

منتدى دبي العالمي
لإدارة المشاريع
DUBAI INTERNATIONAL
PROJECT MANAGEMENT FORUM



PARALLEL SESSION STREAM AGILE & HYBRID TRANSFORMATION

Towards the Future

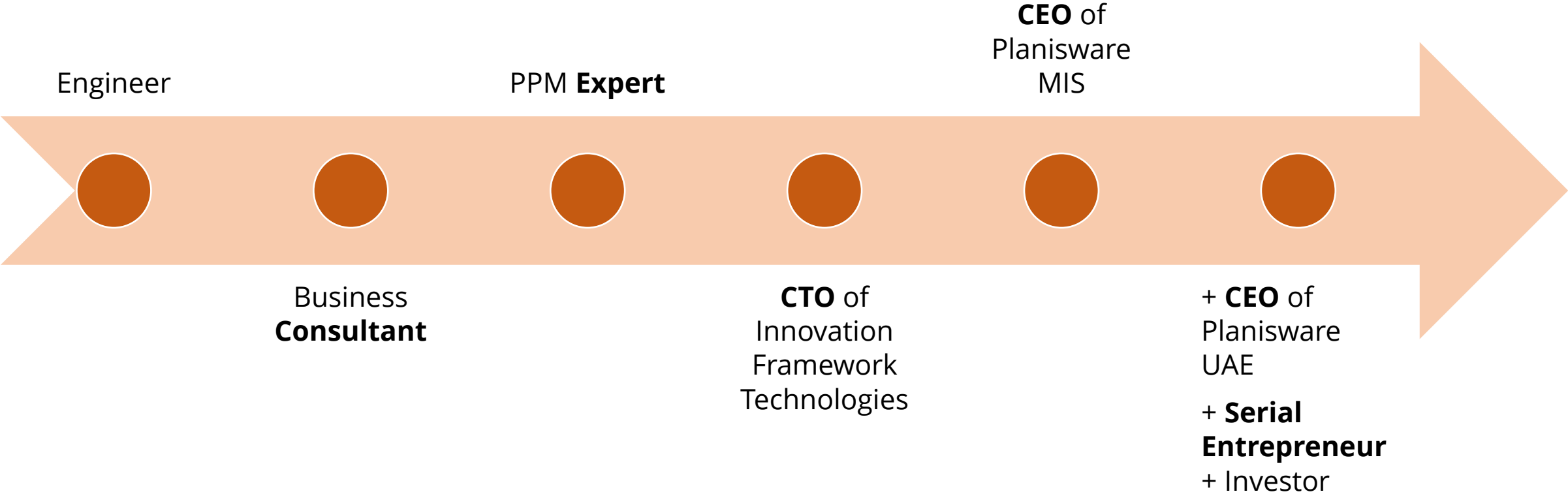
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A man in a plaid shirt and shorts is captured mid-jump in the air, with his arms outstretched. He is positioned between two large, ancient stone structures. The structure on the left is a large, rounded dome with several small circular openings. The structure on the right is a tall, cylindrical tower with horizontal bands and small circular openings. The background is a clear, bright blue sky.

**NAVIGATING THROUGH
AGILE TRANSFORMATION
WITH LEARNINGS FROM
UAE EXPERIENCE**

WHO SPEAKS?

TANGI LE DEUN



FLOW OF TODAY



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TRANSFORMATION

EXPONENTIAL AGE



DISRUPTIVE TIME!

NETWORKS



GENETICS



METAVEVERSE



DATA

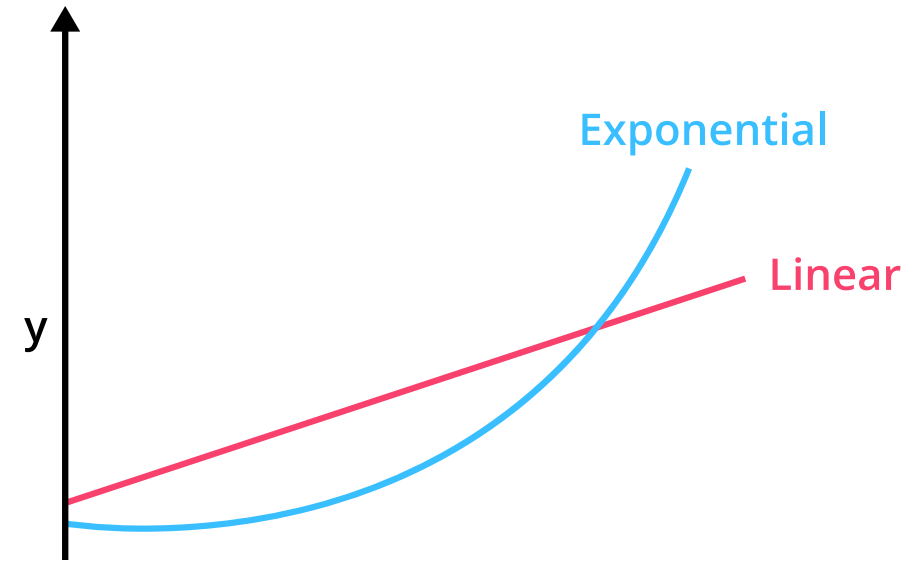


ROBOTICS



NEED FOR ACCELERATED TRANSFORMATION

HOW TO **WIN THE TRANSFORMATION RACE?**



- Technologies change trend
- Organizations adaptation trend

INJECT FLEXIBILITY: AGILE PROJECTS, AGILE TEAM, AGILE COMPANY



DISPELLING MYTHS ABOUT AGILE



ITERATIVE LEARNING FOR HYBRID TRANSFORMATION



STANDARDIZATION VS AUTONOMY



WHO SPEAKS?

STEFAN HABERBERG

Scrum Master
in Projects

Experience
with ADNOC
in UAE

Founded
tostep in
Switzerland
and Germany

Agile
Coaching at a
Platform and
Program
Level

Management
Consultant
Pharmacy

Agile &
Integral
Coach



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Complicated (causal)

Cause and Effect

Predictable

Controllable

Currency: Knowledge

Errors

Added Value of the "Norm"

Efficiency

HOW?

Management



Complex (contingent)

Surprises

NOT Predictable

NOT Controllable

Currency: Ability

Fallacy

Added Value of the "Exception"

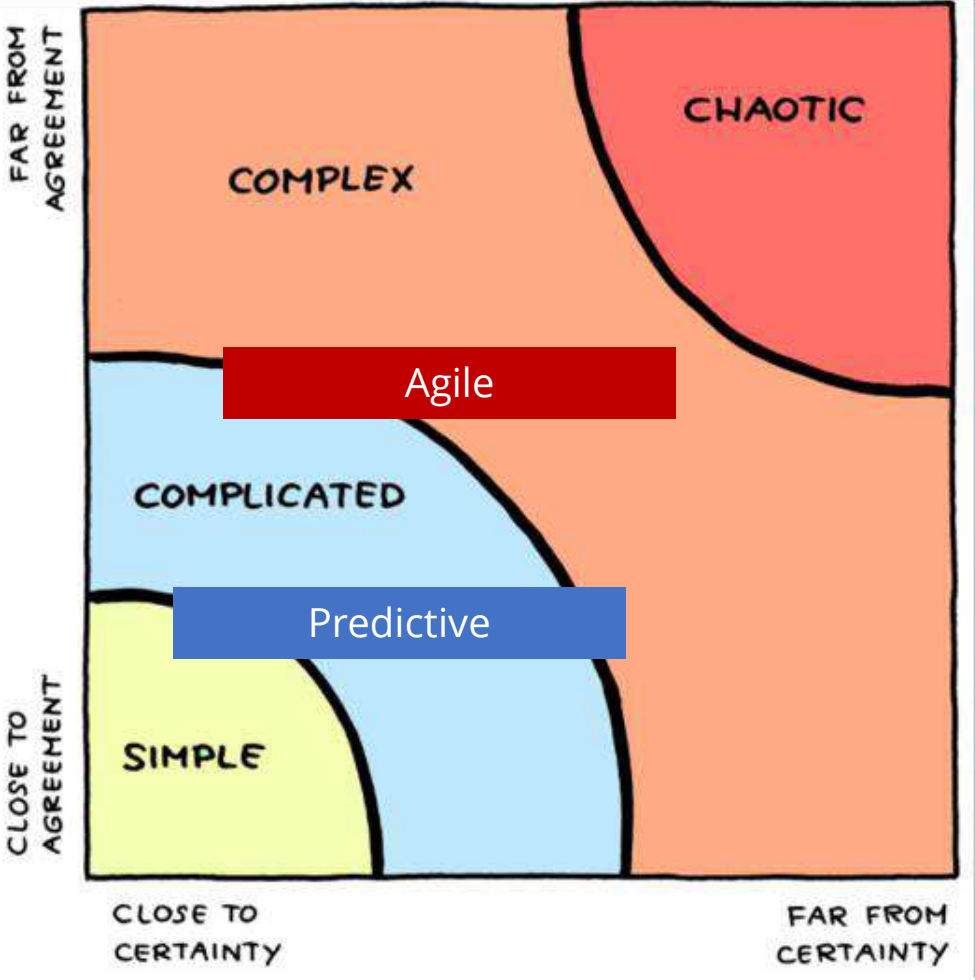
Effectivity

WHO?

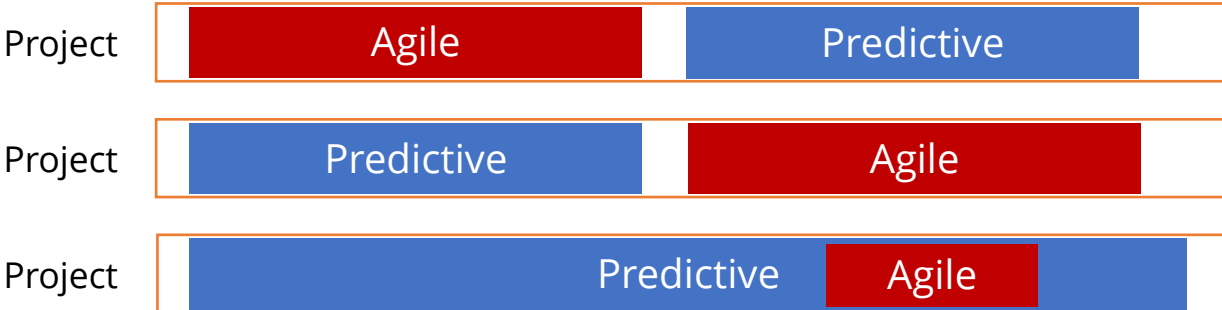
Leadership



STACEY MATRIX



'emergent'



WHAT IS AN AGILE ORGANIZATION?



“An **Agile Organization** is one that is quick in responding to changes in the marketplace or environment (...). A **highly agile organization** reacts successfully to emergence of new competitors, rapid advancements in technology and sudden shifts in overall market conditions”

Source: MBASkool



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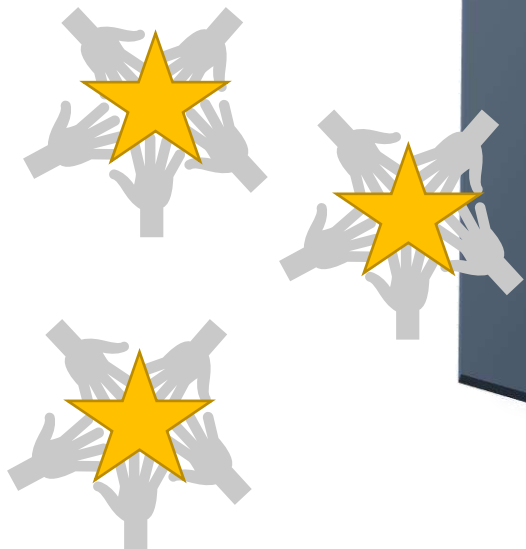
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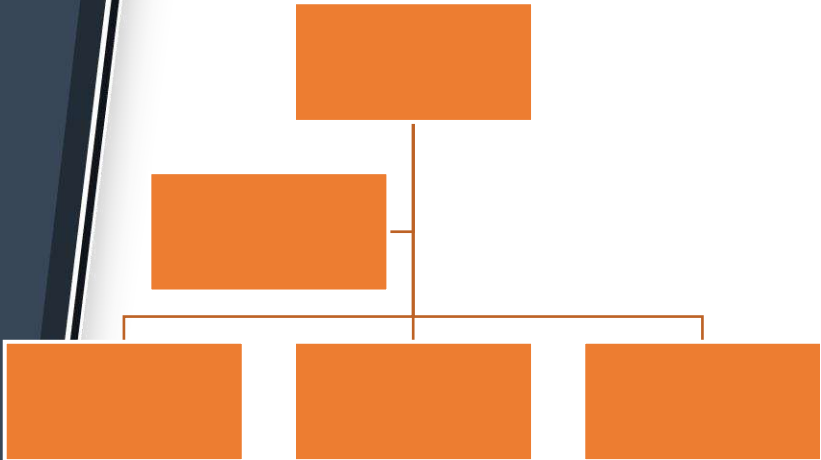
WHAT IS A HYBRID ORGANIZATION

Agile Teams focus on Value Delivery

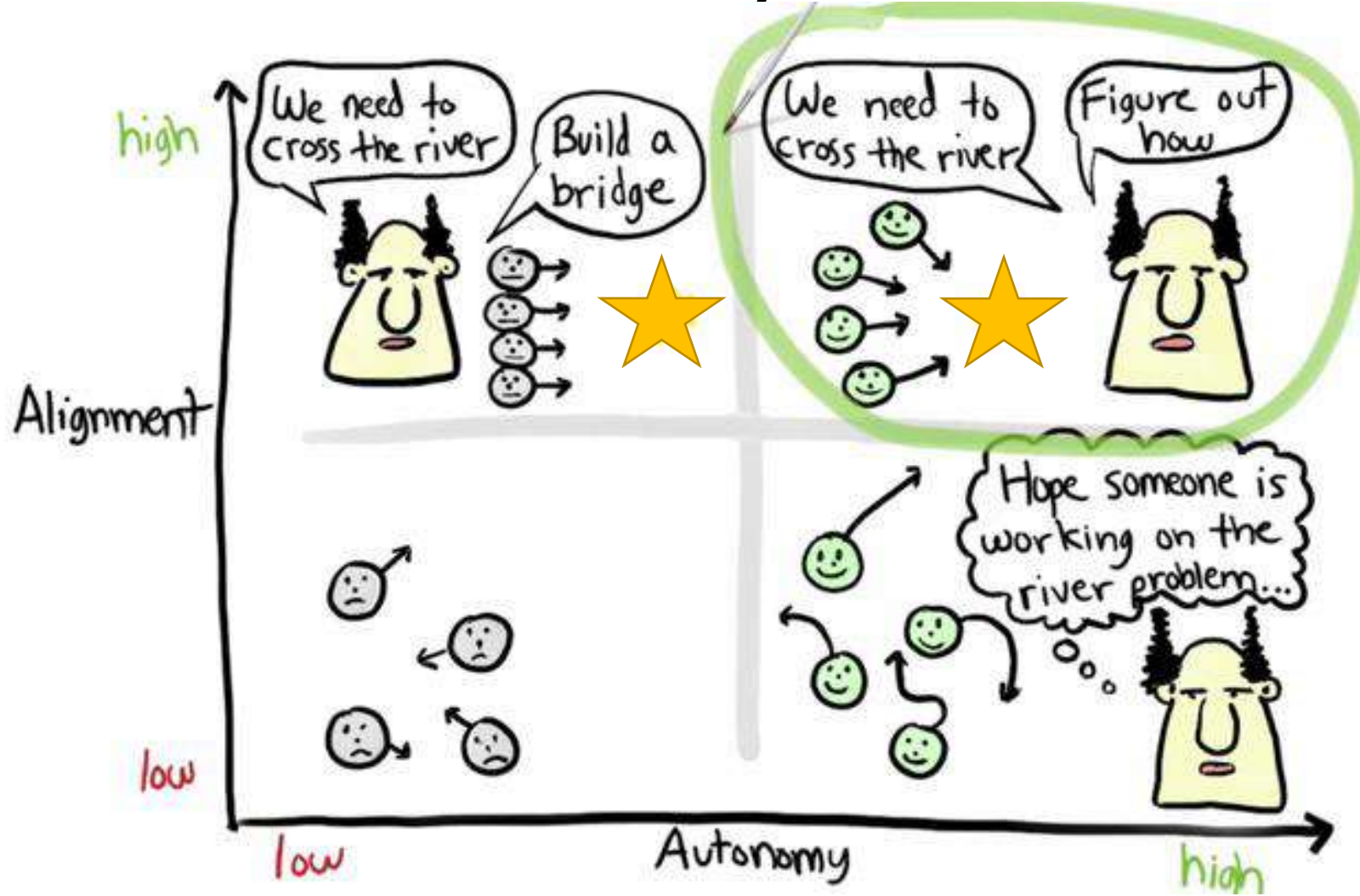


Agile Transformational
Methods, Tools, Techniques, Structures

Classical Organization in a Functional Hierarchy



HIGHLY ALIGNED, LOOSELY COUPLED



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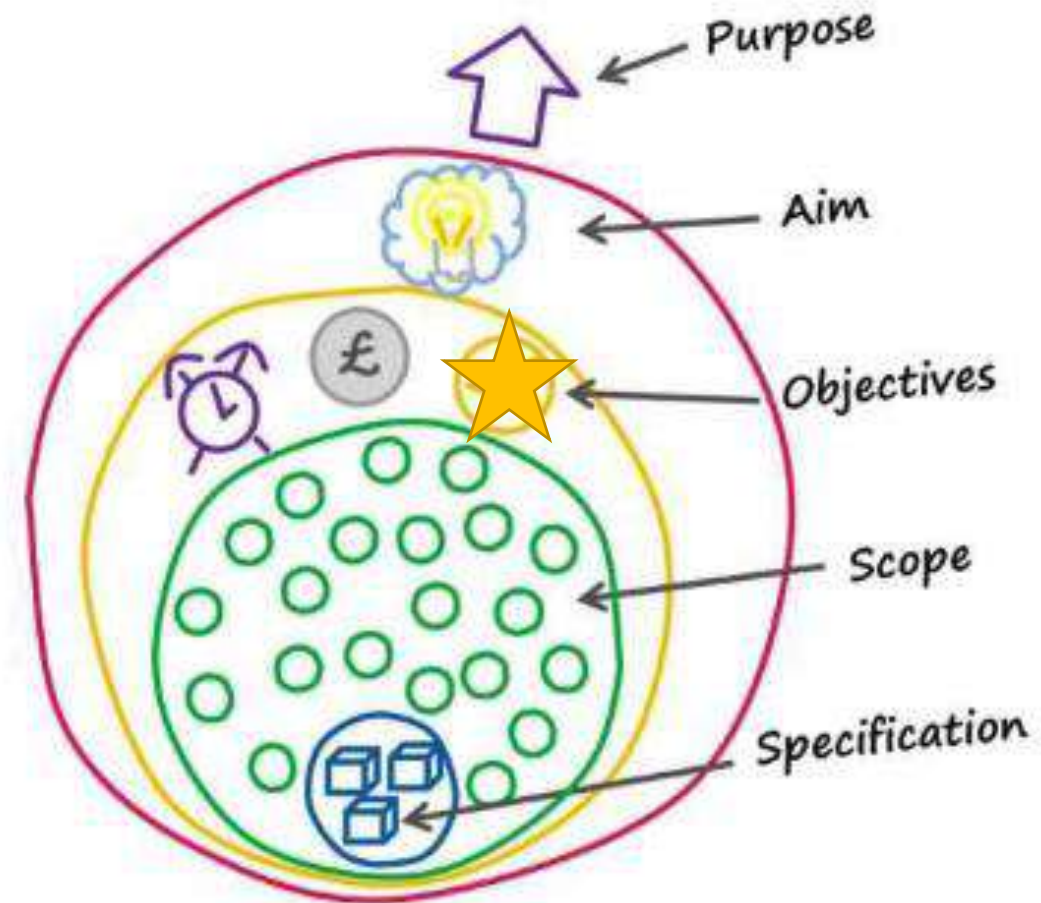
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START WHERE YOU ARE!

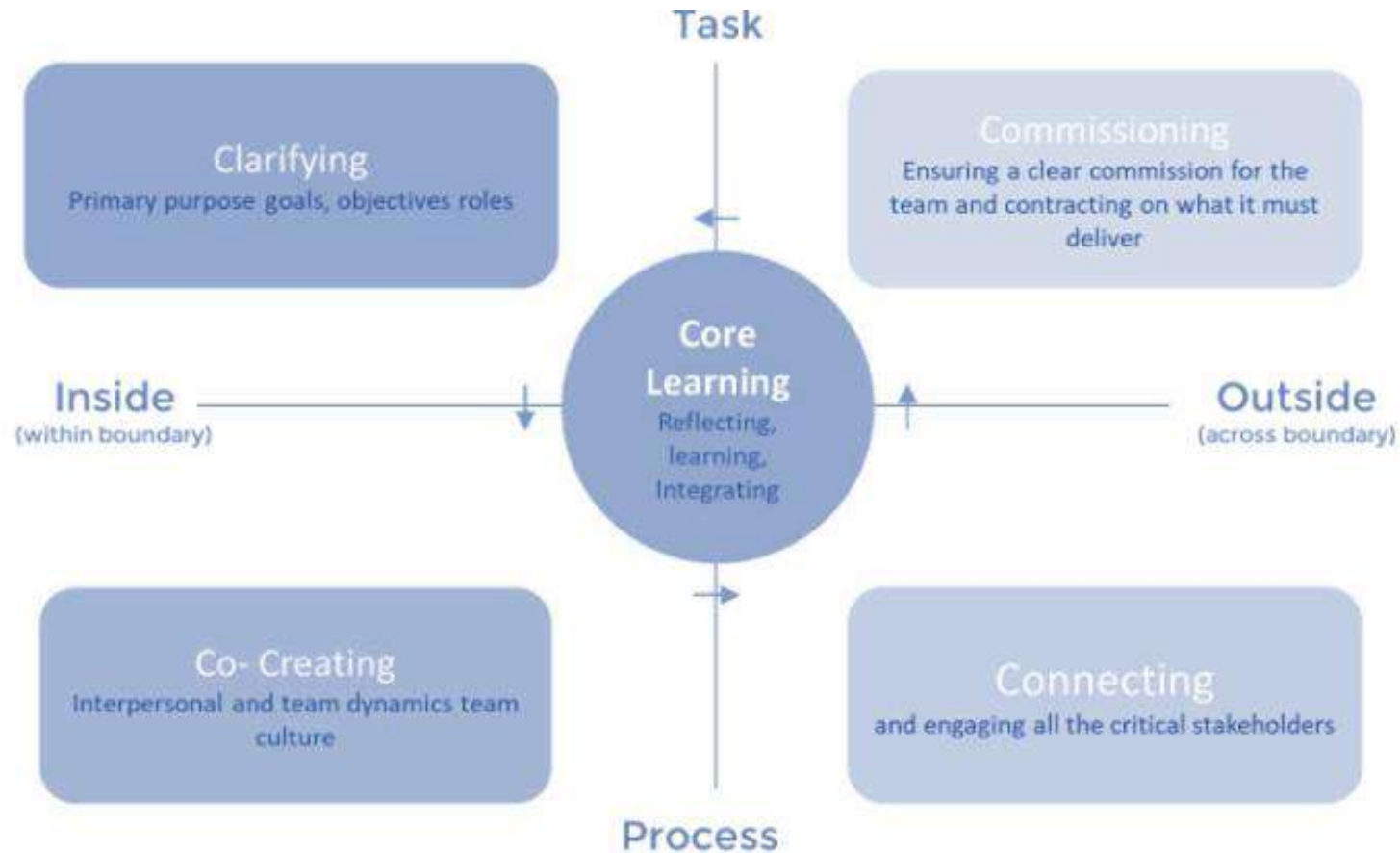
1. Define a **purpose & aim** with the selected team
2. Develop their **Roles** instead of Jobs
3. Agree on a **Constitution** (WoW)
4. Start and see where it takes you



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ITERATIVE LEARNING FOR HYBRID TRANSFORMATION



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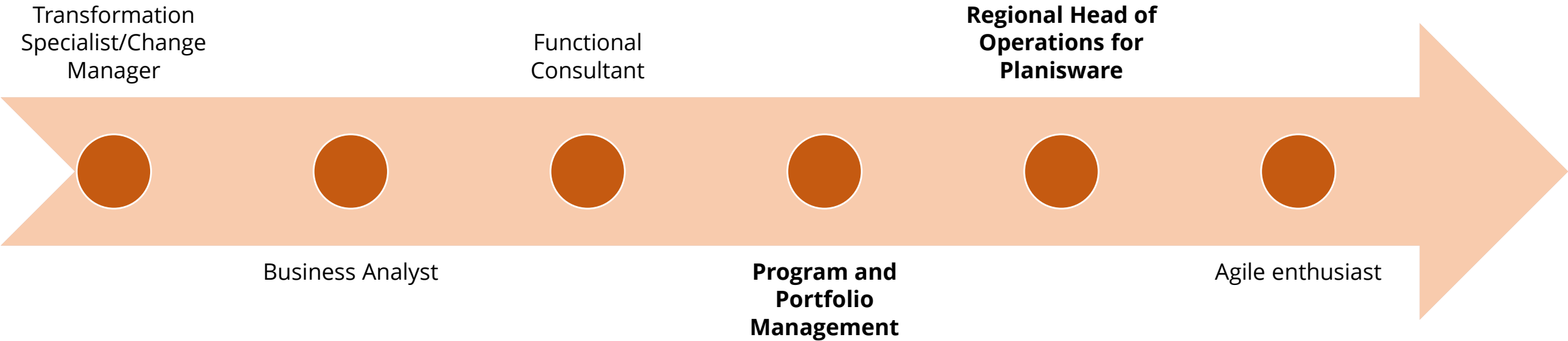




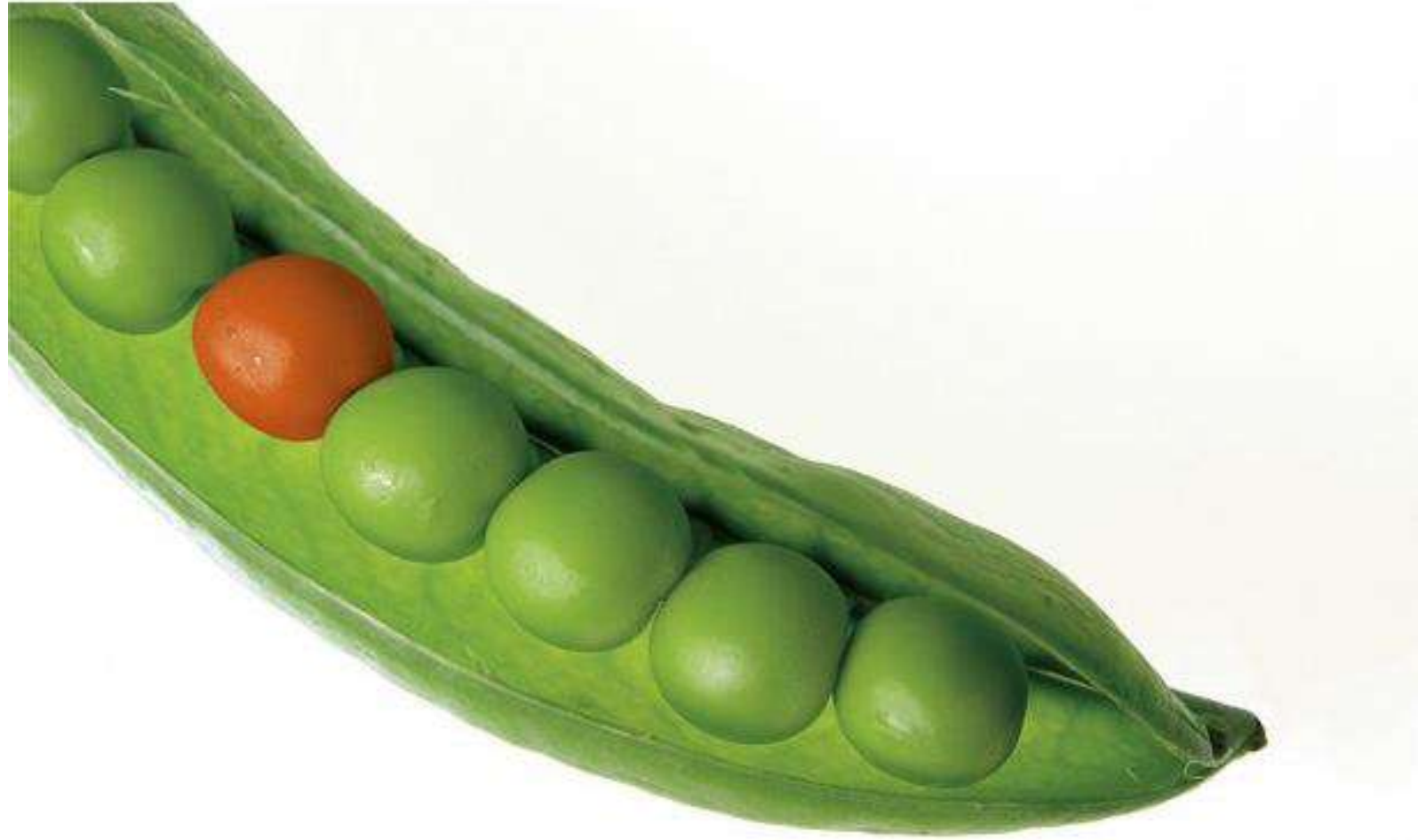
CASE STUDIES

WHO SPEAKS?

RAMEEZ KHAN



AUTONOMY VS STANDARDIZATION



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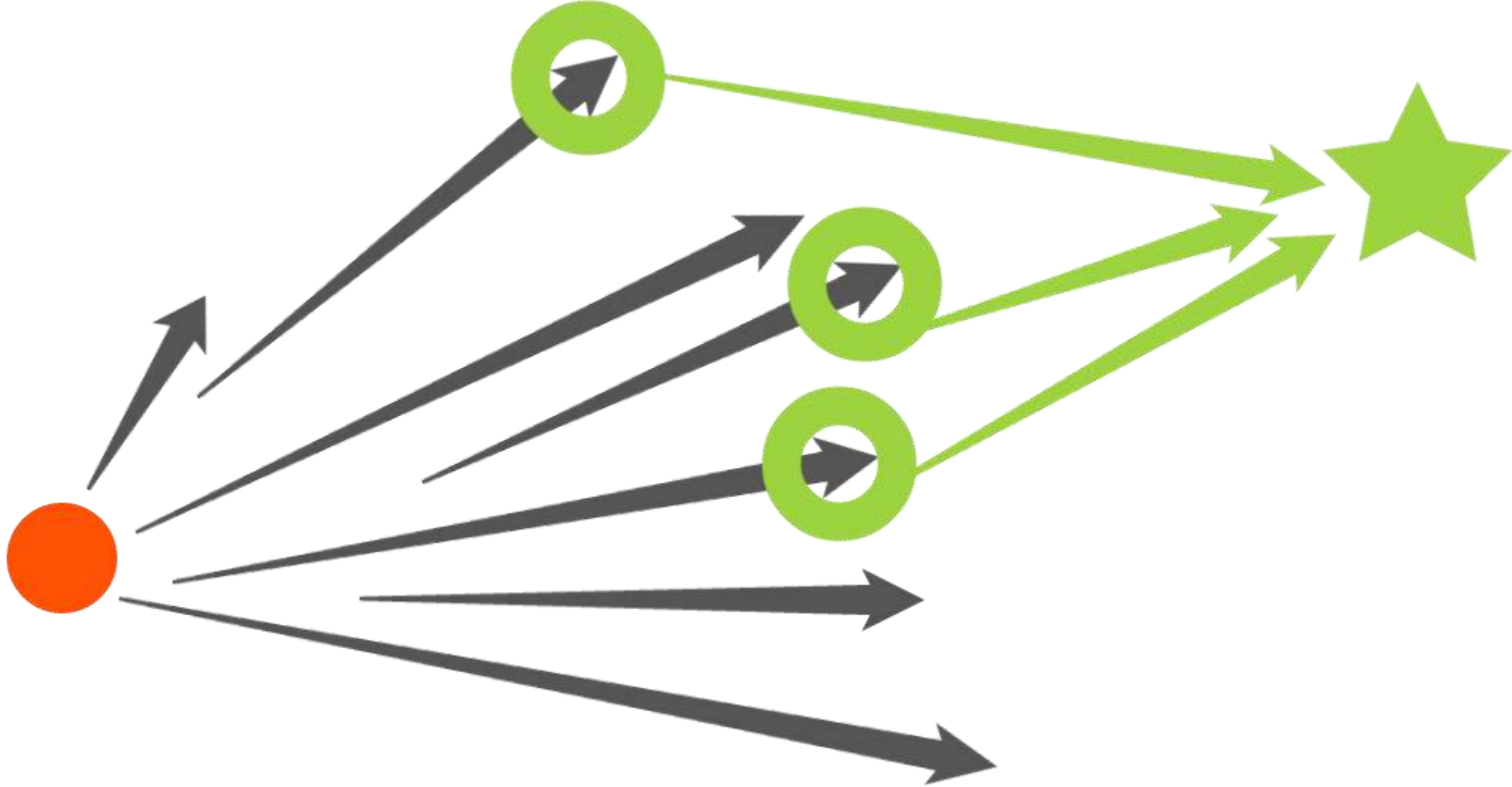
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DIVERGENT OPERATING MODEL



MORE PEOPLE IS OFTEN NOT THE SOLUTION



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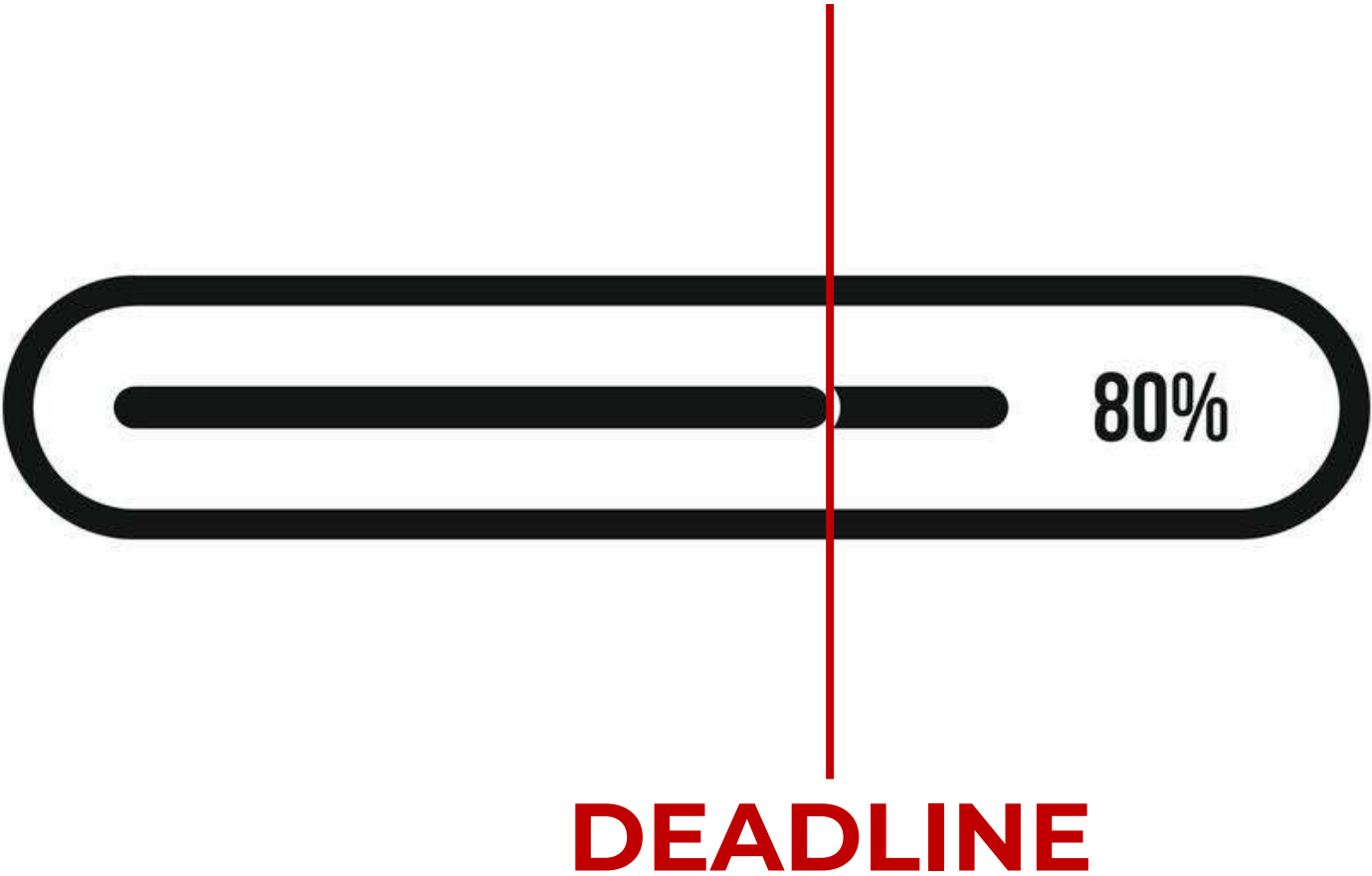
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80% ON TIME VS 100% BUT LATE



AGILE AND DISCIPLINE



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FAST DECISION-MAKING

~~Plan A~~

Plan B



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THANK YOU



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