

# Measure Business Impact with Enterprise-wide Agility

Swiftly adapt to market demands and data-driven solutions directly from your stakeholders. We start exactly where you are in the Agile journey to adapt existing methods while introducing best practices for the current state of your organization, the market, and stakeholders.

## REIMAGINE YOUR JOURNEY TO AGILE

Reimagine your journey to agile with embedded pragmatic experts leading your organization to embrace agile methods and realized benefits. Your business is unique, and so is the journey. Our teams can enter your process at any point, providing immediate support, expertise, and valuable adoption of industry best practices.

We believe in creating a right-fit approach based on the current state of your organization's needs, not fitting your organization into an out-of-the-box solution. We emphasize partnership and flexibility, asking the hard questions, double down during obstacles, and always understand your end goal to measure success.

### BENEFITS OF ENTERPRISE AGILITY

Our approach and methods help your organization realize the full benefits of Enterprise Agility:

- ✓ Accelerate Time-to-Market
- ✓ Boost Customer Satisfaction
- ✓ Efficiently Manage Changing Priorities
- ✓ Enhance Operational Effectiveness
- ✓ Increase Quality
- ✓ Improve Employee Engagement
- ✓ Produce Lasting Behavioral Change
- ✓ Take Action on Business-Driven Decisions

### STARTING AGILE



*Organizations outside of IT are seeking the benefits of Agile but lack a full understanding and/or sophistication of their processes.*

### EVOLUTION



*Agile may have evolved since the initial adoption for your organization. AIM's re-assessment of your processes can be the open door your team needs to introduce new methods, improving your agility org-wide.*

### MATURITY



*Many organizations have begun implementing agile methods but have difficulty thoroughly adopting enterprise agile. These organizations need to mature their processes to actualize the benefits of agile entirely.*

### AIM'S APPROACH

#### STEP 01: ASSESS

*Determine maturity + create custom plan for improvements.*

#### STEP 02: ADAPT

*Determine current state + create detailed plans for process, improvements/creations, tools, etc. all for long-term use AND teach + coach + train orgs (Org Change Management aka OCM)*

#### STEP 03: EMBED

*Observe changes real-time and shift behavior as changes are implemented but also learn from what is/isn't working then establish consistent processes once they do work.*

#### STEP 04: EMPOWER

*Preserve + evolve practices as work & teams change meaning focusing on adoption + maintenance, and evolve to meet needs of new teams through training materials, coaching, and more.*

# DELIVERING TECHNOLOGY IS WHAT WE DO

Our extensive industry experience allows us to right-fit Agile methods for each unique business problem. Delivery Excellence is rooted in our consultants, with expertise across all industries, producing a team uniquely qualified to deliver Enterprise Agility. We understand the art and science behind effective change management and developing new behaviors. We pride ourselves on having a diverse team with a deep understanding of successfully transforming Agile journeys long-term.

## SUCCESS STORIES

| Client   | Challenge  | Approach   | Results   |
|--|--|--|---|
| <b>Manufacturer of Medical Devices</b>             | <p>A national manufacturer of medical devices began implementing an ERP system without agile support and quickly found important milestones at risk. AIM Consulting was brought in due to our deep Agile delivery expertise, especially with large organizations and complex business problems.</p>  | <p>AIM started with a Scrum Master who performed a detailed assessment and earned trust by solving several challenges. Additional Agile coaches were added to scale our work and to build custom coaching plans. The agile coaches then embedded into leadership, product, and delivery teams to drive lasting change.</p>   | <p>AIM's Agile delivery consultants broke through project delay barriers and provided the knowledge, expertise, and support needed for the client to feel confident in delivery. The organization became more informed of challenges and developed a tool kit of skills to enable agility and establish sound delivery fundamentals.</p>  |
| <b>Transportation &amp; Wireless Communication</b> | <p>A transportation and wireless communications company was struggling to define and operationalize delivery processes and best practices that drive prioritization and execution of engineering workstreams.</p>  | <p>Two senior AIM Enterprise Agility consultants worked closely with the VP of engineering and business leaders to assess weaknesses, determine steps for improvement, provide custom training, and then embed into engineering teams to provide real-time coaching.</p> <p>This engagement evolved in four critical stages: Assessment, Adaptation of behaviors, embedded coaching, and then setting up an Agile COE to drive lasting maturation.</p> | <p>Delivery reliability, a measurement of made and met commitments went up 15 percentage points company wide. Sprint teams were no longer tying themselves to unrealistic sprint plan commitments and were better utilizing tools like big-room planning. Leadership engagement and trust grew which allowed engineering teams to experiment and optimize delivery tactics leading to lasting change.</p> |
| <b>Large E-Commerce Retail Organization</b>        | <p>Large E-Commerce Organization with over a dozen Retail Brands recently merged with a company that operated 11 Retail Brands, forming a powerful partnership in the e-commerce sector. Following the merger, a newly instated CIO reviewed the company's IT processes (mix of waterfall and agile practices). The CIO wanted to transform the whole IT organization to agile. This was a large undertaking for the company with eighteen groups in need of training and minimal resources with enough agile experience to train and coach.</p> | <p>AIM delivered a highly skilled Enterprise Agility Coaching team to work with the company's IT leadership to transform the organization from waterfall to agile. Over a period of 8 weeks, the team worked alongside the company's resources to implement agile best practices for four of eighteen IT development groups and provided roadmaps for the organization to extend agile to the remaining fourteen teams.</p>                            | <p>The company was able to educate its teams and begin the transformation from waterfall to agile for all of its remaining groups in just eight weeks and the transformation produced immediate, positive benefits. As the new agile teams mature in their knowledge and delivery, the company is transforming from a project-based to product-based deliverables approach.</p>                           |



AIM Consulting, an Addison Group company, is an award-winning industry leader in technology consulting and solutions delivery. AIM's differentiation is our collaborative engagement model that provides cross-functional results. We work with clients, shoulder to shoulder, for one goal – their success. Founded in 2006, with offices in Seattle, Minneapolis, Denver, Houston, and Chicago, we are ranked among the fastest-growing private companies and best companies to work for due to a long track record of success with our partners and consultants. Our long-term relationships with the best technology consulting talent allow us to deliver on expectations, execute on roadmaps, and drive modern technology initiatives.