

Who Should Participate in the System or Organization Level Assessments?

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Conducting assessments at the System (ART / Program / Team of Teams) and Organization levels presents a different opportunity than conducting Team-level assessments. Who participates in these assessments and the conversations that emerge when discussing current state capability gaps are critical factors. Having the right group of participants will create the most effective conversations and increase shared understanding among the people who are most able to drive improvement actions.

Ensure the coverage of the following perspectives for each level:

Organization Level

Facilitator

- Lead Agile Coach
- Transformation Leader

Participants

- Technology and Business leaders required to take action on potential impediments related to policies / performance metrics / org structure / operating model
- Lead coaches working with leaders in Portfolio or Product Line contexts
- Leaders with knowledge of current portfolio prioritization and planning practices / process
- Leaders with knowledge of the impacts potential impediments have on the System level
- Change Leaders or those with knowledge of Change Management efforts
- HR/People function leaders

System (Team of Teams) Level

Facilitator

- Senior Agile Coach
- RTE or Agile Program Manager

Participants

- Technology and Business leaders required to take action on potential

impediments related to policies / performance metrics / org structure

- Org-level leaders who will benefit from increased insight into System-level challenges
 - System-level product leadership
 - System-level technology leadership (dev managers / architect leaders / tech leads / QA leads)
 - System-level program execution leadership (Program Managers / Release Train Engineers)
 - Visibility into team-level dynamics and impacts of potential System-level impediments on teams (Scrum Masters and Product Owners)
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