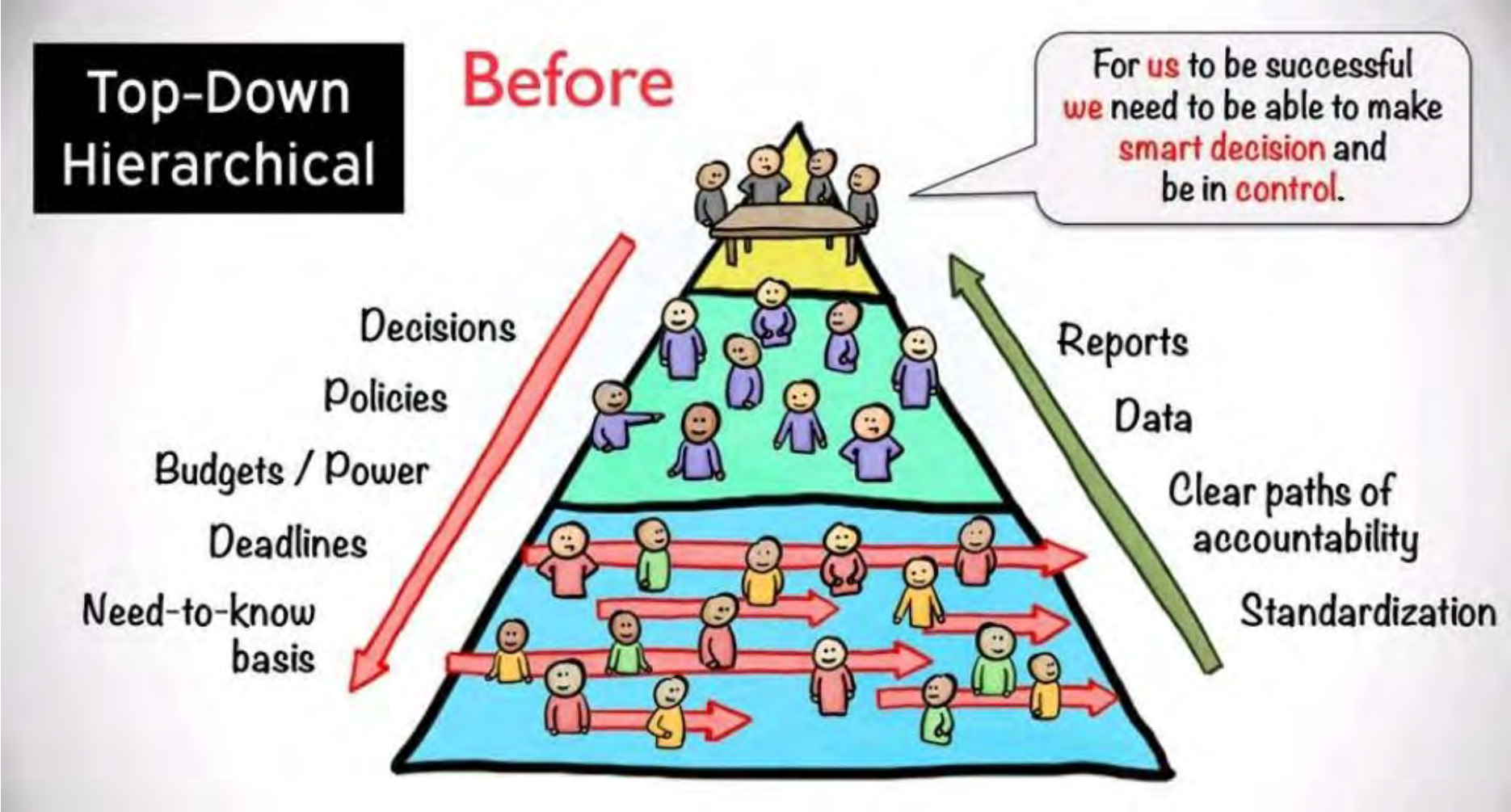
Agile Organization

Culture		Aligned Autonomy, "Vision - Mission Command"
Strategy	**OKRs**	Data Driven, Iterative, Hypotheses Validation
Tactics		Safe-to-fail Experiments, Short Feedback Cycles
Operations		Agile Development, applying different Agile Tools

OKRs are not about top-down control, they are about bottom-up engagement.

Agile Organization
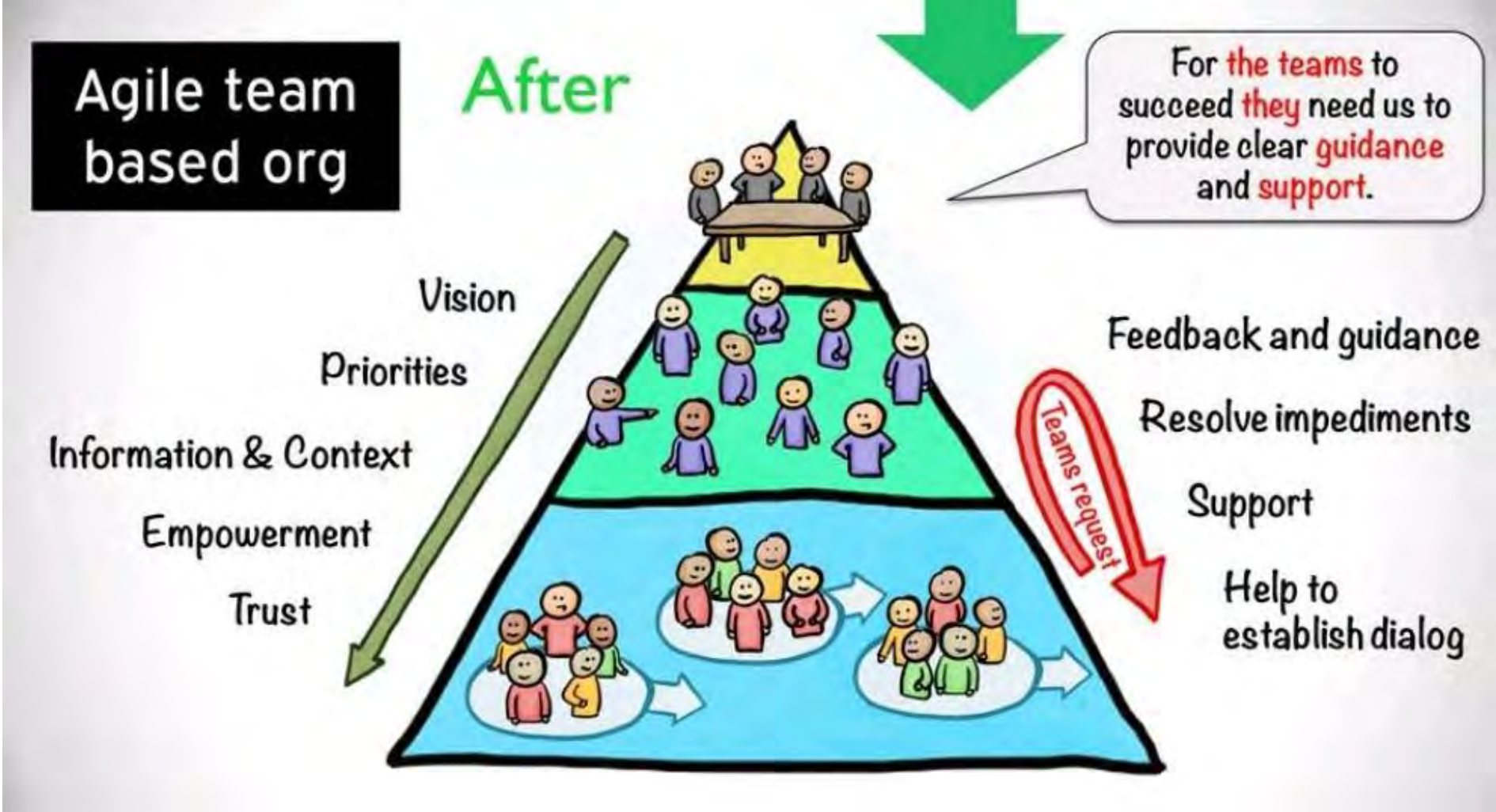
Agile Methodologies and OKRs
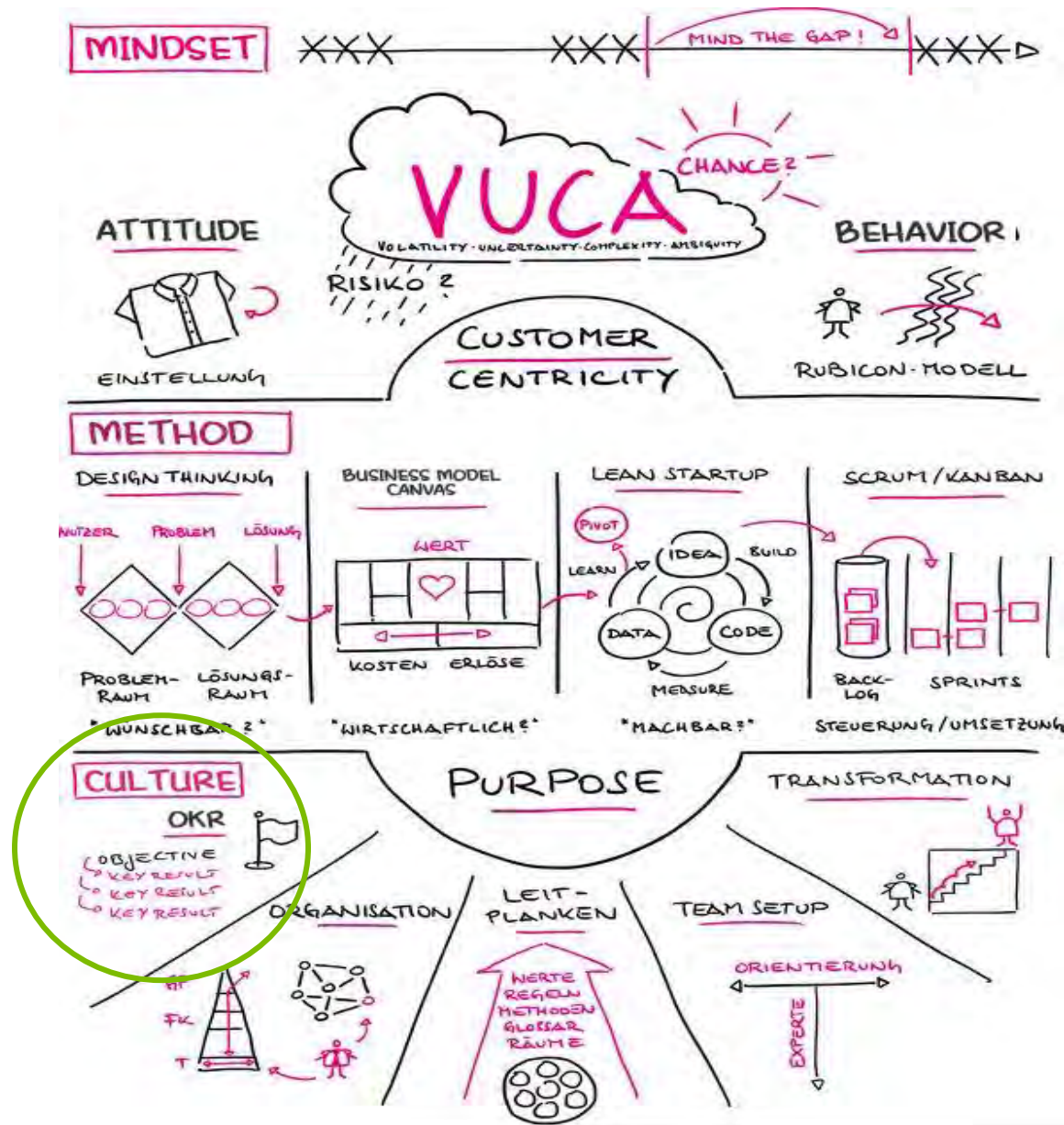
Agile Methodologies

- Scrum

- OKR

- Lean Management

- Kanban

- ...

Agile Mindset
11 Agile Principles

Deliver Value Faster Our highest priority is to satisfy the customer / stakeholders through early and continuous delivery of valuable deliveries.

Welcome Change Welcome changes to requirements, even late in projects. Agile processes harness that change for the customer's / stakeholder's competitive advantage.

Deliver Working outcomes Frequently Working deliveries should be provided after a couple of weeks to a couple of months, with a preference to the shorter timescale.

Work Together Business people and developers must work together daily throughout the project.

Self-Organizing Teams The best architectures, requirements, and designs emerge from self- organizing teams.

Reflect and Adjust At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.

Agile Mindset
11 Agile Principles

Build Teams Around Motivated Individuals Give them the environment and support they need and trust them to get the job done.

Collaboration - Conversations The most efficient and effective method of conveying information to and within a development team is with face-to-face conversation.

Sustainable Development Agile processes promote sustainable development. The sponsors, project team members, and users should be able to maintain a constant pace indefinitely.

Attention to Excellence Continuous attention to excellence enhances agility.

Simplicity The art of maximizing the amount of work not done is essential.