**THE AGILE FLUENCY™ MODEL**

**CHART YOUR AGILE PATHWAY**

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**PRE-AGILE**

**FOCUSING**
- See progress from biz perspective
- Redirect teams when needed
- Work on most valuable thing

**DELIVERING**
- Release at will
- Capture value frequently
- Reveal obstructions early

**OPTIMIZING**
- Excellent product decisions
- Eliminate hand-offs and wait time
- Innovation/disruption

**STRENGTHENING**
- Cross-pollinate perspectives
- Stimulate market innovations
- Optimize cross-org value streams

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**AGILE SUSTAINABILITY: +3-24 M0.**
- Extreme Programming
- DevOps Movement

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**AGILE FUNDAMENTALS: 2-6 M0.**
- Basic Scrum
- Kanban

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**AGILE’S PROMISE: +1-5 YR.**
- Lean Startup
- Lean Software Development
- Design Thinking
- Beyond Budgeting

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**INVEST IN:**
- Productivity dip
- DevOps, UX, etc. in team
- Technical training & mentoring

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**INVEST IN:**
- Inventing new practices
- Cross-organization focus

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**AGILE’S FUTURE**
- Complexity Theory
- Organization Design Theory
- Alternative Governance Structures

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**Fluency:** Routine, Skillful Ease Comes From Investment In Learning

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