HiLogic
Helping You Enable Value

AgileSHIFT®
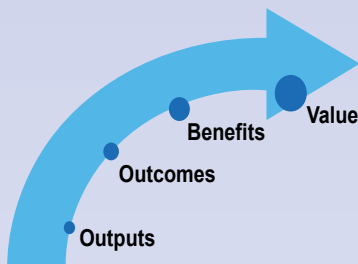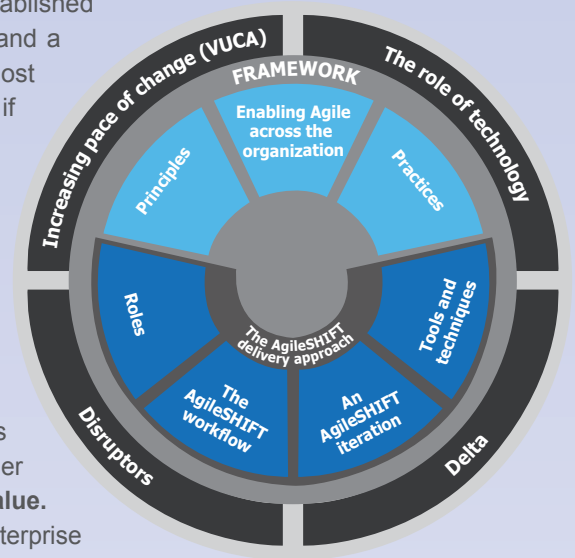Adopt a *'survive, compete and thrive mindset'* enterprise wide

An agile guidance framework for everyone in the organization to prosper in an ever disruptive and competitive marketplace

Today's business environment is one of increasing customer demand and expectations together with disruptive competitors shaking up established players with legacy processes no longer fit for today's environment and a company culture that is unable to support rapid go-to-market. Most organizations recognize that the business landscape is changing and if they want to survive and thrive, they need to change.

Taking a holistic view of an organization, the new **AgileSHIFT lightweight framework** prepares organizations for transformational change by creating a culture of enterprise agility.

AgileSHIFT supports the view that the purpose of an organization is to serve and satisfy its customers and the broader stakeholder community in **the co-creation of value.** The purpose of any change or enterprise wide transformation is to optimize that value.

Value
Benefits
Outcomes
Outputs

Enabling agile ways of working across the organization

The complex aspects of an organization includes its people, activities, processes, tools, suppliers and customers, all interrelating in nuanced and interdependent ways. To introduce an agile way of working in one part of the organization, while potentially proving locally effective, is unlikely to accrue the organizational benefits intended. The whole organization needs to develop agility for the co-created value to be fully optimized.

Develop an environment where everybody adds value

In an AgileSHIFT environment work must be directly linked to the organization's strategic aims and purpose. For this reason, every individual and team in the organization must be focused on delivering the optimum level of value.

Strategic / Transformation Leadership

Middle Management

RTO

Decisions & Authorization

Leads and enables transformation

Navigates the transformation

Improves value through transformation

Value

Value is aggregated and delivered up the organization

Change will happen, so embrace it

The premise of AgileSHIFT is change is both a survival skill and a success skill. Everyone in the organization should share responsibility and feel empowered to help bring about change.

Tailor your approach

An agile approach used by one organization or team may not be the optimum approach for another. Approaches to deliver must be tailored to the organization, to specific teams, and to the scale and nature of the work involved, regardless how others in the market are operating.

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Agile Value Services: Training, Coaching and Consulting

Our **Agile Value Services** are a holistic approach that comprises of the following 3 elements, each designed to support your journey towards agility in an ever changing market place.
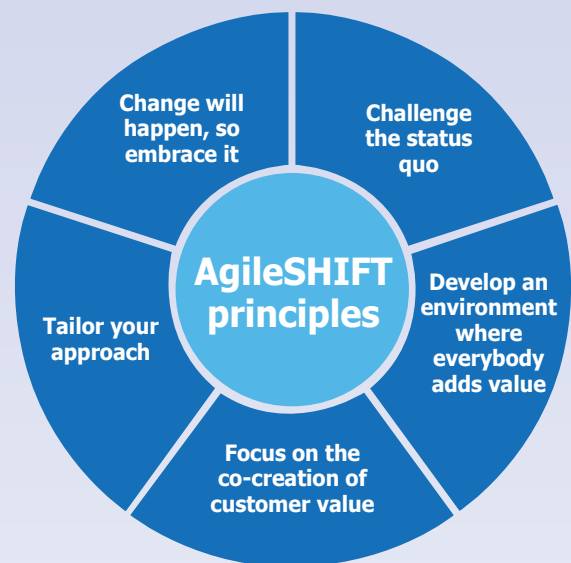
AgileSHIFT Training

Essentials 2 day training in the AgileSHIFT framework. This tailored training prepares everyone for change by providing knowledge and guidance to actively participate in and influence change by embracing agile and lean ways of working.

AgileSHIFT 2 day Program Outline

- Why change is necessary and accepting change
- Working with agile ways in an environment of change and uncertainty
- Context of organizational transformation
- Agile, agile techniques and organizational agility, how it works and how it can succeed
- How the AgileSHIFT framework works to support the whole organization, its principles and practices that provide a simple rulebook to help embrace a culture of enterprise agility and support the agility journey

AgileSHIFT Coaching

- **Team Coaching:** Supporting the application of the agile delivery practices through individual and team coaching, enabling the successful application of agile knowledge and skills to bring about change and optimum value.
- **Leadership Coaching:** Supporting C-level and the middle management layer to prepare the organization for transformation by embracing and empowering change through a culture of agility.

AgileSHIFT principles

- Change will happen, so embrace it
- Challenge the status quo
- Develop an environment where everybody adds value
- Focus on the co-creation of customer value
- Tailor your approach

AgileSHIFT Consulting

Working with the agile sponsor and transformation team to advise and support the journey towards the whole organization developing and embedding its approach to optimal agility and succeed with constant transformation in an ever-changing market place.

Speak to a HiLogic Agile Transformation Consultant to learn how an agile transformation approach can support your organization compete and strive with customer centric and rapid go-to-market solutions.

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