



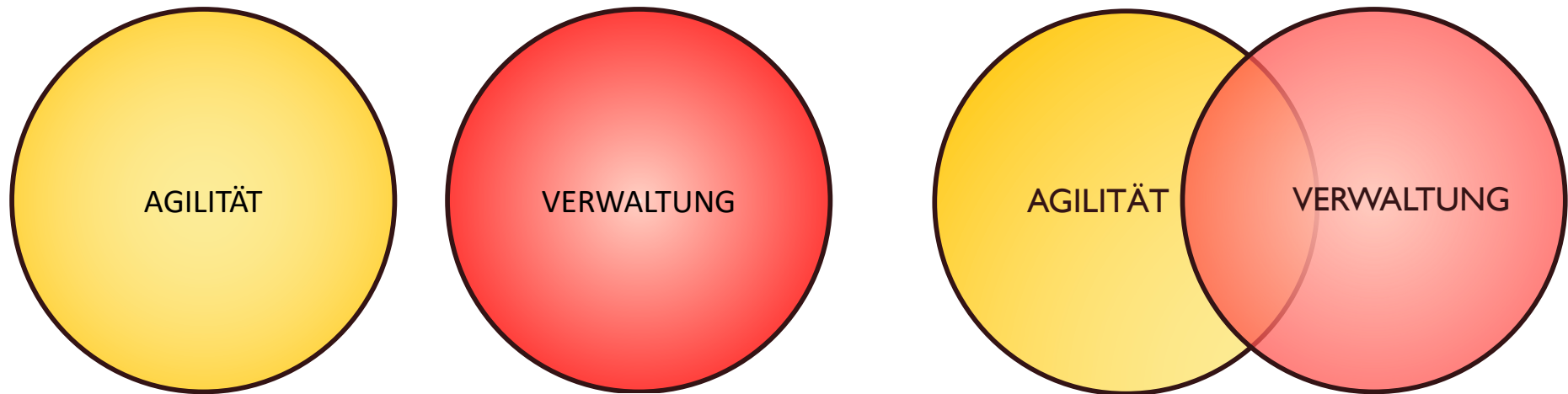
## **Agile Verwaltung – Ein Oxymoron?**

Marcel Altherr

# Oxymoron?



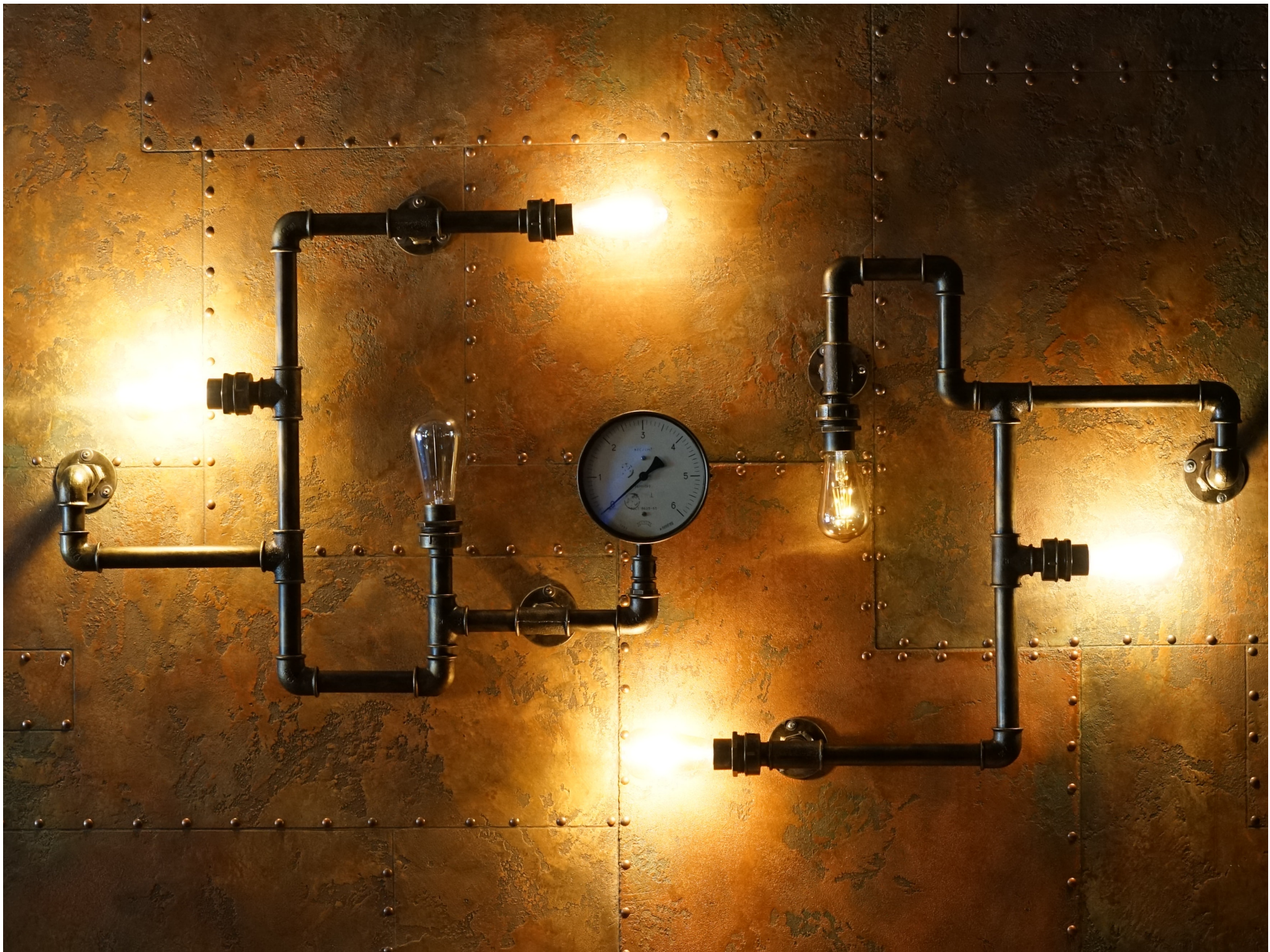
# Agile Verwaltung?



# Roter Faden

- Was ist Agilität?
- Notwendige Voraussetzungen
- Agilität in der Organisation / Verwaltung
- Hindernisse und Herausforderungen
- Fazit





## **Manifesto for Agile Software Development**

We are uncovering better ways of developing software by doing it and helping others do it.  
Through this work we have come to value:

**Individuals and interactions** over processes and tools  
**Working software** over comprehensive documentation  
**Customer collaboration** over contract negotiation  
**Responding to change** over following a plan

That is, while there is value in the items on the right, we value the items on the left more.



- ACCREDITED KANBAN TRAINER
- AGILE PROGRAMME MANAGEMENT
- AGILESHIFT® CERTIFICATION
- AGILE SCRUM MASTER
- ACCREDITED KANBAN CONSULTANT
- CERTIFIED SAFE® FOR ARCHITECTS
- SAFE® AGILE SOFTWARE ENGINEER
- CERTIFIED AGILE COACH
- CERTIFIED AGILE ESSENTIALS
- CERTIFIED AGILE LEADERSHIP
- CERTIFIED DISCIPLINED AGILIST
- ENTERPRISE SCRUM INSTRUCTOR
- CERTIFIED SCRUM DEVELOPER
- CERTIFIED SCRUM MASTER
- CERTIFIED SCRUM PRODUCT OWNER
- CERTIFIED SCRUM@SCALE TRAINER
- BUSINESS AGILITY COACHES
- CERTIFIED DISCIPLINED AGILIST
- ENTERPRISE SCRUM INSTRUCTOR
- CERTIFIED INSTRUCTOR

# THE CIRCUS OF AGILE CERTIFICATIONS

# Agilität – Essenz (Dave Thomas)

## What to do:

- Find out where you are
- Take a small step towards your goal
- Adjust your understanding based on what you learned
- Repeat

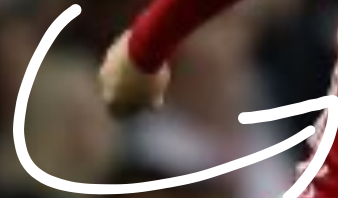
## How to do it:

When faced with two or more alternatives that deliver roughly the same value, take the path that makes future changes easier.

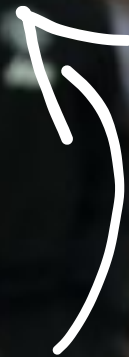




Working  
IN the system



Working ON  
the system



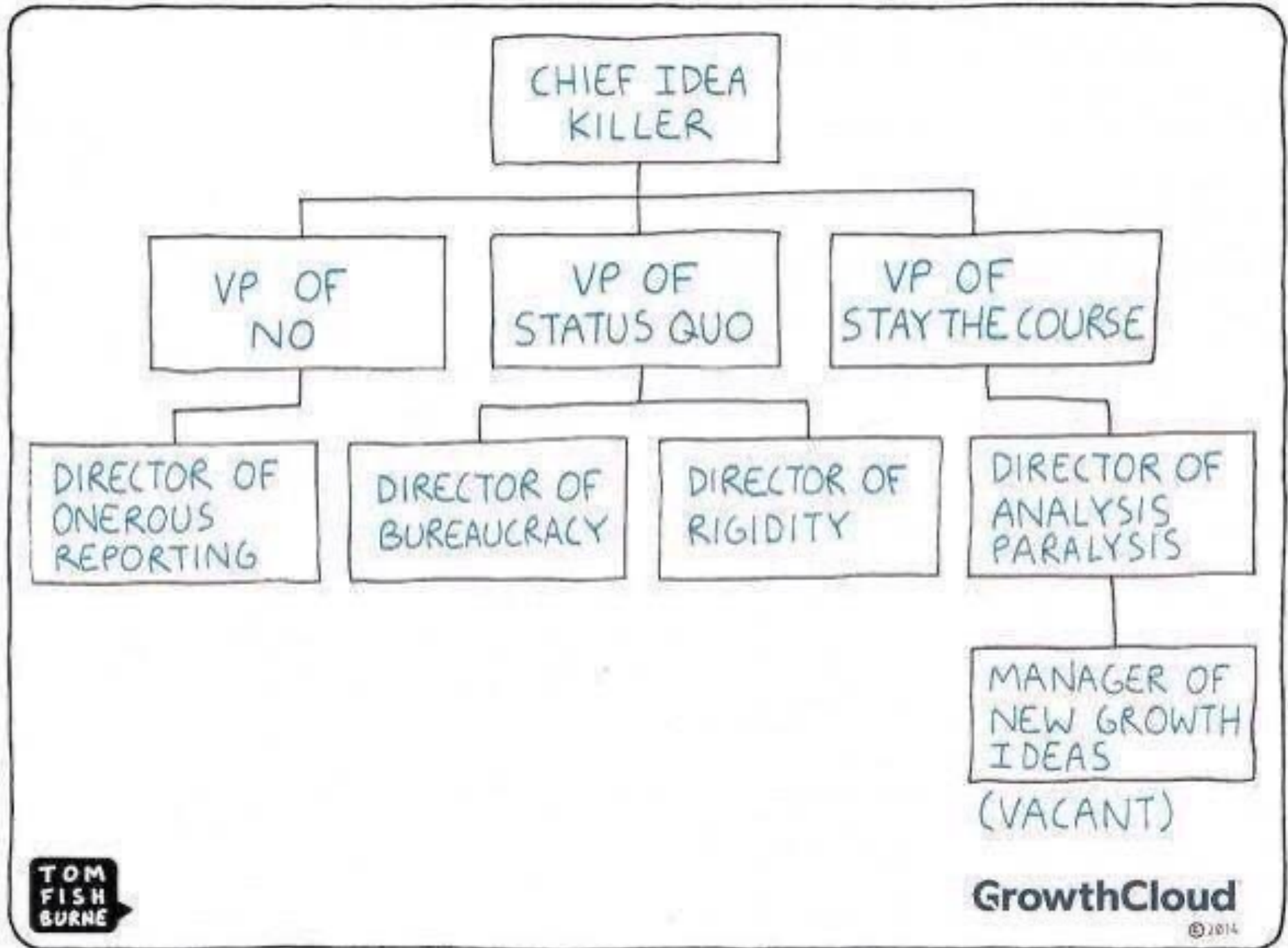
IN vs. ON the System

Your plan



Reality





# Voraussetzungen für Agilität



**1** Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

*Entscheidend ist nicht so sehr,  
WER im Team zusammenarbeitet,  
sondern WIE das Team  
zusammenarbeitet.*



# Agilität in einer Organisation



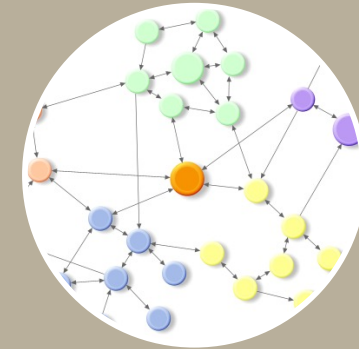
Agiles Mindset

Psychologische  
Sicherheit, Neugier,  
kollaborativer Spirit



Agile Teams

Cross-funktional,  
temporär, empowered

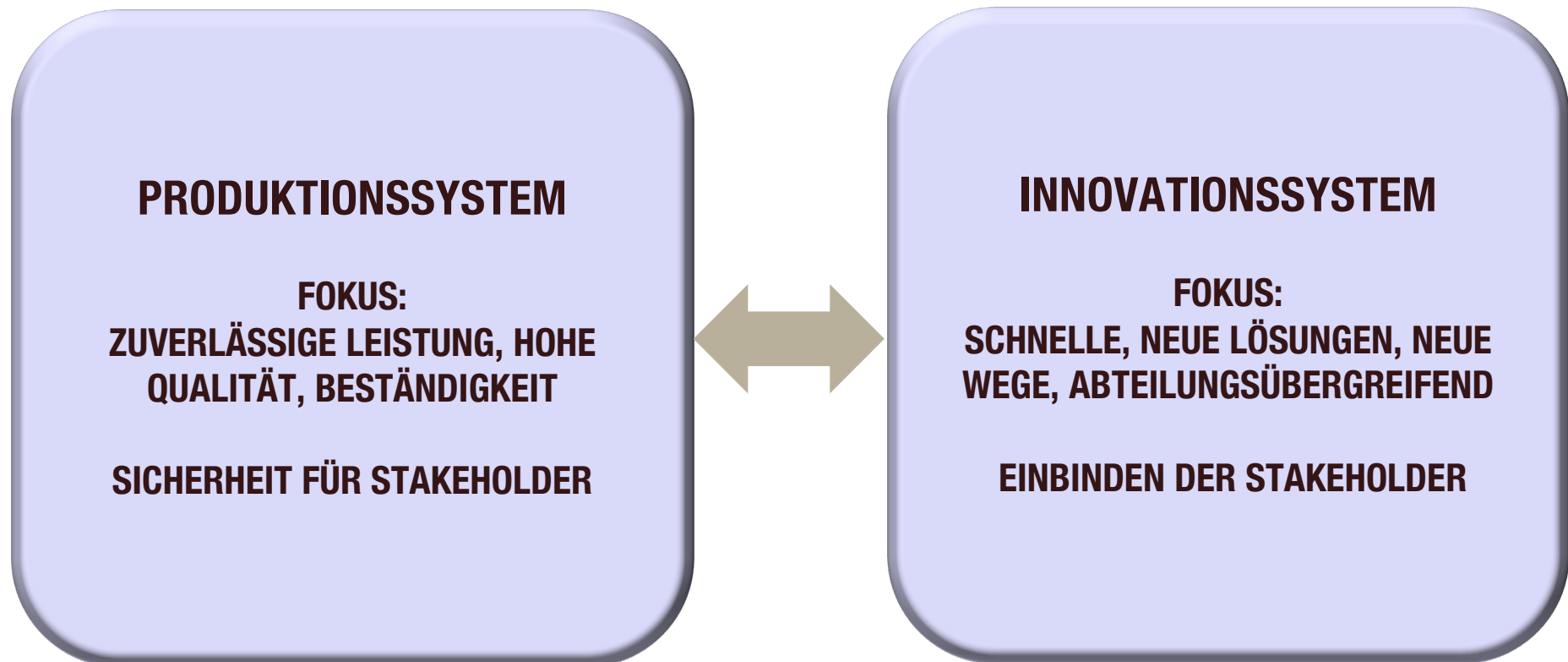


Agile Organisation

Dynamisches Netzwerk



# Innovationsräume, GovLabs et al.



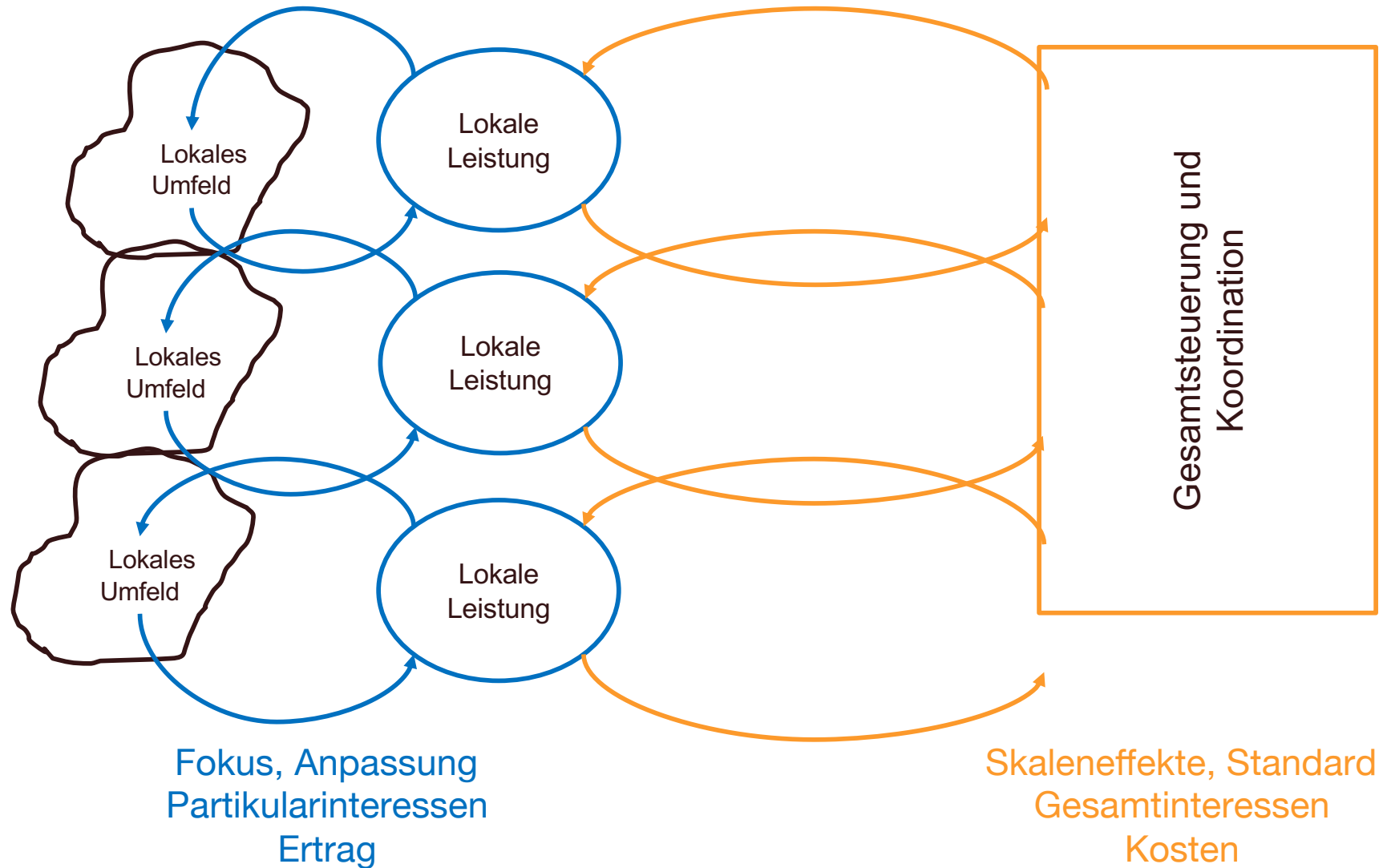


# Dilemma: Ambidextrie

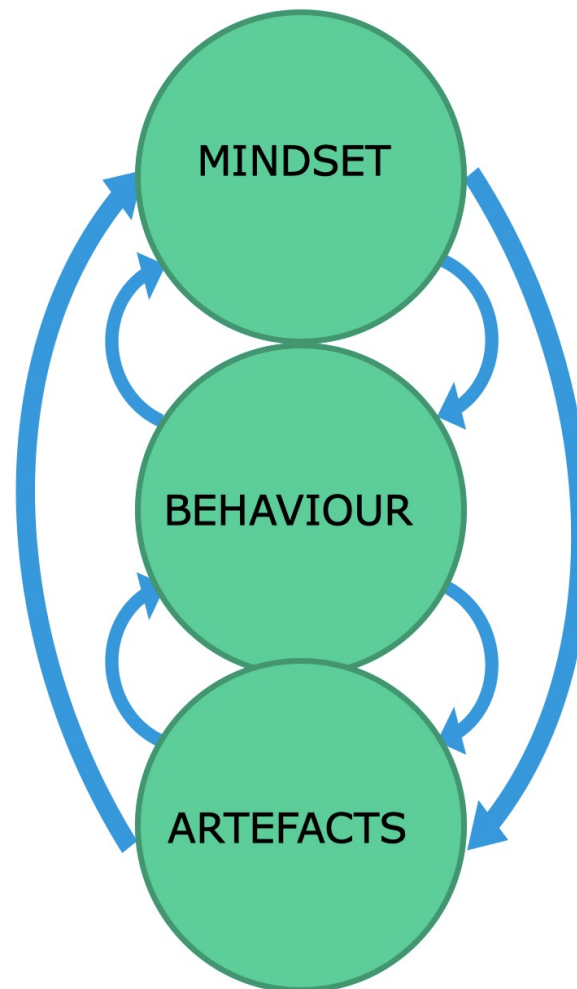




# Dilemma: Autonomie und Kohärenz

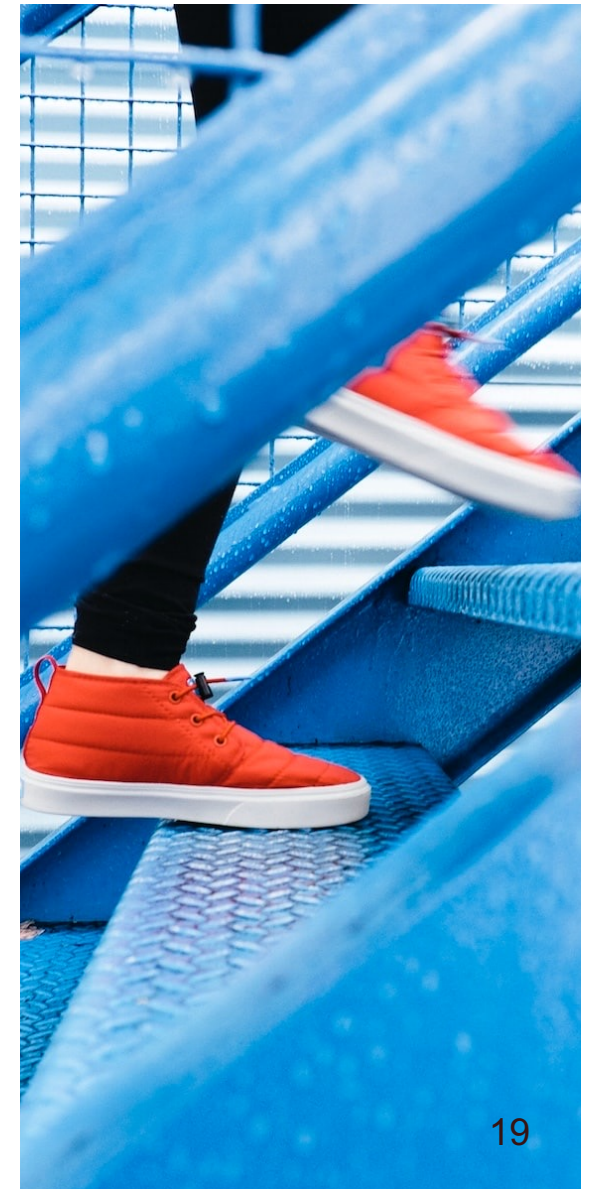


# Herausforderung: Culture Clash



## Fazit

- Es gibt kein übergreifendes, kopierbares Modell für alle Verwaltungen
- «Redesign» der Verwaltungsarchitektur
- «Resozialisierung» der Mitarbeiter

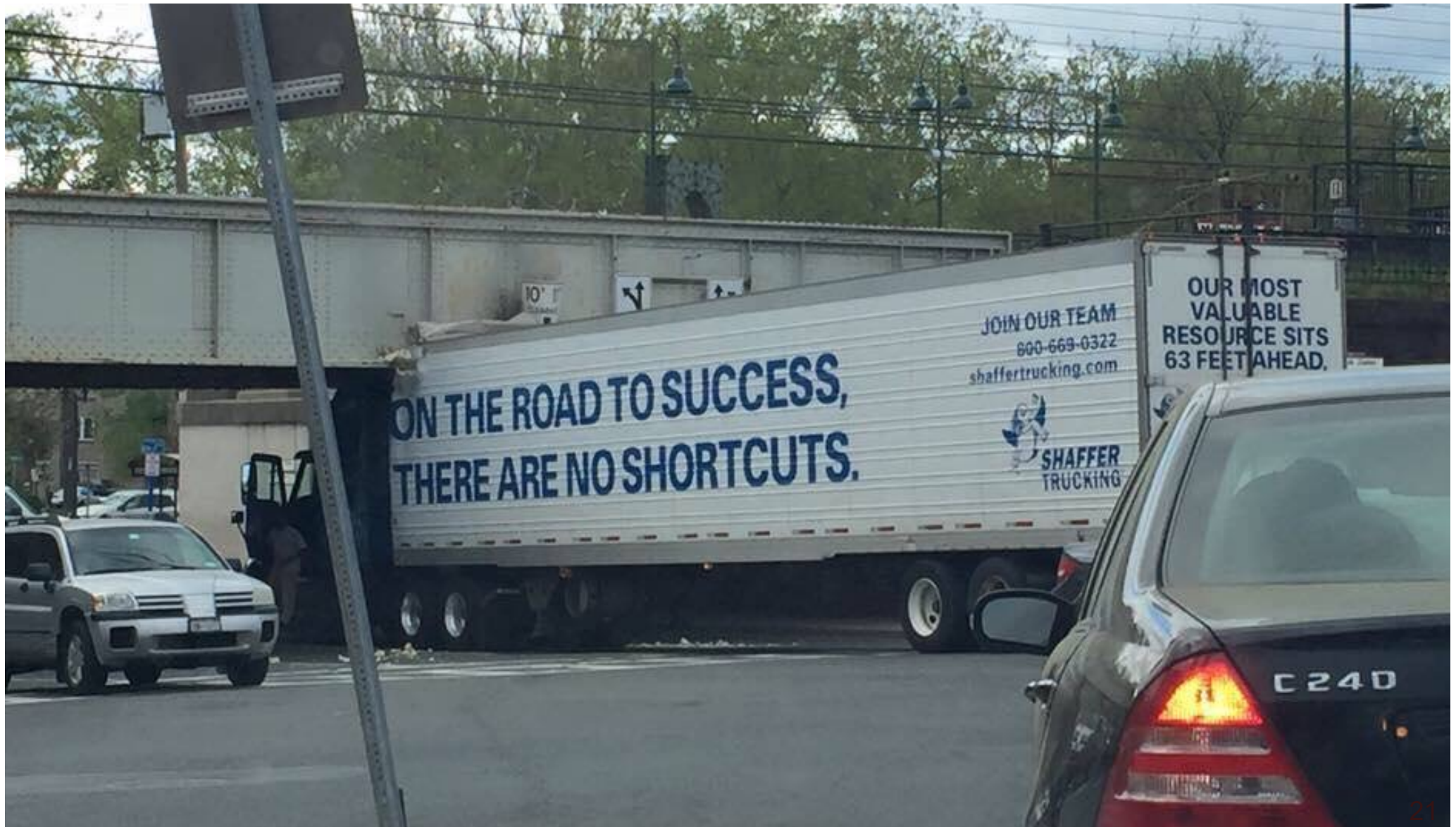


# Agilitin forte

20 tablets



DANKE FÜR IHRE AUFMERKSAMKEIT!



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