

KSTS Consulting: General Scope of Services

Below is the list of supporting services, available on-demand, through KSTS Consulting.

•**Organizational Design (OD) Workshop For Executive Management**– this is private a session, in which participants will collectively address multiple organizational design problems, including teams- and department structure, HR norms and policies (career path/promotion/compensation), site strategies, budgeting and finance, as well as an overall business agility (adaptiveness).

- On-site and virtual
- Cost: negotiable (hourly or daily rate, or flat rate)

•**Initial and recurrent organizational assessment**: – the focus is on communication and reporting structure, HR norms and policies (e.g. career path, incentives, promotions), budgeting approaches, site strategies and more. This is crucial element of any transformation effort, as it helps an organization to reflect on its initial state and ongoing progress.

- On-site and virtual
- Cost: negotiable (hourly or daily rate, or flat rate)

•**Executive and enterprise coaching. Individual, single team and multi-team coaching** – this represents a few different coaching focus areas and varies in scope and depth of coaching content delivered, based on the audience.

- On-site and virtual
- Cost: negotiable (hourly or daily rate)

•**Internal support, tailored to raise internal talent: scrum masters and coaches (highest industry standards)**– the main purpose of this type of offering is to cultivate and support internal talent, in order to ensure long-term capabilities and autonomy.

- On-site and virtual
- Cost: negotiable (hourly or daily rate)

•**Ala carte list of trainings: Agile, Kanban, Scrum, Large Scale Scrum, Lean and more** – this is very wide array of various topics of interest, covered in structured training

- On-site and virtual
- Cost: negotiable (hourly or daily rate)

•**“SAFe Recovery” Program** – gradual steps to address adverse effects of long-term SAFe implementation, while avoiding “big-bang”, large-scale radical changes and disruptions to BAU

•**Large Scale Scrum Training** – this is a deep dive in organizational design and system dynamics, through system thinking and modelling. LeSS teaching can come in the form of *certified* and *not certified* courses, and they are geared towards product developers, business users and executive managers. Typically, HR and budgeting people also need to attend.

- On-site and virtual
- Cost: negotiable (cost per student of flat rate)

•**Product Discovery & Business Agility Workshop** – this offering is most effective, when delivered after LeSS training. It covers customer centricity, product definition and discovery, story mapping, customer journeys and much more.

- On-site and virtual
- Cost: negotiable (flat rate)

•**Lunch and Learn sessions: general and tailored topics** – this is a great opportunity to take advantage of light-weight, informal knowledge sharing discussions, ran as community events and delivered by an expert, experienced public speaker and facilitator

- On-site and virtual
- Cost: complimentary

•**Short introductory and general consulting session** – this is a friendly meet & greet session with an expert professional, and it usually involves decision makers and people that have organizational design-changing authority and control of budget

- On-site and virtual
- Cost: complimentary