

# AGILE & OCM

## BUILDING CHANGE CAPACITY DURING AGILE DEVELOPMENT

### Summary

*"Individuals and interactions over processes and tools."*

#### -Scrum Alliance

For organizations who have adopted the Agile Scrum Methodology, but are unsure of how to apply OCM capabilities throughout the project development cycle.

### Attendees

Technical Project Managers, OCM Leads, PMO Directors, IT and OT Technical Leadership Teams, and Technology Development Team Leaders.

### Skills Achieved

- Apply a continuous improvement mindset & support Agile cycles.
- develop the iterative needs assessments required through ever-changing development.
- Streamline organizational efficiency and remove barriers.
- Fluid OCM Plans for documentation, learning, and change approach

### Agile & Human Centered Design

**A workshop designed for embedding OCM into the project development cycle for technology projects.**

Waiting until the end of a complex project to develop the OCM plans can be difficult. Figuring out how to work continuously through Agile development can prove perplexing for many Change Managers who have delivered using typical OCM planning.

We will teach you how to apply change management through Agile development processes in your organization using Human Centered Design approaches for a more comprehensive capture of stakeholder needs with use case scenarios, personas, iterative needs assessments, and Agile drop sessions.

***Four distinct sessions as below and on the following page.***

### OCM & Agile Alignment

**Learn the OCM basics within an Agile environment.**

- The roles that support an OCM Agile Process.
- How to apply Human Centered Design.
- Stakeholder Analytics and Adoption.
- Streamlining the decision-making process for senior stakeholders.

### Facilitating OCM Agile Workshops

**Facilitation Techniques and Activities**

- Who to include in your workshop process.
- Leading and facilitating the Agile workshop sessions
- Guiding action plans with clear outcomes for OCM planning
- Developing a user Journey Map for iterative roll-outs.

## Change Team

- Change plans are more comprehensive
- Change efforts align better with technical stream activities.
- Better stakeholder relations build positive relationships with IT/OT environments.
- Users are better prepared for the technical changes

## Technical Team

- Breaks down barriers between technical development streams.
- Provides more robust information of stakeholder needs.
- Increases adoption rates and highlights the excellent work of your technical teams.

## Stakeholder Analysis Strategies

### Business Analysts and supporting the process

- Develop stakeholder analytics to support the technical development teams as well as the people being asked to change.
- Learn how stakeholder analysis can support buy-in and include the end-users in the process.
- Create mini information sessions for stakeholder groups to sign off on changes before they are developed.
- Know your 'customer' long before the money is spent in complex development of your project.

## Engagement Strategies

### Engagement strategies that reach far beyond email announcements.

- Develop a tool set for your change management and project teams to reach out to stakeholders.
- Learn ways to include the stakeholders in providing the information you need for the development of your solution.
- Learn how to embed multiple engagement strategies that bring the organization to a higher rate of adoption.



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