

Strategy Deployment for Lean and Agile Transformations

<https://scrumexpansion.org/strategy-as-an-empirical-capability>

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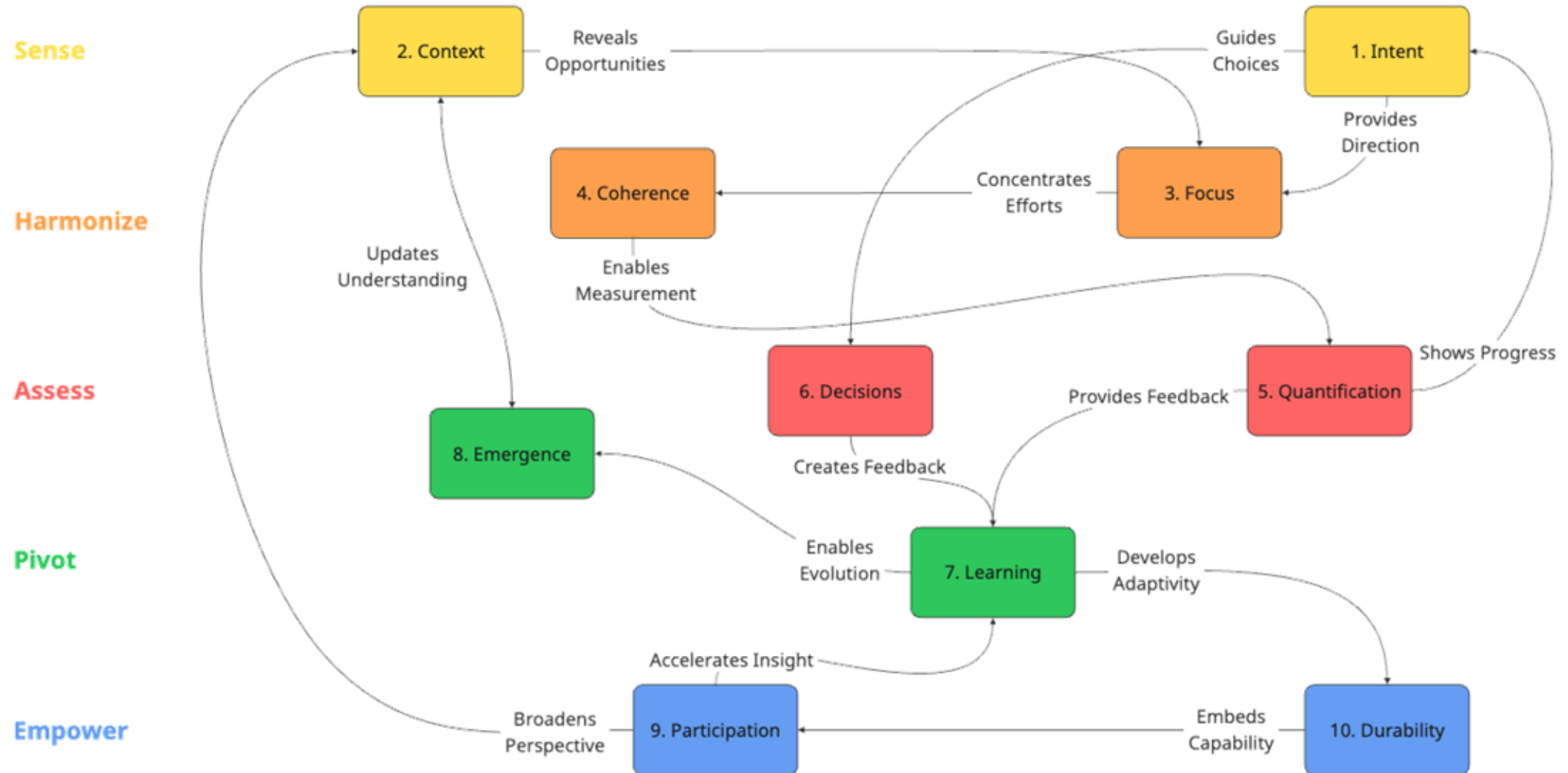
Strategy

Stand up if:

- You work in an organisation that has a written strategy?
- You know what that strategy is?
- You can explain that strategy in one sentence?
- You helped create it?

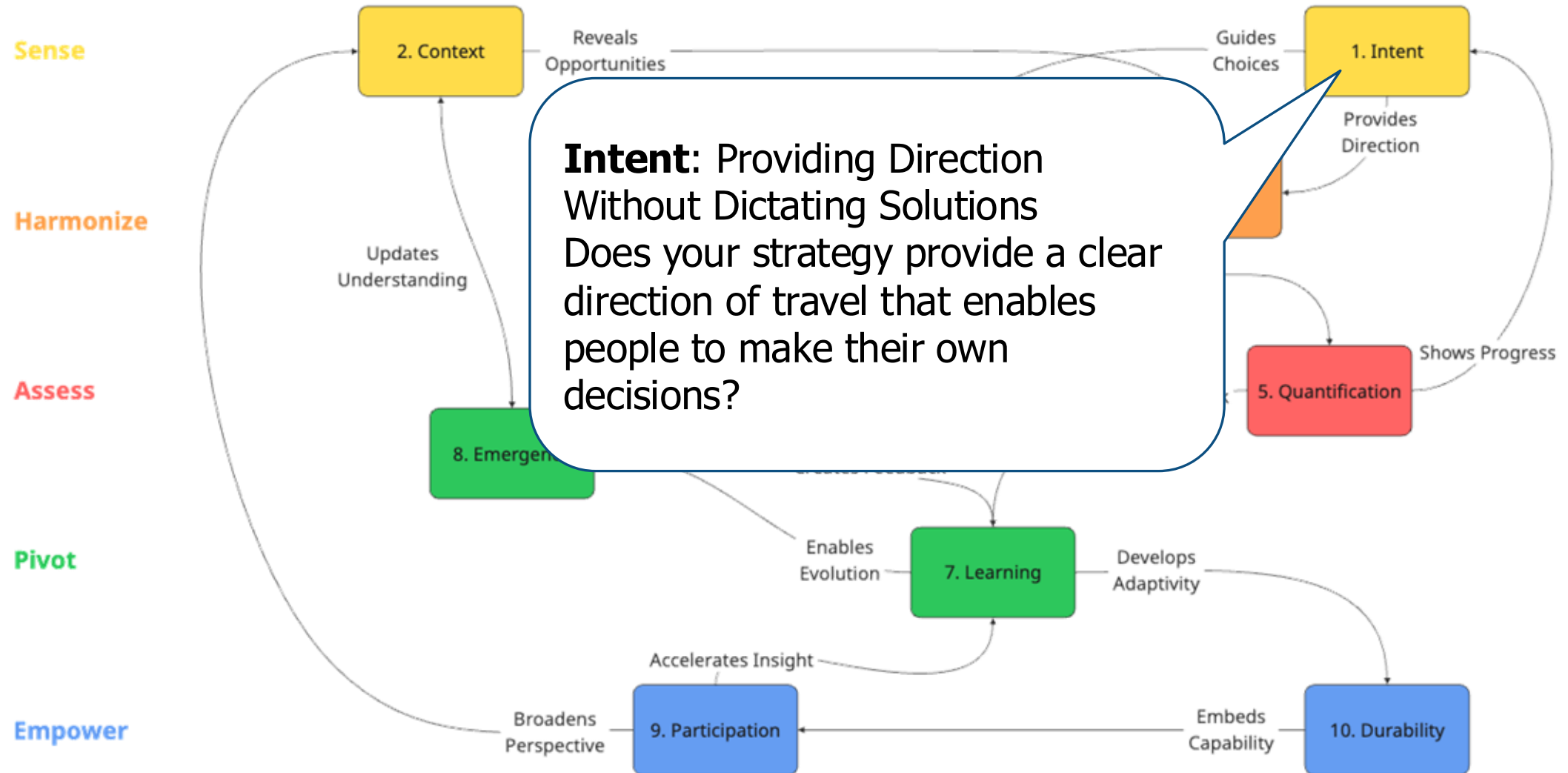
Where you work, your strategy is like what?

Ten Continuous Strategy Qualities



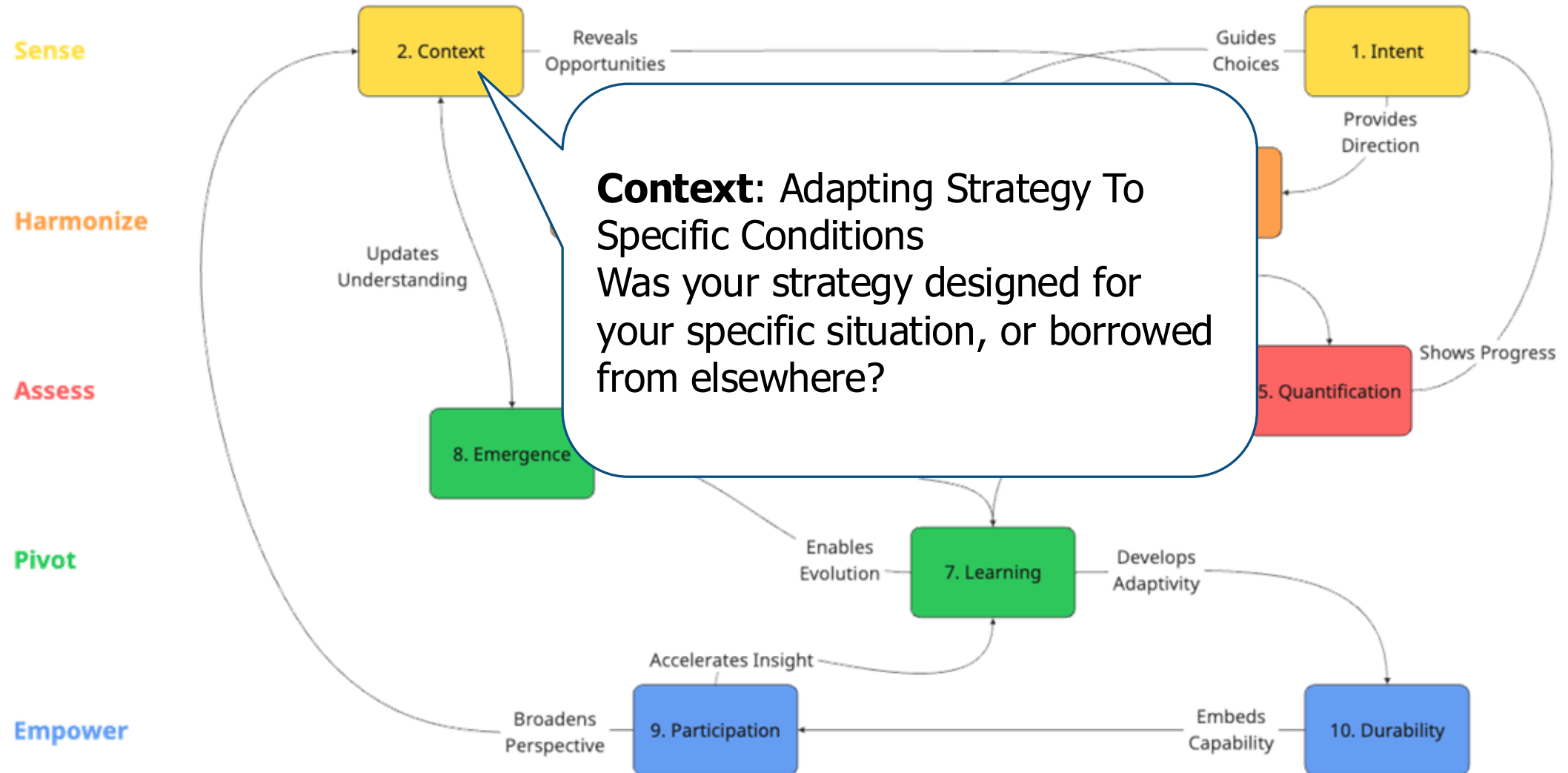
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Ten Continuous Strategy Qualities



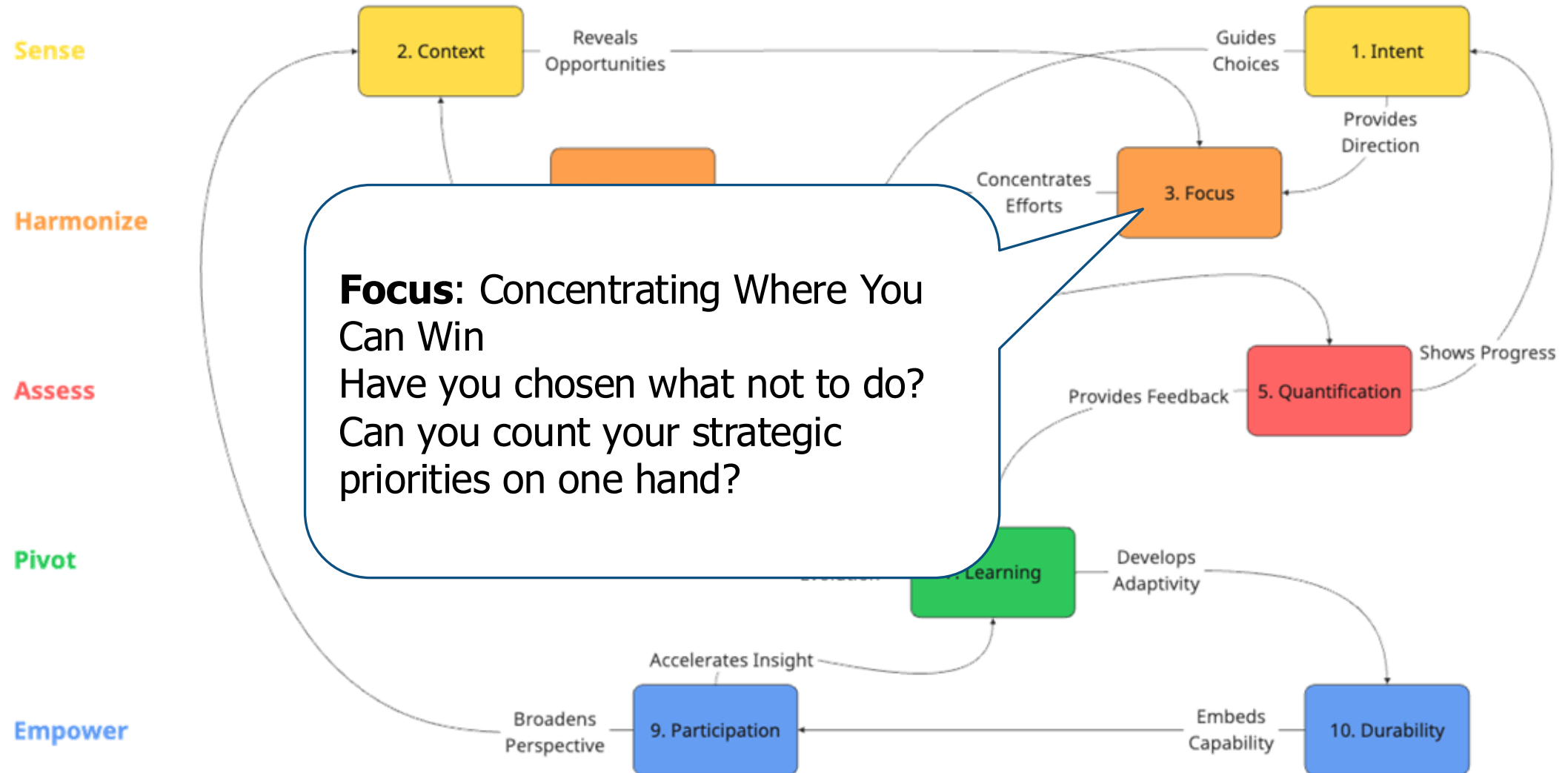
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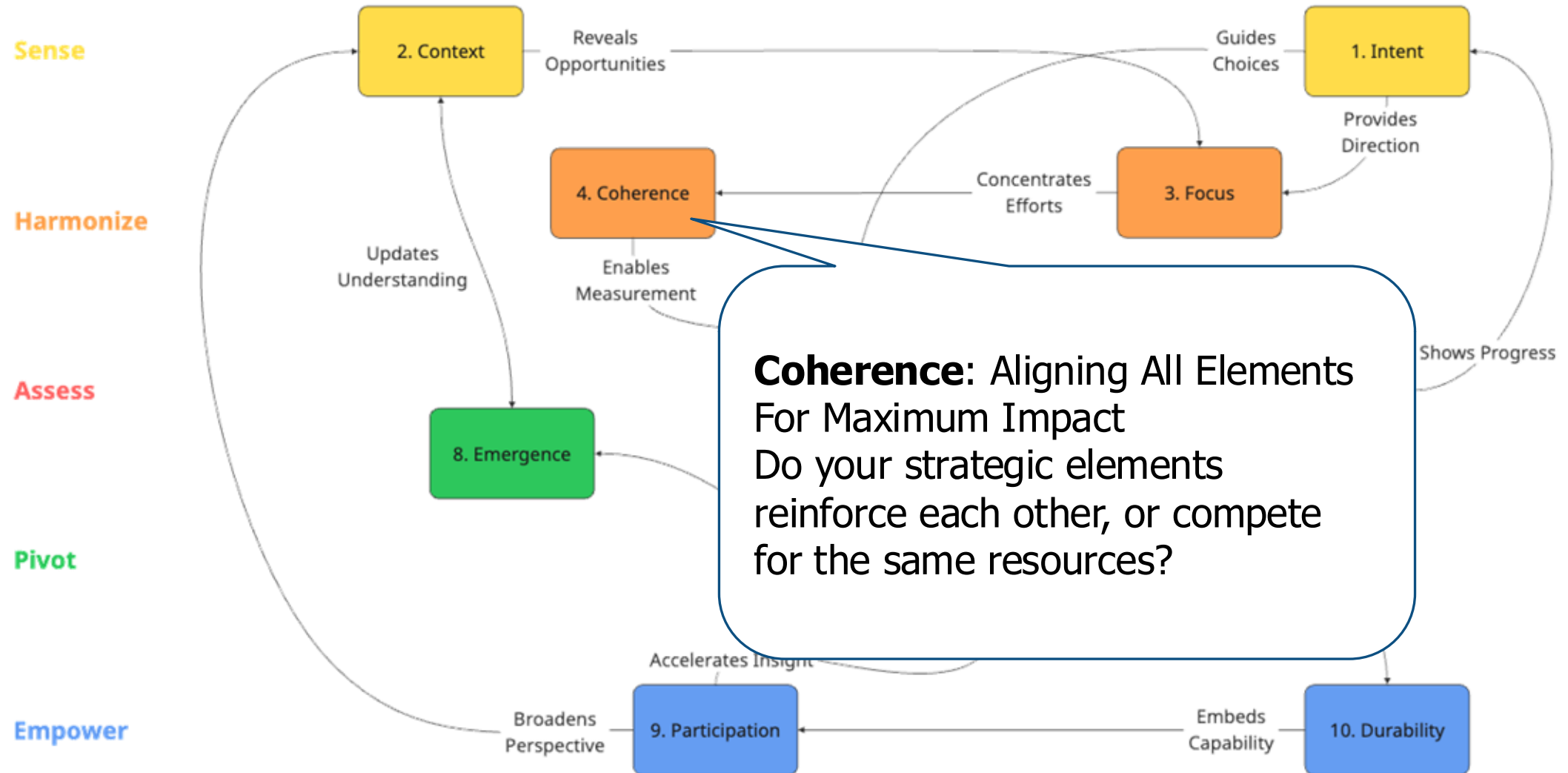
Neighbour Chat

Which of these three qualities resonates the most for you?

What is important about it for you?

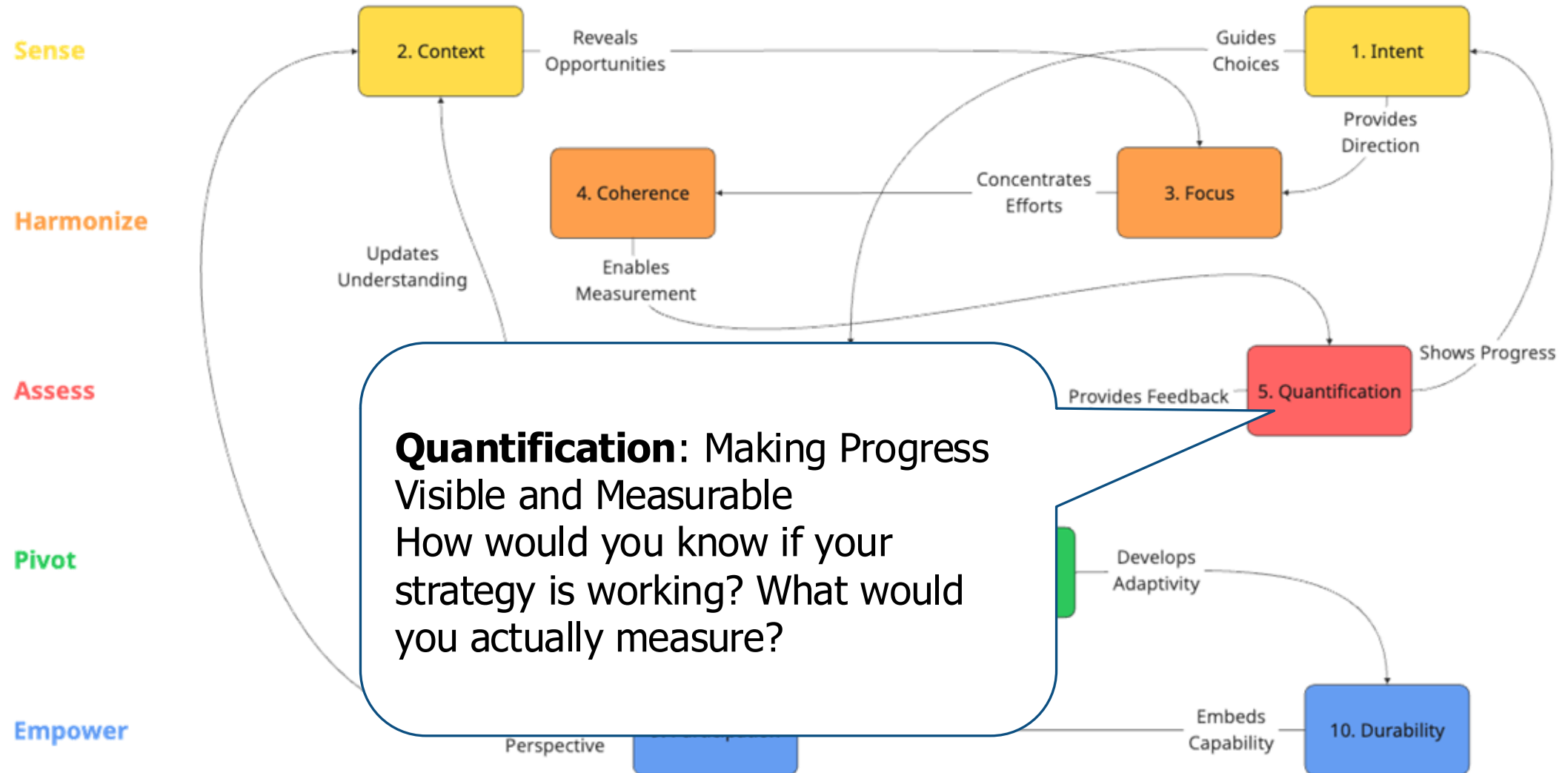
Intent
Context
Focus

Ten Continuous Strategy Qualities



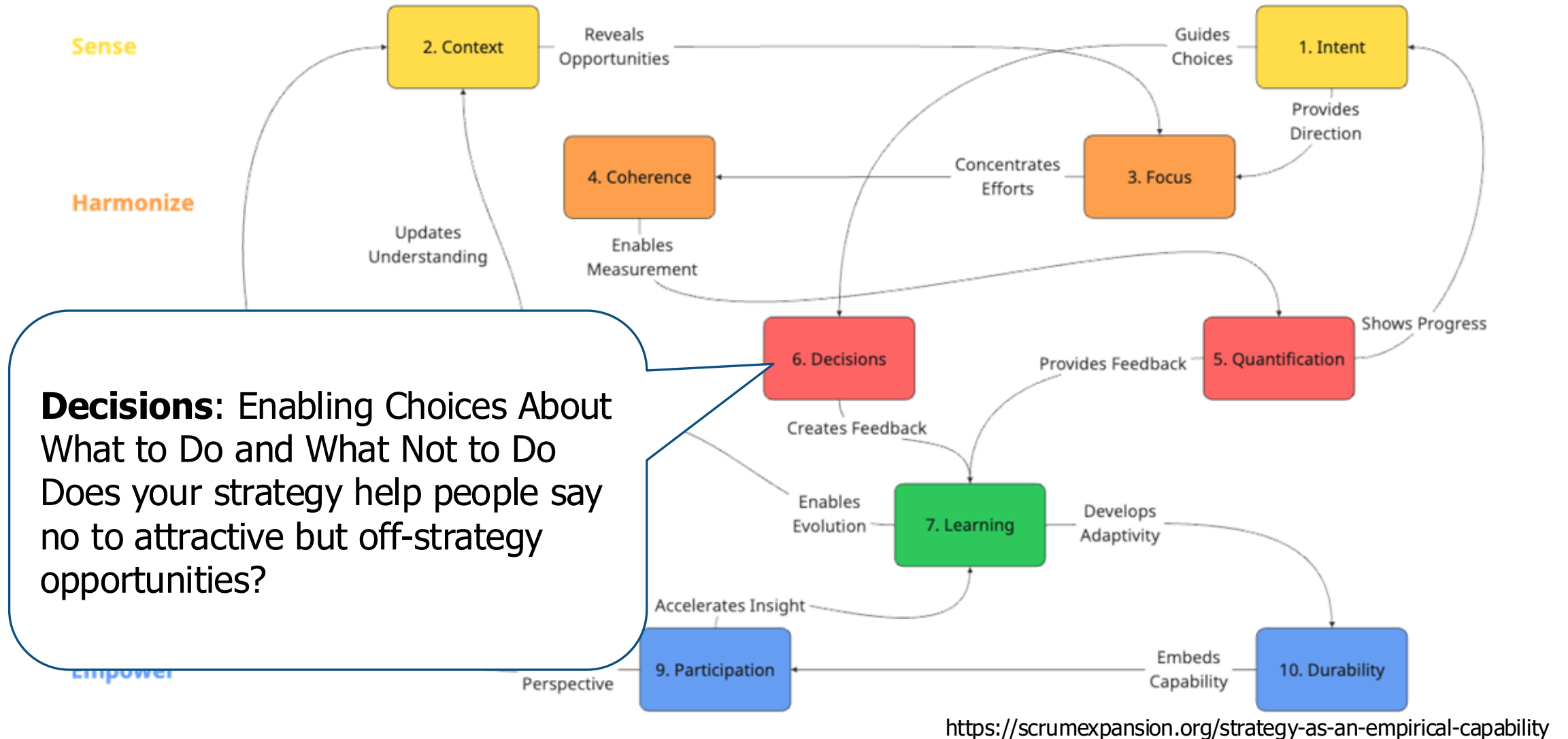
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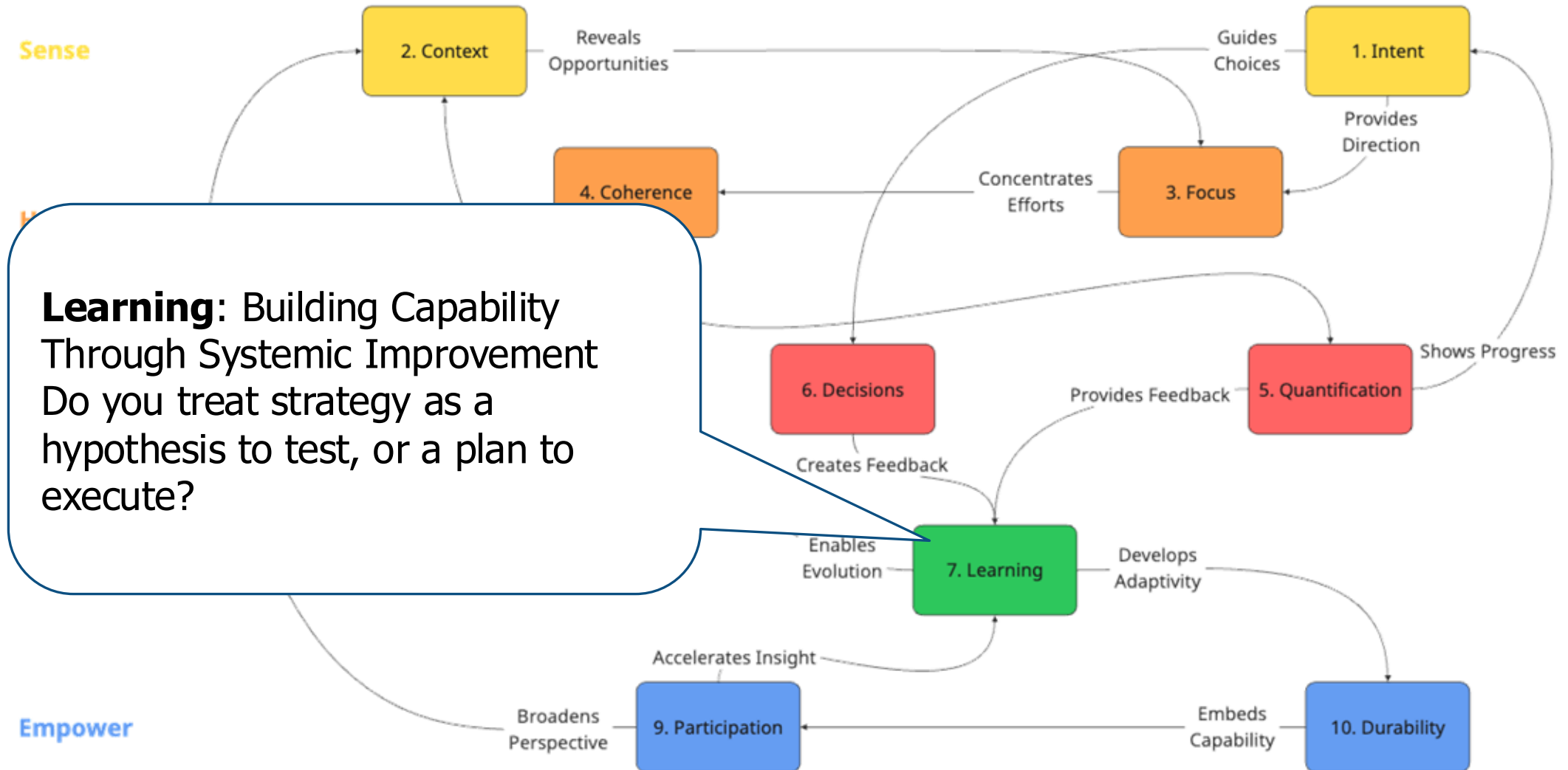
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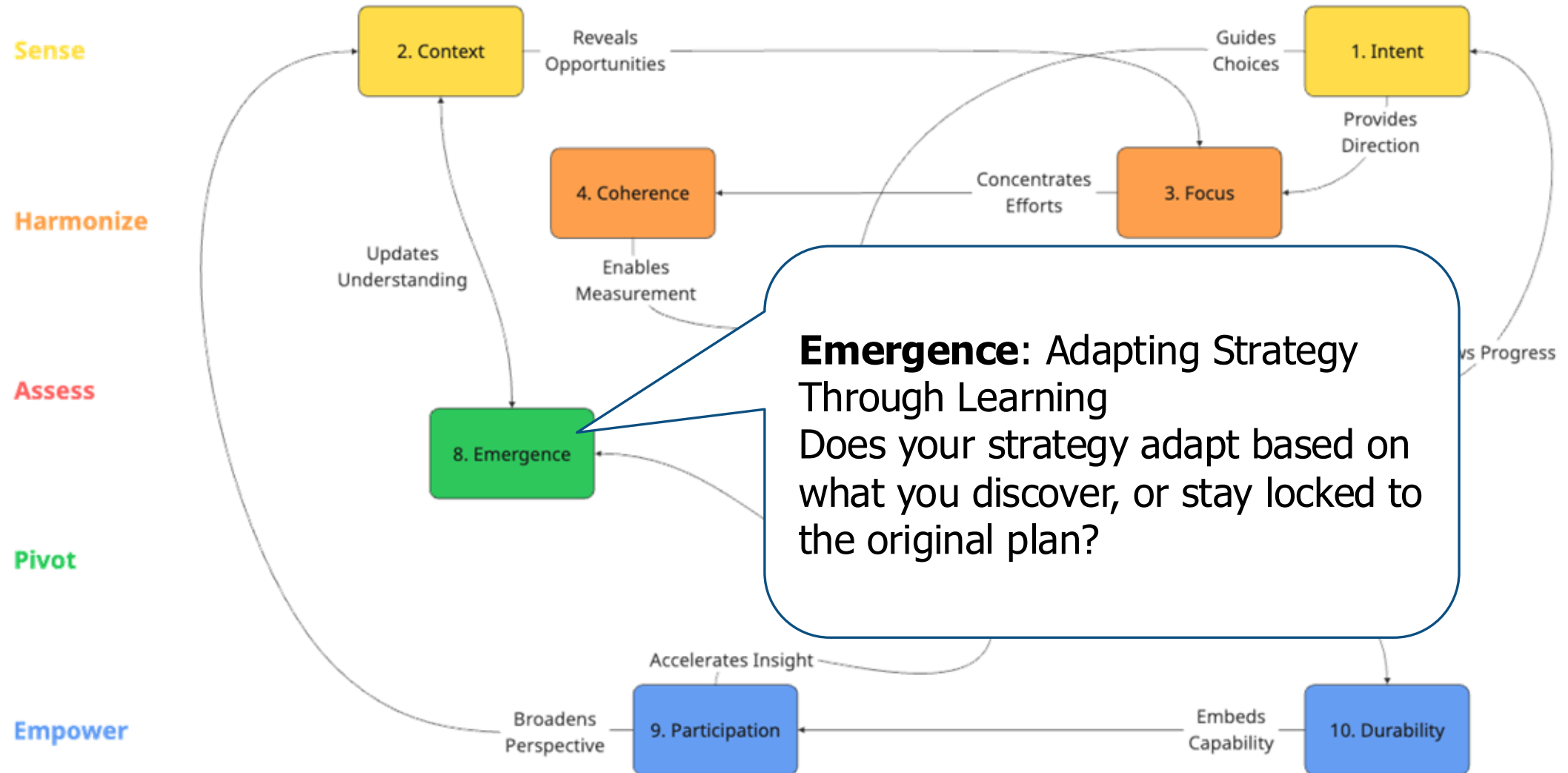
Coherence
Quantification
Decisions

Ten Continuous Strategy Qualities



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Ten Continuous Strategy Qualities



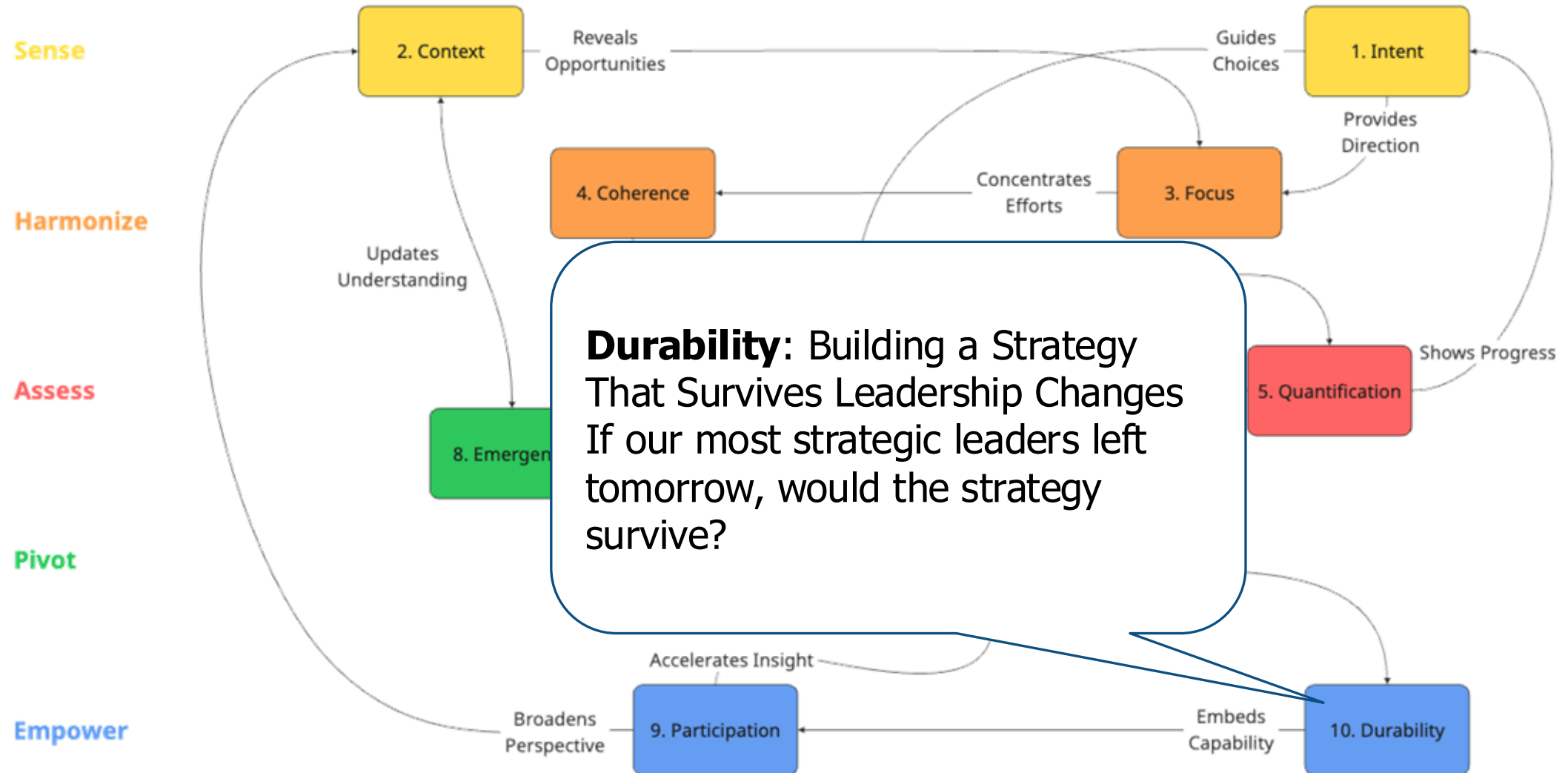
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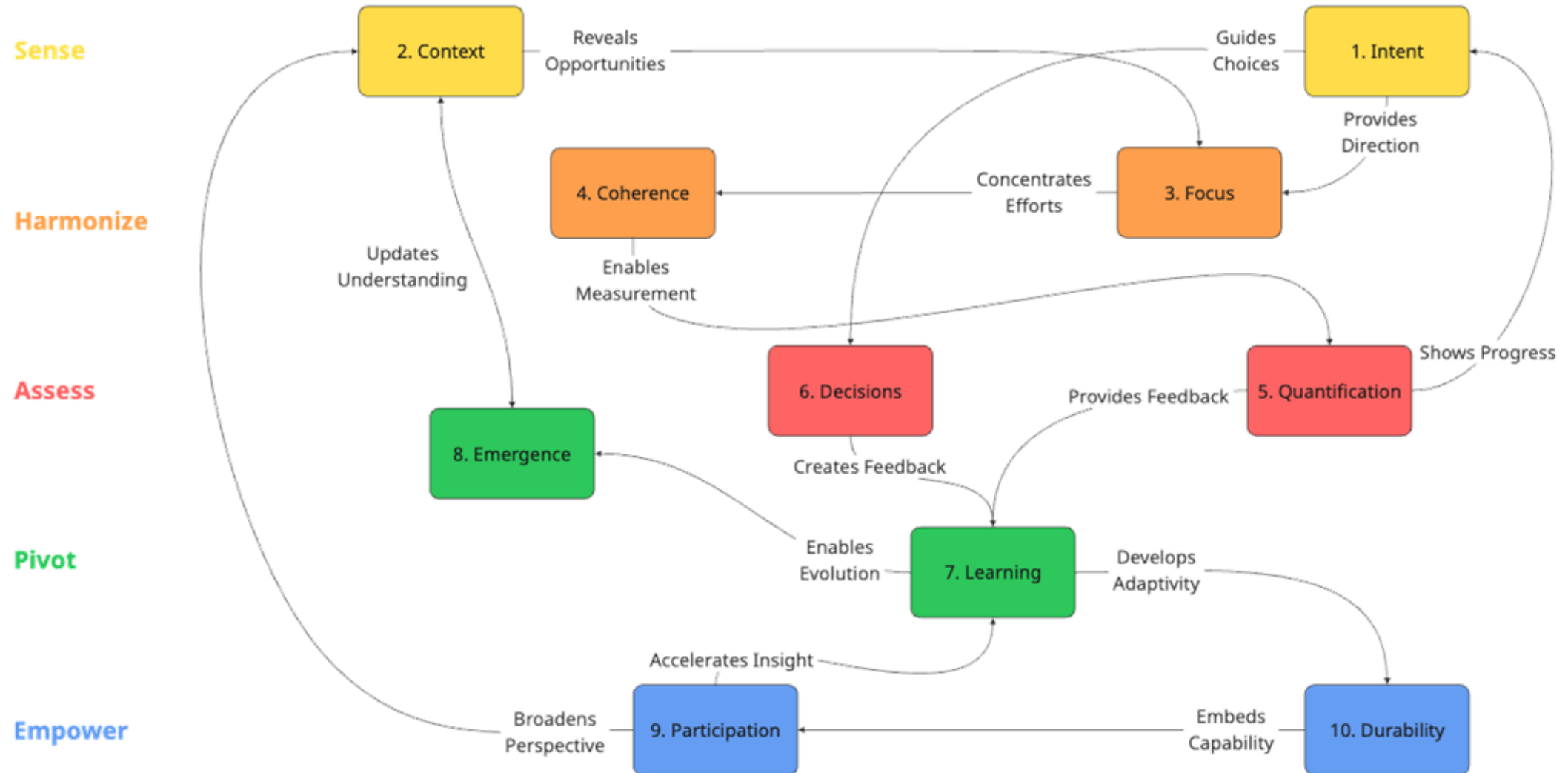
Neighbour Chat

Which of these three qualities resonates the most for you?

What is important about it for you?

Learning
Emergence
Participation
Durability

Ten Continuous Strategy Qualities



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Strengths & Weaknesses

Find someone you don't know:

- Share one quality that's genuinely strong where you work.
 - Explain briefly how your organisation does it well.
- Share one quality that's weak where you work.
 - Explain what you think it costs your organisation.
- Share one quality that was new to you.
 - Explain how it might be useful for your organisation.

Qualities Histogram

- Grab a large sticky note.
- Write the name of the **ONE** quality that matters most to your situation right now
 - The one where improvement would make the biggest difference.
 - Just one.
- Walk up and stick it under that quality's name on the wall.

Deep Dive

- We have prioritised our top qualities to Deep Dive into
- Form small groups for the quality you want to discuss more.
- Read your Deep Dive card together as a group
 - What resonated with your experience?
 - What would be hardest to apply where you work?
 - What other questions does it raise?
- What is the ONE essential insight you would want to share with the rest of the room?

Quality Posters

Create a poster (one flipchart sheet) to explain your Quality to someone not in this workshop.

1. A description.
 - How would you explain it concisely in plain language?
 - What metaphor or image could you use?
2. One sign your organisation needs it.
 - What would you look for or recognise?
 - What symptoms would you see or notice?
3. One thing to try when you get back to work.
 - What small experiments could you try?
 - What quick, first steps could you take?

Gallery Walk

Walk around and review all the posters.

- Which ideas do you like the most?
- Which ideas will you try when you get back to work?
- Which ideas are most insightful?

You have three votes.

- Spread them across posters, or all on one.

References

Scrum Guide Expansion Pack:

<https://scrumexpansion.org/strategy-as-an-empirical-capability>

Blog Posts:

<https://availagility.co.uk/strategy-deployment>

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