



Becoming agile: Building Better, Delivering Sooner!

14th Nov 2017

Who we are

Kainos Group plc is a leading UK-based provider of Digital Services and Platforms.



Kainos

Meaning 'innovation'



30 years

Successful in business



1,000

Exceptional people



5 years

Sunday Times Top 100 Companies to Work For



220

Blue-chip customers



10 offices

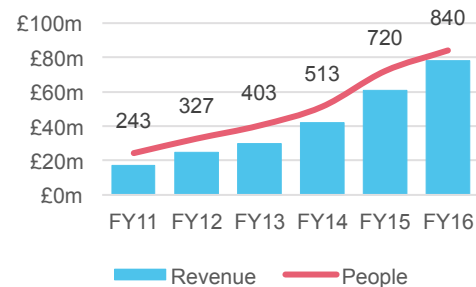
Across the UK, Ireland, Europe and USA



Experts

Across Healthcare, Government and private sector

Growth



What we do

Our award-winning Digital Services and proprietary Digital Platforms change the way the world lives and works.



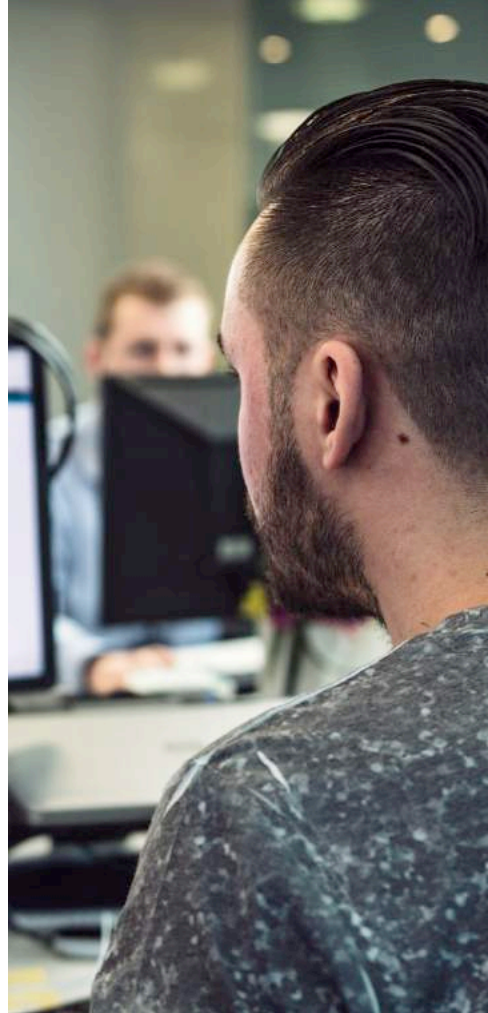
Digital Services

Our Digital Services include full lifecycle development and support of customised technology solutions for government and commercial customers.



Digital Platforms

Our Digital Platforms comprise specialised software products for mobile healthcare and automated software testing.



Digital Services

Our Digital Services include full lifecycle development and support of customised technology solutions for customers, and implementation and testing of Workday's cloud-based ERP suite.



Agile Consulting & Development

We work hand-in-hand with customers to design and build successful digital services using agile delivery.



Continuous Improvement & Support

We combine our long-standing expertise with a mature Dev Ops capability to provide assured and reliable production services.



Workday Implementation

We help clients deploy and configure Workday's SaaS enterprise product suite.



Agenda

Outline and Benefits
Value and Governance
Making it happen



Ciarán Hanway

15 years in Project Management

11 years using agile

Sectors include:

Government, Retail, Telecoms,
FS, Gaming, Media

3 years at Kainos



Ian Johnson

16 years of solving problems

10 years using agile

Sectors include:

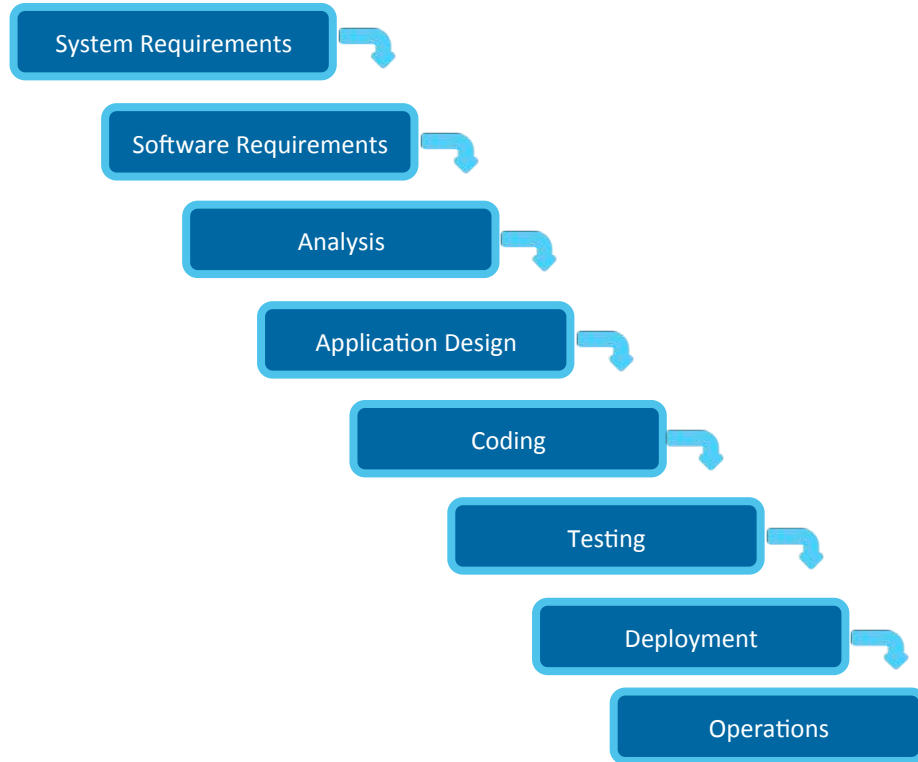
Government, Retail,
Entertainment, Startups

Formerly at Kainos

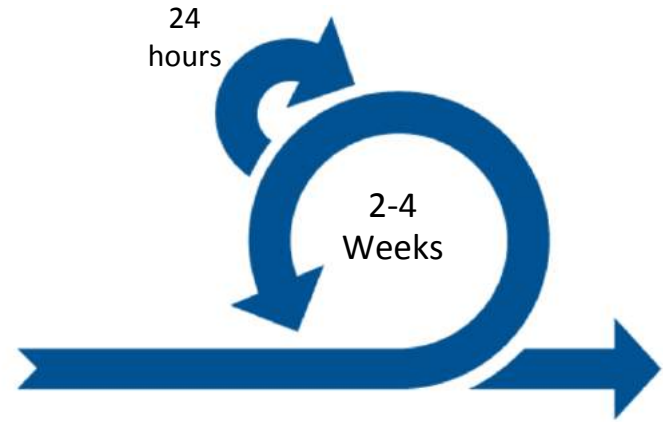
Agile – Outline and Benefits

Waterfall vs Agile

Waterfall



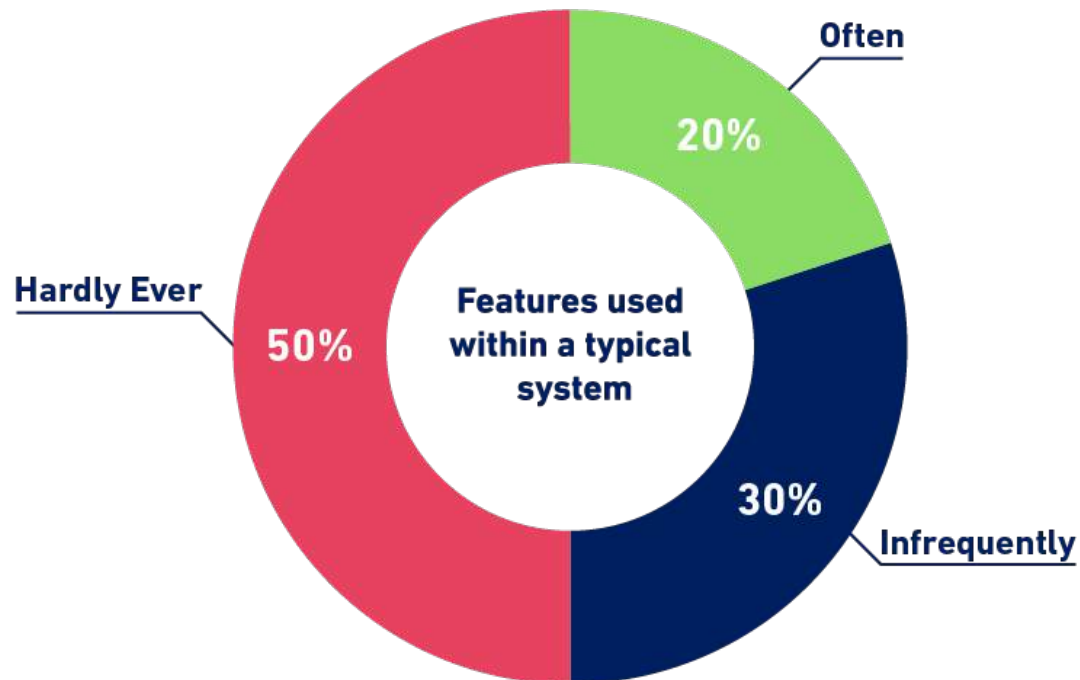
Agile



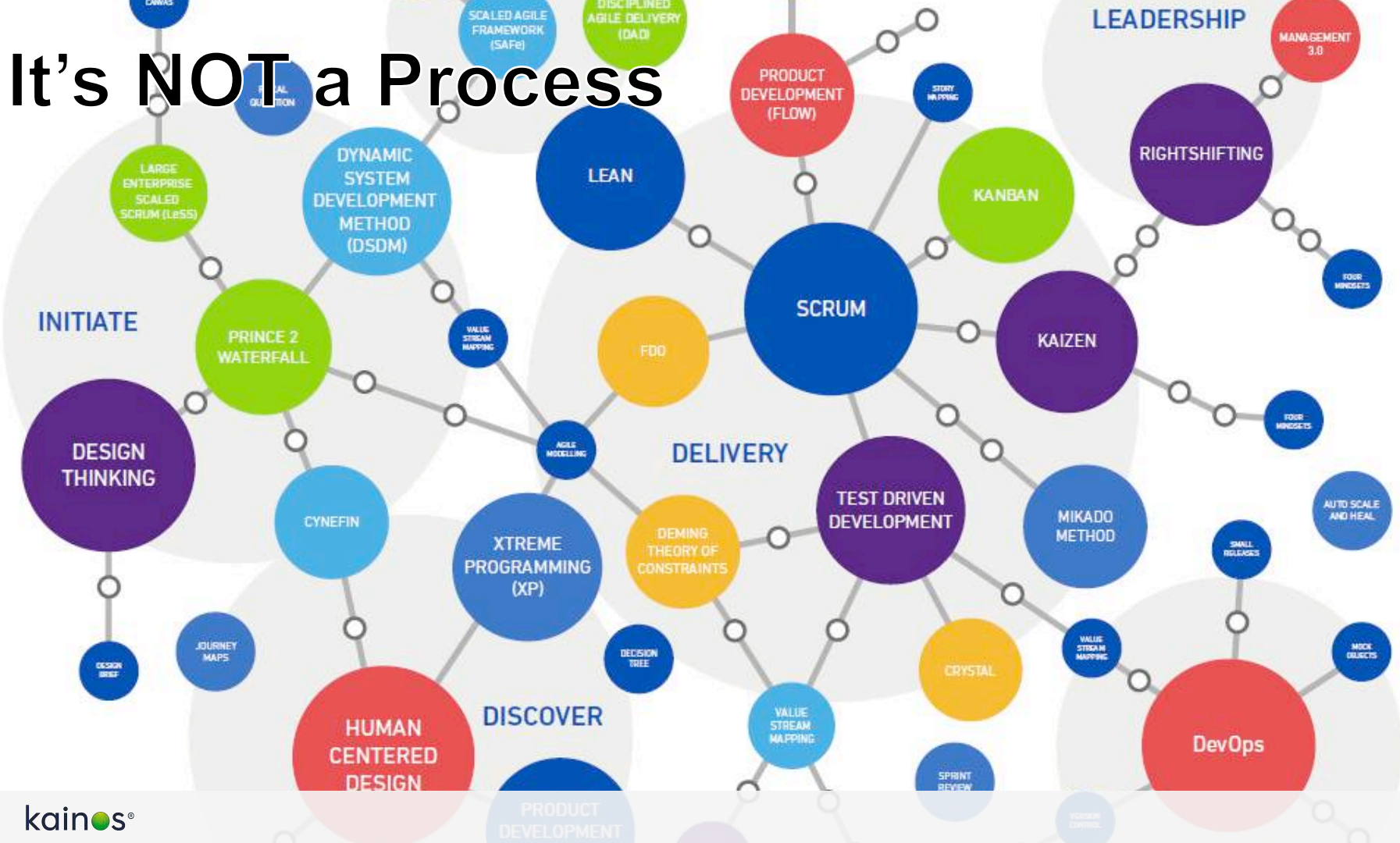
Project Success Rates

SIZE	METHOD	SUCCESSFUL	CHALLENGED	FAILED
All Size Projects	Agile	39%	52%	9%
	Waterfall	11%	60%	29%
Large Size Projects	Agile	18%	59%	23%
	Waterfall	3%	55%	42%
Medium Size Projects	Agile	27%	62%	11%
	Waterfall	7%	68%	25%
Small Size Projects	Agile	58%	38%	4%
	Waterfall	44%	45%	11%

Value Delivery



It's NOT a Process





The Agile Manifesto

We are uncovering better ways of developing software by doing it and helping others do it.

Through this work we have come to value:

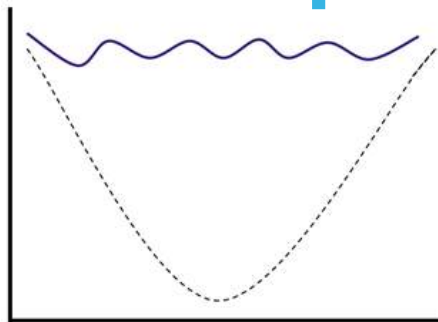
<i>Individuals & Interactions</i>	Over	<i>Processes & Tools</i>
<i>Customer Collaboration</i>	Over	<i>Contract Negotiation</i>
<i>Responding to Change</i>	Over	<i>Following a Plan</i>
<i>Working Software</i>	Over	<i>Comprehensive Documentation</i>

<http://agilemanifesto.org/>

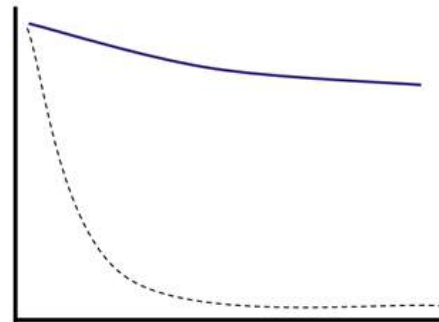


Inspect and Adapt

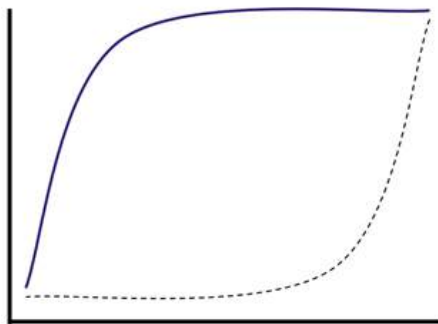
Agile Value Proposition



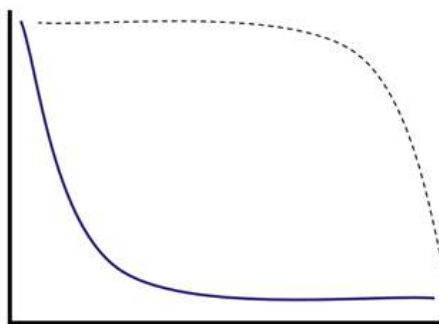
VISIBILITY



ADAPTABILITY



BUSINESS VALUE



RISK

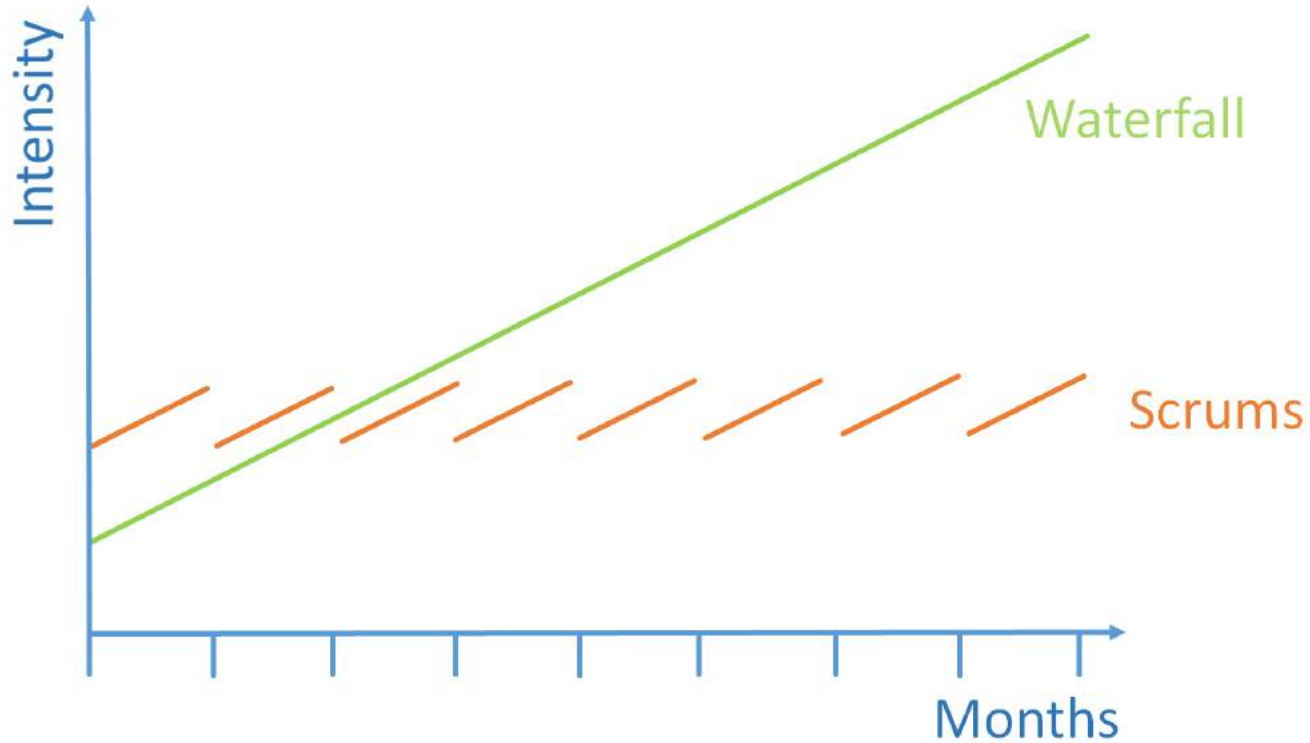
AGILE METHODOLOGIES



TRADITIONAL METHODOLOGIES



Sustainable Pace

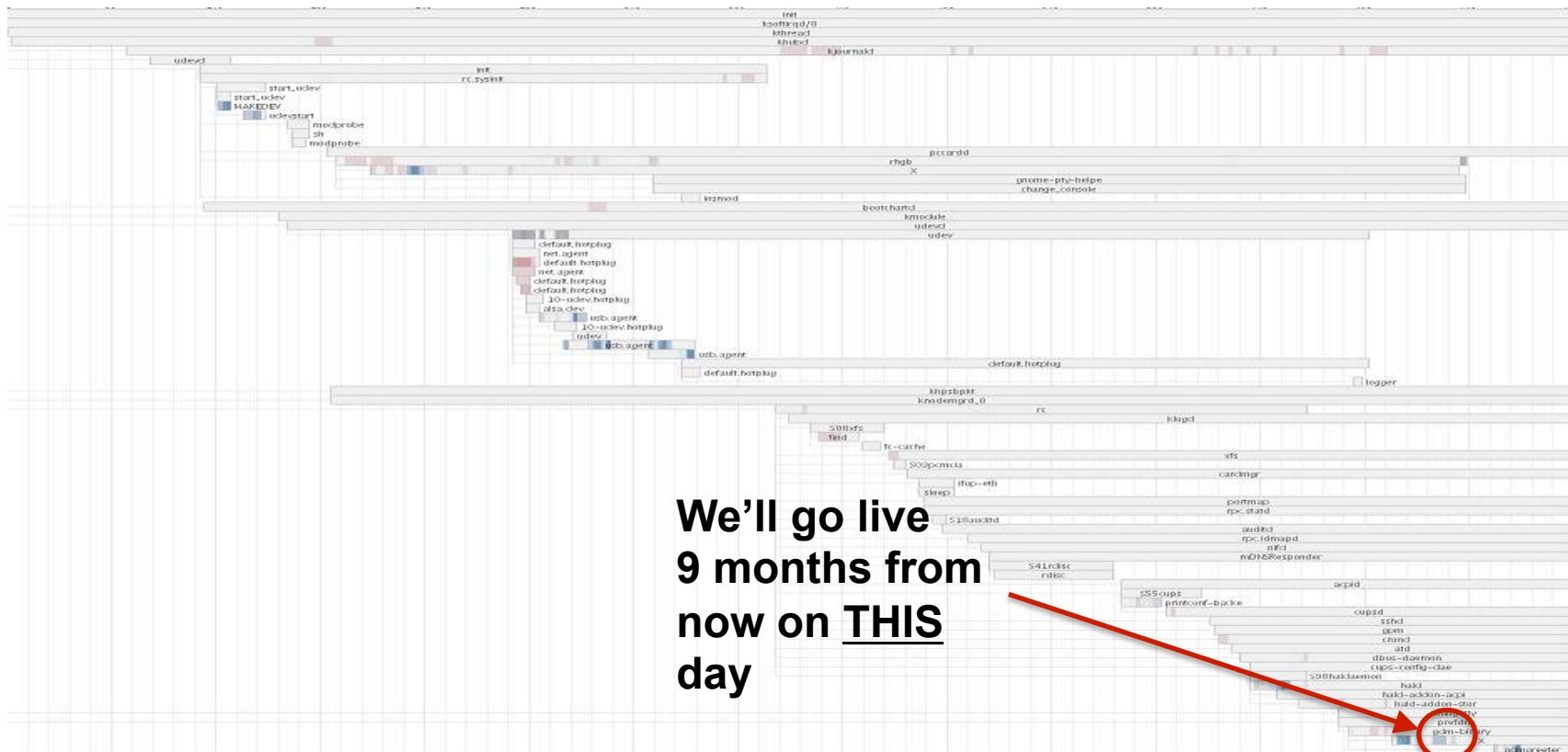


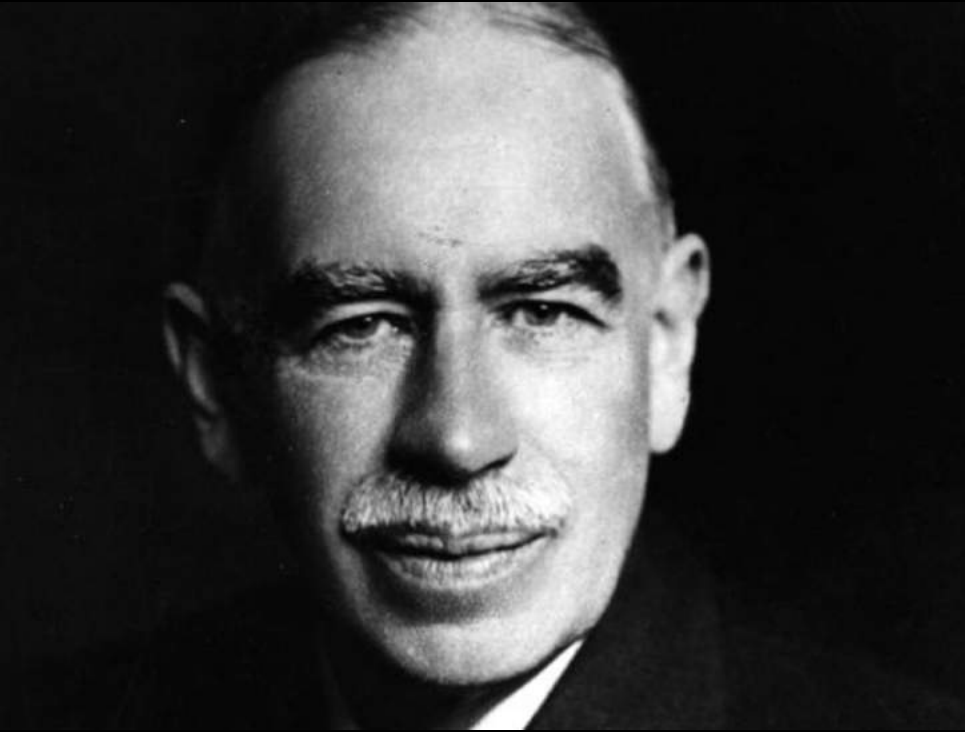
Value and Governance



**Embrace
Uncertainty**

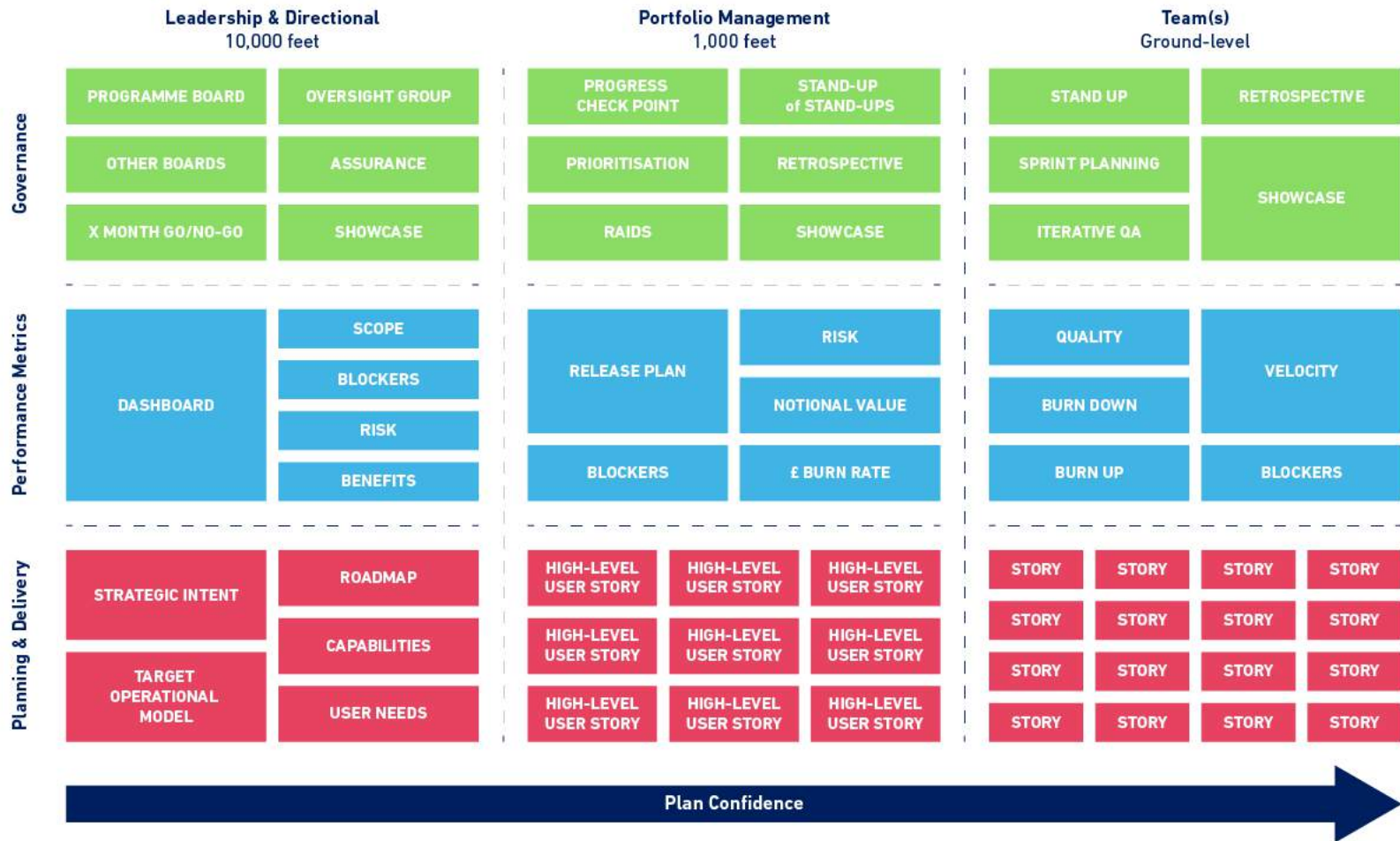
How Certain are you?





“It is better to be roughly
right than precisely wrong.”

- John Maynard Keynes





“No plan survives contact
with the enemy.”

- Carl von Clausewitz



“Everyone has a plan ‘till
they get punched in the
mouth”

- Mike Tyson

Focus on Value

Category	High (3)	Medium (2)	Low (1)
Commercial value (2)	Critical to achieving significant cost reduction in administration or reducing unquantified financial risk	Supports efficiency improvements in administration or attracts quantifiable and containable financial risk	Provides no or very limited additional saving in administrative costs or reduction in financial risk
Risk reduction (2)	Critical to achieving significant risk reduction in respect to the project or organisation	Contributes towards risk mitigation in respect to the project or organisation	Provides no or very limited risk reduction in respect to the project or organisation
Customer value (3)	Provides the optimum experience for internal or external users	Enhances the user experience by providing additional functionality that supports them in meeting their objectives	Provides no or very limited additional value to the internal or external user experience
Legislation (4)	Mandatory requirement of legislation for delivery by a due date or critical to achieving policy outcomes	Legislative requirement with discretion over decision to implement or date of delivery, with limited achievement of policy outcomes	No legislative requirement to implement by due date or direct contribution to policy outcomes

Making It Happen

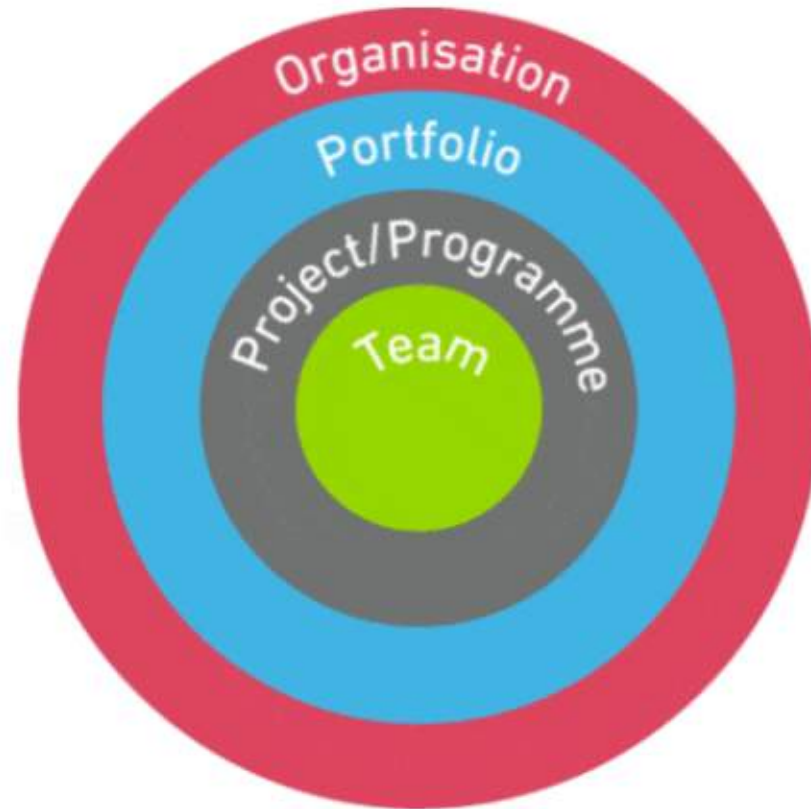
改善

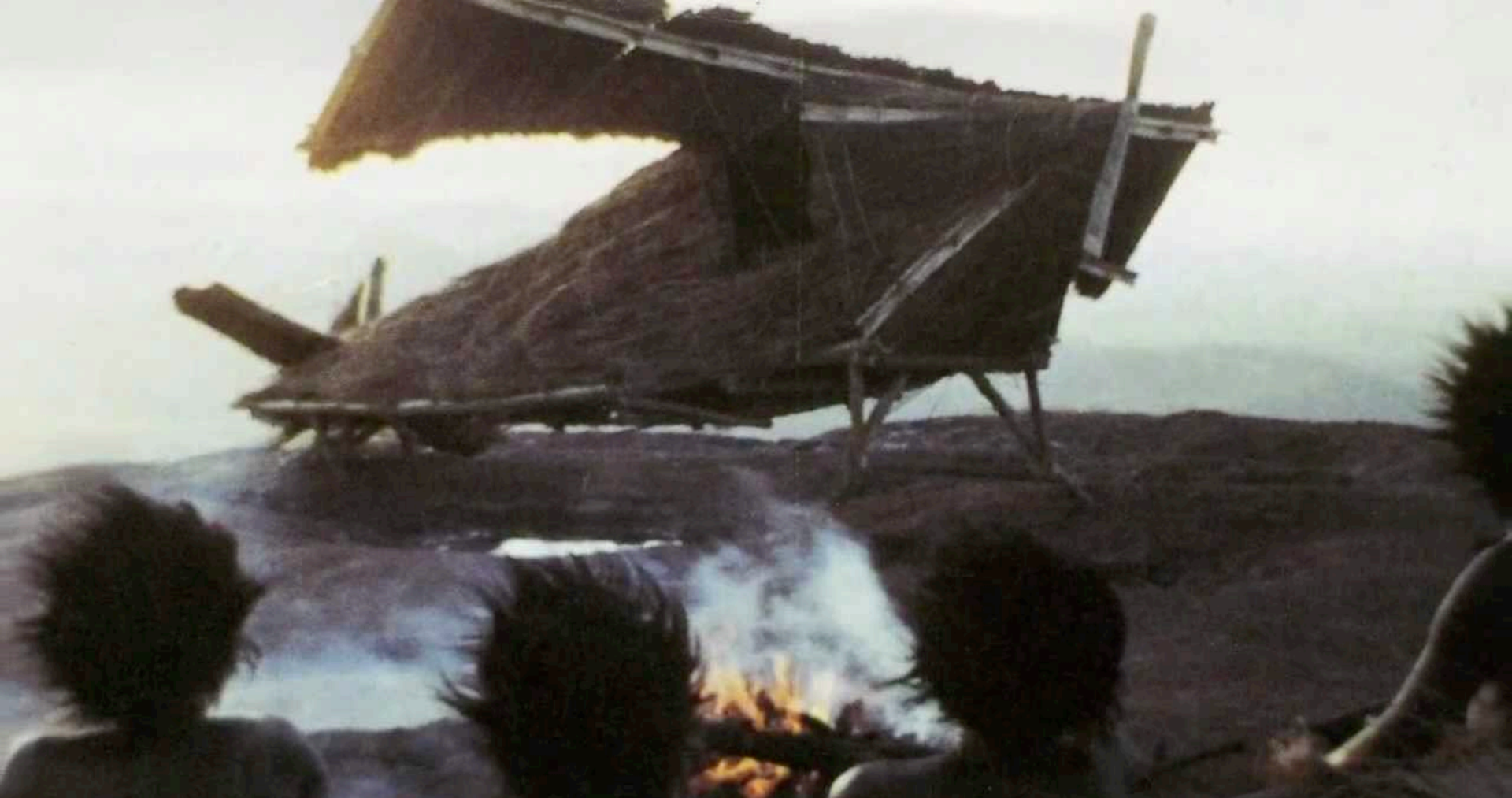
There is no end state

Not a box ticking
exercise

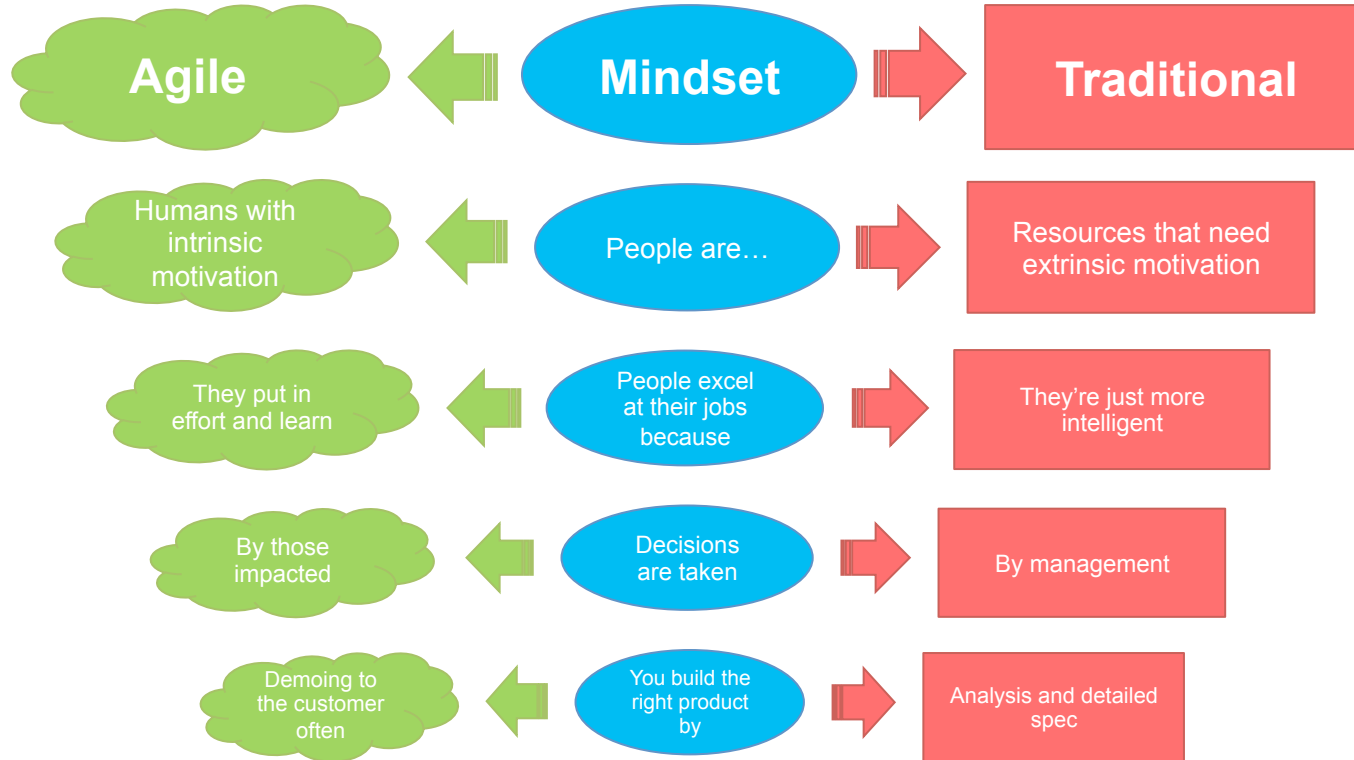
It's about fitting agile
to the environment,
not just solving
problems found on a
gap analysis.



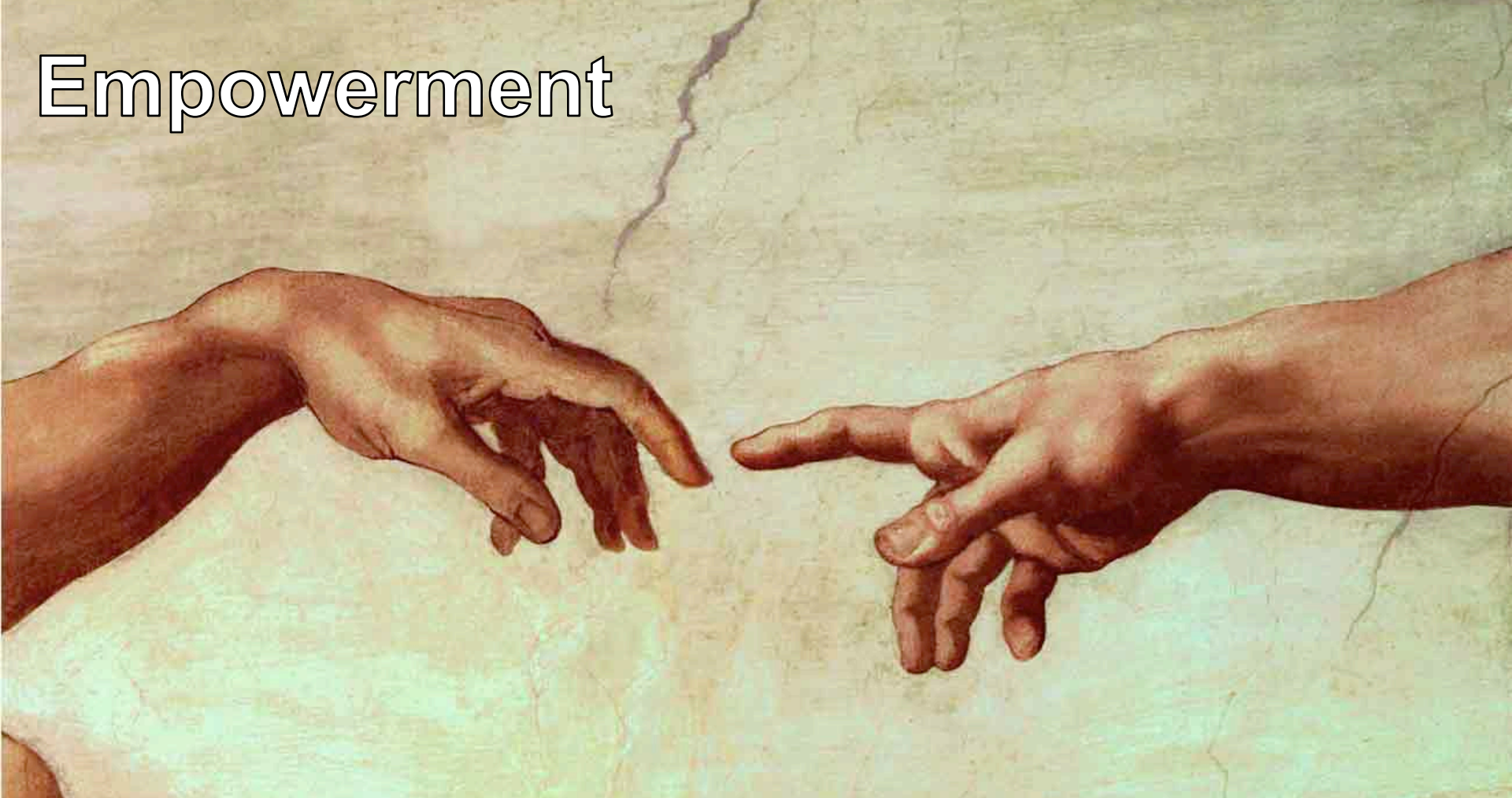




The agile mindset



Empowerment





Type 1 Decisions
are irreversible

Type 2 Decisions
can be revisited

Key Take-aways



Focus on value



Set appropriate governance



Follow the principles



Support empowerment



Cultivate mindsets



Embrace uncertainty
Inspect and adapt

Thank you!

Contact us!

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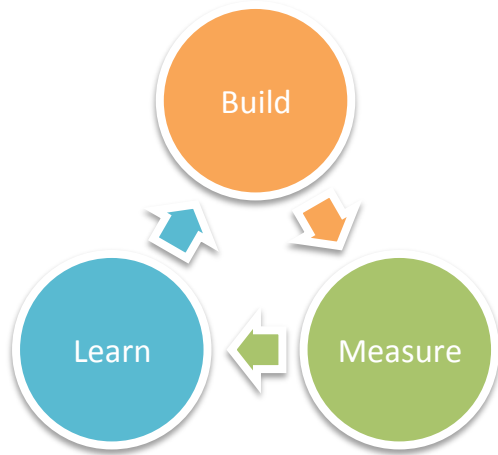
Ian Johnson

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@Deliverylan

<https://www.linkedin.com/in/deliveryian>

Minimum Viable Product



The minimum set of features needed to learn about what our customers need.

To avoid building products we don't want.

To maximise the learning per £ invested.



Product Backlog

Prioritised list of product or project requirements

Expressed in business language, ideally User Stories

Not a detailed breakdown of requirement, can be 1 sentence

Prioritised, by business value, at beginning of each Sprint

Anyone can contribute items for the backlog

But they will be prioritised along with all other requirements

One person (Product Owner) is responsible for prioritisation and making sure requirements are well formed

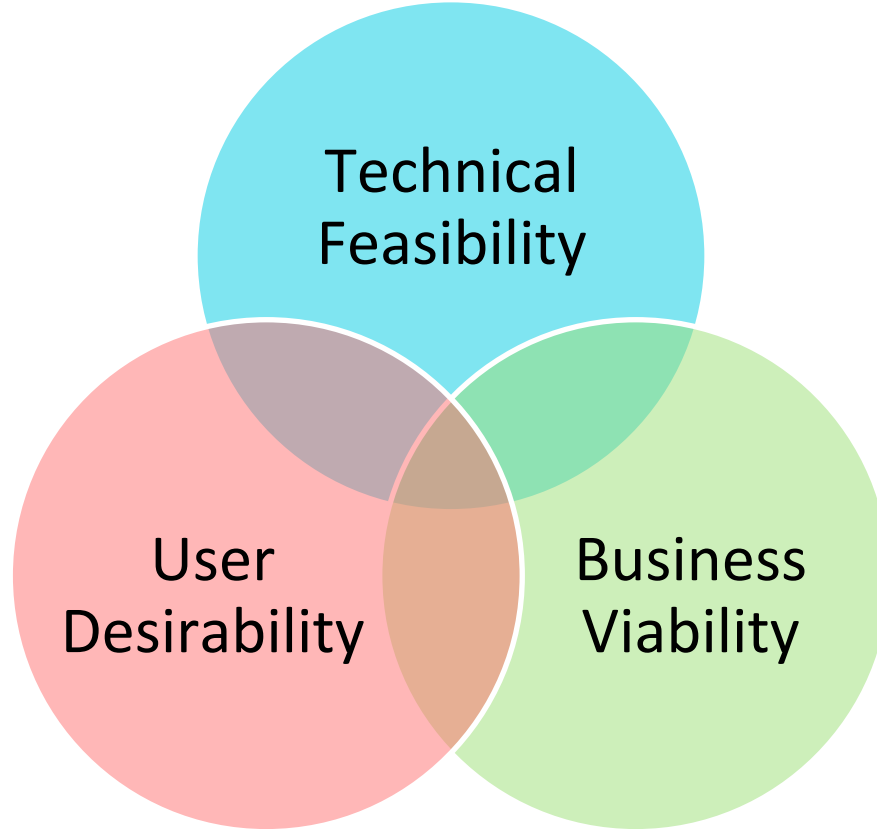
High level estimates

Size only - can use Story Points

Planning Poker

ID	User Story	Backlog Priority	Estimated Effort
1000	Search for resumes by keywords	1	
1001	Enter resume online	1	
1002	Post a job opening	1	
1008	Add social network	1	
1009	Post job opening to my social networks	1	
1016	Add recruiter profile	1	
1017	Add rating to a recruiter	1	
1025	Review skill suggestions	1	
1026	Approve a skill suggestion	1	
1003	Find job openings that match my skills	1	
1004	Find resumes with skills that match a job opening	2	
1006	Search job openings by location	2	
1010	Add alert for job postings on my social networks	2	
1011	Filter job openings by industry type	2	
1012	Upload resume in Word format	2	
1015	Preview my resume with different templates	2	
1018	Browse recruiter profiles by rating	2	
1019	Add comments to a recruiter	2	
1020	Browse recruiter profiles by location	2	
1022	Associate a skill with my resume	2	
1024	Suggest a new skill	2	
1005	Filter job openings by skills	3	
1007	Filter job openings by salary range	3	
1013	Download resume in PDF format	3	
1014	Enter resume online using a template	3	
1021	Browse recruiter profiles by industry	3	
1023	Associate a skill with a job opening	3	

Balance Three Considerations



The Agile Mindset

EMPLOYEE HANDBOOK

Our number one goal is to provide outstanding customer service. Set both your personal and professional goals high. We have great confidence in your ability to achieve them, so our employee handbook is very simple. We have only one rule...

NORDSTROM

Scrum on a Slide

