3. Promote team success early and often – help stakeholders and executives see the results of the team. Begin by highlighting results (both tangible and intangible) within your immediate sphere of influence in both formal and informal settings. These measures can include delivery dates, defect counts, customer satisfaction, team morale and responsiveness to changing priorities. Making results visible will greatly increase the level of trust with executives, enabling them to make timely decisions about products with relation to strategy. Rely on the successes of early projects to illustrate the value and garner interest from others.

Summary

The ultimate goal of software development is to provide a reliable delivery that will drive business value and outcomes. Traditional software development approaches are being successfully replaced with more iterative and adaptable approaches for faster deliveries and time to value. Get started now by taking a self-assessment and work with your Pega team to transform to be “Agile First.” When fully implemented, the results can produce significant innovative, competitive business benefits.

For more information

Pega Consulting Services: [http://www.pega.com/services/consulting](http://www.pega.com/services/consulting)
Agile Webinar Series: [https://www.pega.com/agile](https://www.pega.com/agile)
Agile Readiness Survey: [https://www.surveymonkey.com/r/ScrumAssessment](https://www.surveymonkey.com/r/ScrumAssessment)

Why do organizations embrace agile? From a 2013 survey of over 3500 software development individuals, the top reasons for adopting agile are:

<table>
<thead>
<tr>
<th>Reason</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage changing priorities</td>
<td>81%</td>
</tr>
<tr>
<td>Accelerate time to market</td>
<td>75%</td>
</tr>
<tr>
<td>Increase productivity</td>
<td>74%</td>
</tr>
<tr>
<td>Enhance software quality</td>
<td>66%</td>
</tr>
<tr>
<td>Better align IT and business</td>
<td>65%</td>
</tr>
<tr>
<td>Project visibility</td>
<td>62%</td>
</tr>
<tr>
<td>Reduce risk</td>
<td>59%</td>
</tr>
<tr>
<td>Simplify development process</td>
<td>53%</td>
</tr>
</tbody>
</table>

Is your organization ready to be Agile? Can your enterprise realize the benefits of Agile? Take our assessment to find out:

[https://www.surveymonkey.com/r/ScrumAssessment](https://www.surveymonkey.com/r/ScrumAssessment)
Introduction to Agile

Too often we repeat what we know and fall back on old approaches for implementing software. However, today’s rapidly changing business environment demands an equally rapid, adaptable approach to software delivery. Software development is undergoing a transformation from a rigid, sequential, process-driven approach to a more adaptive, business value-driven approach called Agile development. For most software practitioners, Agile represents a natural evolution in the development approaches to align with the accelerated business environment.

Agile development is really an umbrella term for several iterative and incremental software development methodologies that lie along a spectrum. It is a lightweight, low ceremony approach to software development. It incorporates a highly structured set of management and engineering best practices for accelerating and improving the delivery process and quality. Some of the key principles of agile include:

- Provide early and continuous delivery of valuable software by breaking large initiatives down into smaller projects and releases and allowing cross-functional teams to break projects down into smaller pieces of functionality
- Plan and deliver software in short, frequent iterations that incorporate all aspects of software development from planning, building, testing and deploying; visibility into project status and progress will be evident by the frequent delivery of working software
- Create high-level estimates of feature complexity rather than estimating the duration – in agile, the duration is fixed by the length of an iteration and larger time-boxes of iterations are established on a feature-driven basis (i.e., completion date is driven by completion of the needed features) or a time-driven basis (i.e., the team determines how many features can be completed by a fixed deadline)
- Prioritize high-value, low complexity items for quick wins through continuous planning that can evolve over time – all while minimizing the amount of low value work done (an industry statistic reveals 60% of software features are rarely or never used)
- Build self-organized, cross-functional teams of people with all stakeholders (executives, business owners, developers and testers) involved throughout the delivery cycle to ensure alignment
- Ensure communication, preferably face to face, and regular reflection and tuning to empower teams that are continuously learning and increasing effectiveness

As Agile adoption grows across industries, it is becoming the standard software development process for high performing teams. Organizations should no longer ask if they should adopt Agile, rather when and how. Waiting until later to adopt Agile may be too late – when you’re sacrificing opportunity and business value now.

Assessing your Readiness

Some organizations claim to be already using Agile Development, while others are still considering a transition. To find out how Agile ready you are, take the self-assessment at the following URL: https://www.surveymonkey.com/r/ScrumAssessment.

The questionnaire has no right or wrong answers; it is a tool to reflect on your current processes and identify the readiness of your organization to successfully run an Agile project. Answer these questions in the context of your current organizational structure, teams and processes. Use the results to reflect on your current circumstances, compare with your peer group and establish priorities for areas of potential growth.

Roadmap for Success

No matter where you land on the methodology spectrum, one of the most frequent challenges in transitioning to Agile is changing the organization’s culture and convincing others that adopting Agile is the way to go. The transition to full adoption of Agile will vary by organization. Agile champions need to have a strong desire to accelerate the delivery of business value within their organizations and to improve the approach. Several strategies can socialize ideas and accelerate the success.

1. Ensure both management and project teams are committed and engaged throughout delivery – this may mean picking the right team for the first project(s). If agile expertise exists internally, leverage it as much as possible; otherwise, consider hiring experienced agile personnel, respected consultants or coaches. All stakeholders need to be educated on the value of agile development and understand what’s in it for them and how they can support the transition and teams.
2. Agile teams must have consistent, full-time members and work collaboratively to achieve success – working towards a common goal and shared vision, there should not be any us-versus-them thinking. During the initial formation of the team, champions and agile experts should be committed to the team, demonstrating the benefits and coaching on the best practices of agile.