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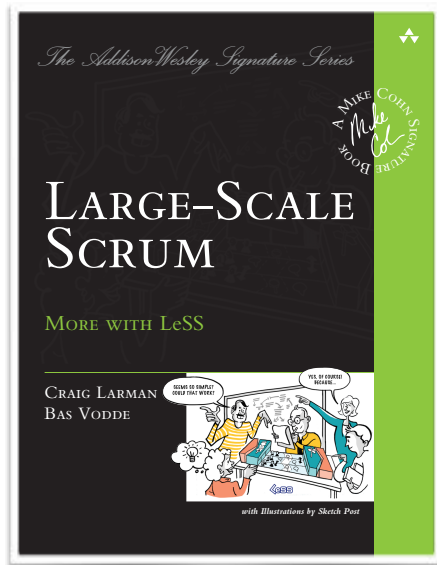


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Book Raffle?



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Scaling?

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first, a caution...

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One of the directors of SAGE was discussing why the programming had gotten out of hand. He was then asked, **“If you had it to do all over again, what would you do differently?” ...**

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His answer:
“Find the ten best
people and write
the entire thing
themselves.”

[Horowitz74]

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after years working in
large
multisite
offshore
development,
our **key advice?** ...

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large - don't
multisite - don't
offshore - don't

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but groups still ‘scale’,
for reasons...

compelling
 (“create self-driving car”)

questionable
 (“low-cost sites”)

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so is LeSS for **scaling**?

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Descaling &
Simplifying

14

“How can we apply
agile at scale in our big
complex organization?”

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is this the right
question? ...

16

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traditional large groups are complicated — though not because they need to be, but because **their organizational designs create an illusion of “necessary” complexity**

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This is an Important Question...

“How can we **simplify** the unnecessarily big and complex organizational design, and **be agile** rather than **do agile**?”

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BIG Idea

LeSS **descales** organizational complexity,
(1) dissolving unnecessary complex org solutions
(2) solving in simpler ways

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LeSS
More with LeSS

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Learning Resources

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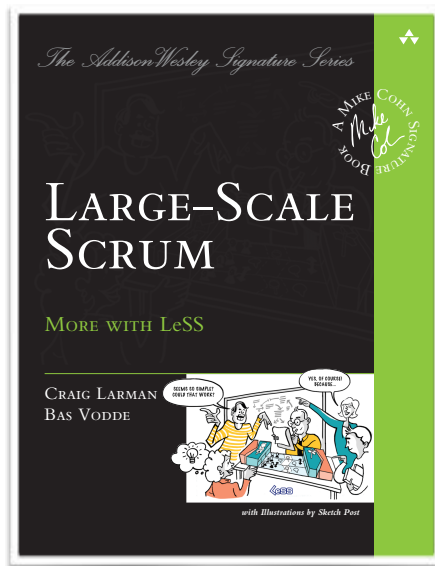
Craig Larman

co-creator of LeSS (with Bas Vodde)

large + multisite + 'offshore'
large-scale embedded systems
large-scale financial systems
large-scale telecom systems

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3rd LeSS book...



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First Two LeSS books...



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Local Optimization

in traditional large-scale
organizational design, the
overarching & repeating theme

in traditional large-scale
organizational design, the
overarching & repeating theme

local optimization

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examples of
local optimization...

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focus on delivering dishes?



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System
Optimization

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using the analogies, how to
advise system optimization?



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Systems Optimization

“watch the **ball**,
not the players”

“deliver the **dish**,
not the onions”

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the **One True**
system optimizing goal?

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low E2E CT
Highest Value
Highest Agility/Adaptiveness
Busy-ness
Personal Secrecy
Ideation
Manager Prestige & Cash Transfer
...

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BIG Idea

leadership needs to
agree on the system
optimizing goal

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the **LeSS** System Goals

- > company-level system optimization for
 - > **deliver highest customer value first**
 - > **agility driven by learning**
("turn on a dime, for a dime")

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Why LeSS?

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Organize by
Customer Value:
Feature Teams

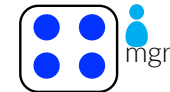
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Descaling with LeSS

replace
**local optimizations of
single-specialist groups**
with a *majority* of
feature teams

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analysts and/or
UX/UI designers



DBAs



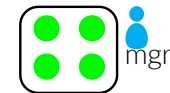
architects



component-1
programmers



component-2
programmers



test/QA
group



a likely traditional
large-scale
organizational
structure before
adopting Scrum

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analysts and/or
UX/UI designers



DBAs



architects



component-1
programmers



component-2
programmers



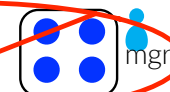
test/QA
group



a cross-functional
team in Scrum
spans **all** functions

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analysts and/or
UX/UI designers



DBAs



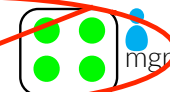
architects



component-1
programmers



component-2
programmers



test/QA
group



single-specialist
groups are dissolved

(and thus the
functional &
component manager
roles are eliminated)

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“It is difficult to get a man to understand something when his job depends on **not** understanding it.”

— Upton Sinclair

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Guide: Job Safety, but not Role Safety

Job safety
& **salary safety**
but not
role safety

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Larman's Laws of
Organizational
Behavior

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why so much?...
Lean-but
Scrum-but
Kanban-but
DevOps-but
AnyChangeIdea-but

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Larman's Laws of Organizational Behavior

1. Organizations are implicitly optimized to avoid changing the status quo middle- and first-level manager and "specialist" positions & power structures.
2. As a corollary to (1), any change initiative will be reduced to overloading or redefining the new terminology to mean basically the same as status quo.
3. As a corollary to (1), any change initiative will be derided as "purist", "theoretical", "religious", and "needing pragmatic customization for local concerns" – which deflects from addressing weaknesses and manager/specialist status quo.
4. As a corollary to (1), if after *changing the change* some managers and single-specialists are still displaced, they become "coaches/trainers" for the change, frequently reinforcing (2) and (3).
5. Culture follows structure (or behavior/mindset follows system)

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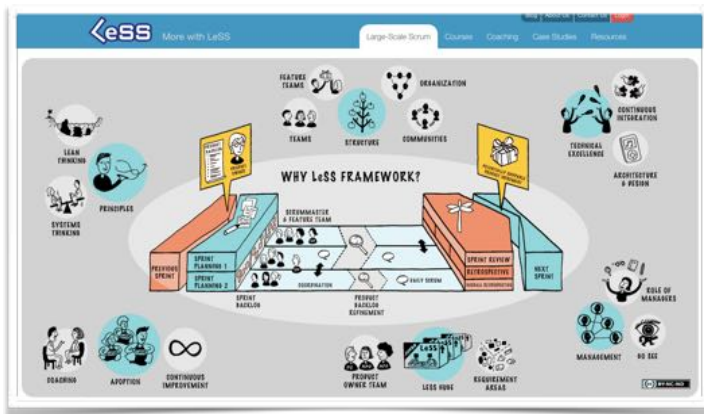
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