### LeSS @ RBS

Ben Maynard LeSS Trainer Form pairs or triads with those sitting next to you and over the next 2 minutes....

Introduce yourselves and share one or two things you already know about RBS

## Now in your pairs or triads spend another 2 minutes...

Sharing at least two obstacles you think I faced with Large Scale Scrum at RBS?

## Care to share? (Shout Out)

The Royal Bank of Scotland

# Low Cost of Rapid Change And Increase % of High Value Features Delivered

#### **Hawthorne Effect**

"the confounding that occurs if experimenters fail to realize how the consequences of subjects' performance affect what subjects do"

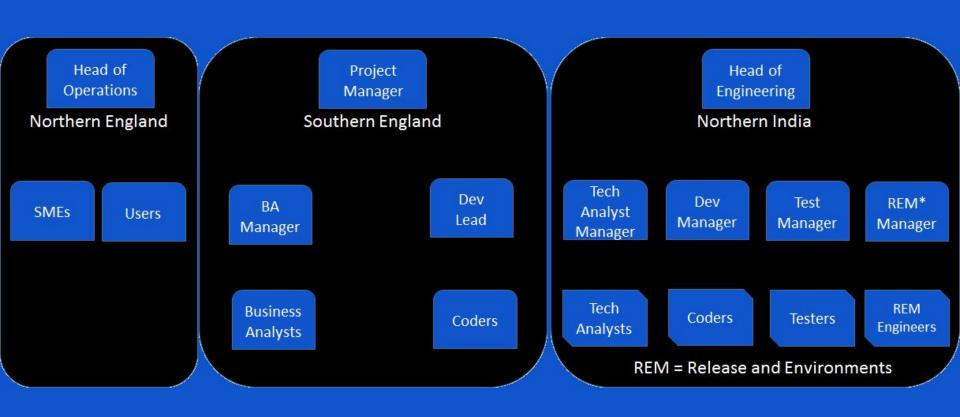
H. McIlvaine Parsons

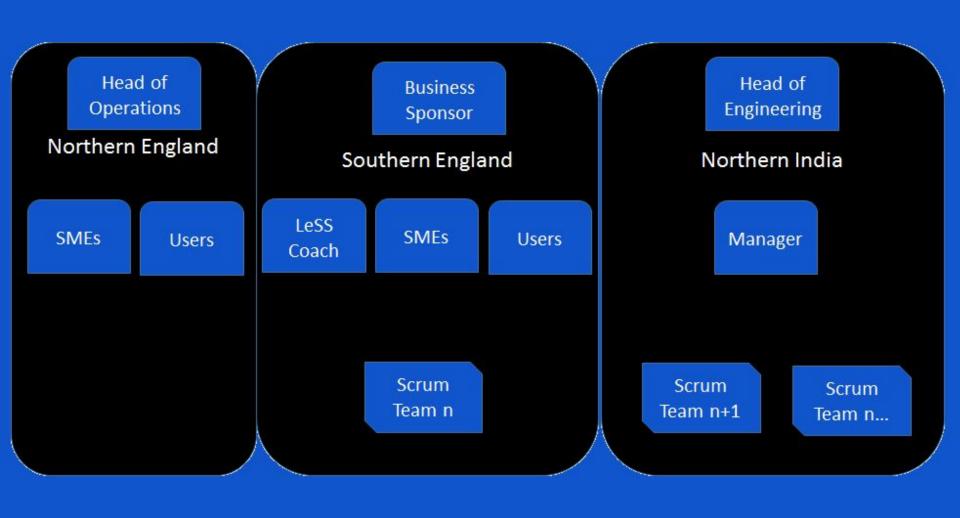
"Organizations are implicitly optimized to avoid changing the status quo middle- and first-level manager and "specialist" positions & power structures"

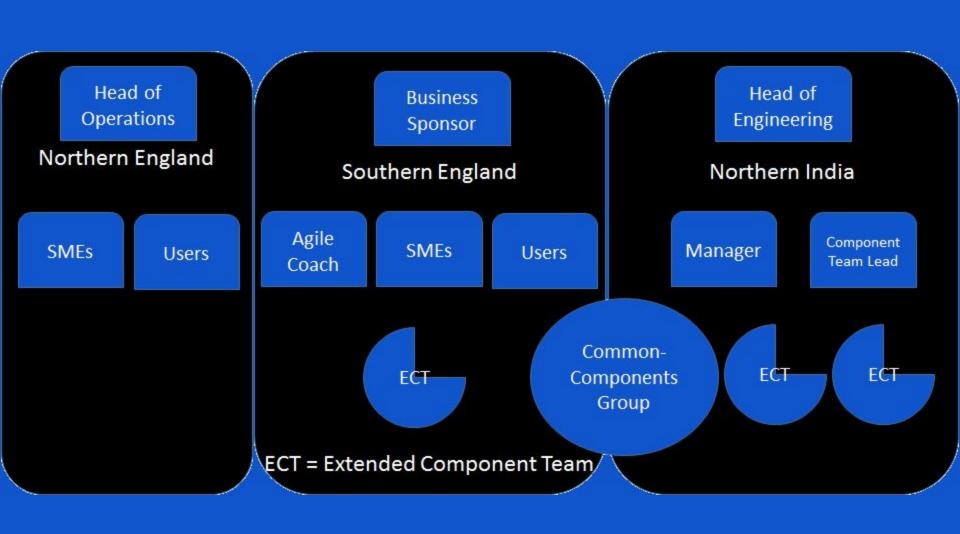
"Culture follows structure"

## Why **(ess** ?

### Org Structure







#### Thinking Long Term

#### **Serving Customers**

#### Working Together

#### Doing The Right Thing





"Organizations are implicitly optimized to avoid changing the status quo middle- and first-level manager and "specialist" positions & power structures"

"Culture follows structure"

#### @BenWMaynard