

Agile Self-Assessment Worksheet (ASAW) - 1

Organizational Credo, Values, Strategy and System-Optimizing Goals

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Guideline: List some most commonly heard messages, slogans and motivational statements, syndicated throughout your organization by senior management.

...and then decide if state/status of each of the below domains further supports the above....

Organizational Structure/Design

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Tip: Is your organization flat/simple or multi-tiered/complex? How much emphasis does your organization put on centralized, top-down control, subordination and compliance?
<http://www.keystepstosuccess.com/articles-organizational-design/>

Organizational Culture

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Tip: What types of relationships and behaviors prevail among employees in your organization?
<http://www.keystepstosuccess.com/articles-corporate-psychology/>

Budgeting & Finance

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Tip: Does your organization do budget planning, based on adaptive business cycles or fixed cycles (fiscal year-end)?
<http://www.keystepstosuccess.com/2016/08/implementing-beyond-budgeting/>

HR Policies

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Tip: What does your organization value more: individual performance or team performance? Are individual performance appraisals still in effect?
<http://www.keystepstosuccess.com/gap-between-science-and-business/>

Sales & Marketing

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Tip: Does your organization create sales plans and conduct marketing campaigns? Is internal competition encouraged?
http://www.keystepstosuccess.com/wp-content/uploads/2019/03/sway_2019_framework.pdf

Globalization/Site Strategies

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Tip: How much emphasis does your organization put on cheap human resources? What factors define your site strategy?
<http://www.keystepstosuccess.com/2019/01/survival-list-to-vendor-selection-on-agile-projects/>

KPIs & Metrics

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Tip: How much emphasis does your organization put on metrics and KPIs? How many organizational layers do metrics have to pass, on their way from a source (e.g. teams) to destination (e.g. senior leadership)?
<http://www.keystepstosuccess.com/2017/10/addressing-problems-caused-by-amms/>

Relationships with Vendors/Partners

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Tip: Does your organization do proper vetting and assessment of vendors/third parties, before engaging with them on agile initiatives?
http://www.keystepstosuccess.com/wp-content/uploads/2019/04/Survival_Sheet_Vendor_Selection_Agile_Projects.pdf

Agile Guidance & Leadership

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Tip: Do you have coaches, trainers and guide-level experts available, to assist you in your journey? <https://www.infoq.com/articles/agile-coaching-lessons> | <http://www.keystepstosuccess.com/2017/07/you-get-what-you-ask-for-agile-coaches-centaurs/>

Once you thoroughly study and fully understand the below fundamentals, please assess various domains of your Organizational Ecosystem in the above blocks...

4 Agile Manifesto Postulates & 12 Supporting Principles

<https://agilemanifesto.org>

System Thinking

https://en.wikipedia.org/wiki/Systems_theory

Lean Thinking

https://en.wikipedia.org/wiki/Lean_thinking

Design Thinking

https://en.wikipedia.org/wiki/Design_thinking

Direction of Self-Assessment

Agile Self-Assessment Worksheet (ASAW) - 2

Additional Notes:

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