

We invite you to hike Mount Scrum!

Here is why Scrum coaches and organizational developers should go hiking

The first step is always the hardest, as a popular saying goes. We disagree. We might even say the opposite is true. Let us explain why.

In the world of agility, it usually falls on the IT teams to first implement Scrum in a company. So far, so simple - they are most likely familiar with the framework. The matter gets more complicated once Scrum is rolled out in the entire organization. After all, who wouldn't want to be agile and work with state of the art methods?

Only now we do reach the difficult step in the organizational transformation. Functioning frameworks are to be found aplenty on the market, but they are rarely used to their full potential. Due to missing purpose, growing reservations and unrealistic expectations, the more likely scenario is a half-baked agile transformation that never makes it past the IT bouncer.

How to move the transformation forward?

Inspiration struck us on a hiking trip. It occurred to us that hiking up a mountain is the perfect metaphor for the agile transformation of an organization and the collaboration between Scrum teams.

To make it to the top, purpose, mindset and communication are key. For this, the hikers have to communicate clearly and make reasonable, actionable decisions. And on top of that, hiking is a matter of spirit and heart: the harder the hike, the more a team as whole has to be determined to reach the top. Simple processes and decisions like who packs what, who is the dedicated navigator or how to react to unforeseen situations, are irrefutable on a hiking trip. You also would not call off the entire hike just because the first incline is a bit steep. Well, some would. But do you want to be associated with those people?

How come these decisions and actions are much more difficult to take where non-IT teams in the business world are concerned?

Scaling Scrum within an organization is as easy as climbing a mountain, if you adhere to the same principles. We will showcase how to do just that, using two of our consulting case studies; one from the financial sector, the other from an energy company. Using the hiking metaphor, we will portray how organizational transformation needs to be prepared, how the teams can be motivated and an agile mindset developed. Most importantly, we will provide solutions for making it past the first bumps in the road.

To reach the top of the mountain, you will not only need to have the manpower of your teams, but also their motivation and spirit. We can show you how to achieve both.

And as a bonus, you will get to see pictures of beautiful mountain ranges reminiscent of Lord of the Rings - will you be able to guess where they were taken?