

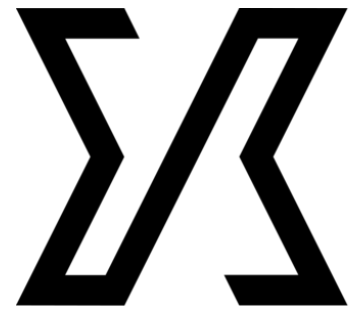


# Creating a **DEVELOPMENT STRUCTURE** that **EMBRACES CHANGE**

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J A G E X





**Improvement**  
is not  
**Immediate**

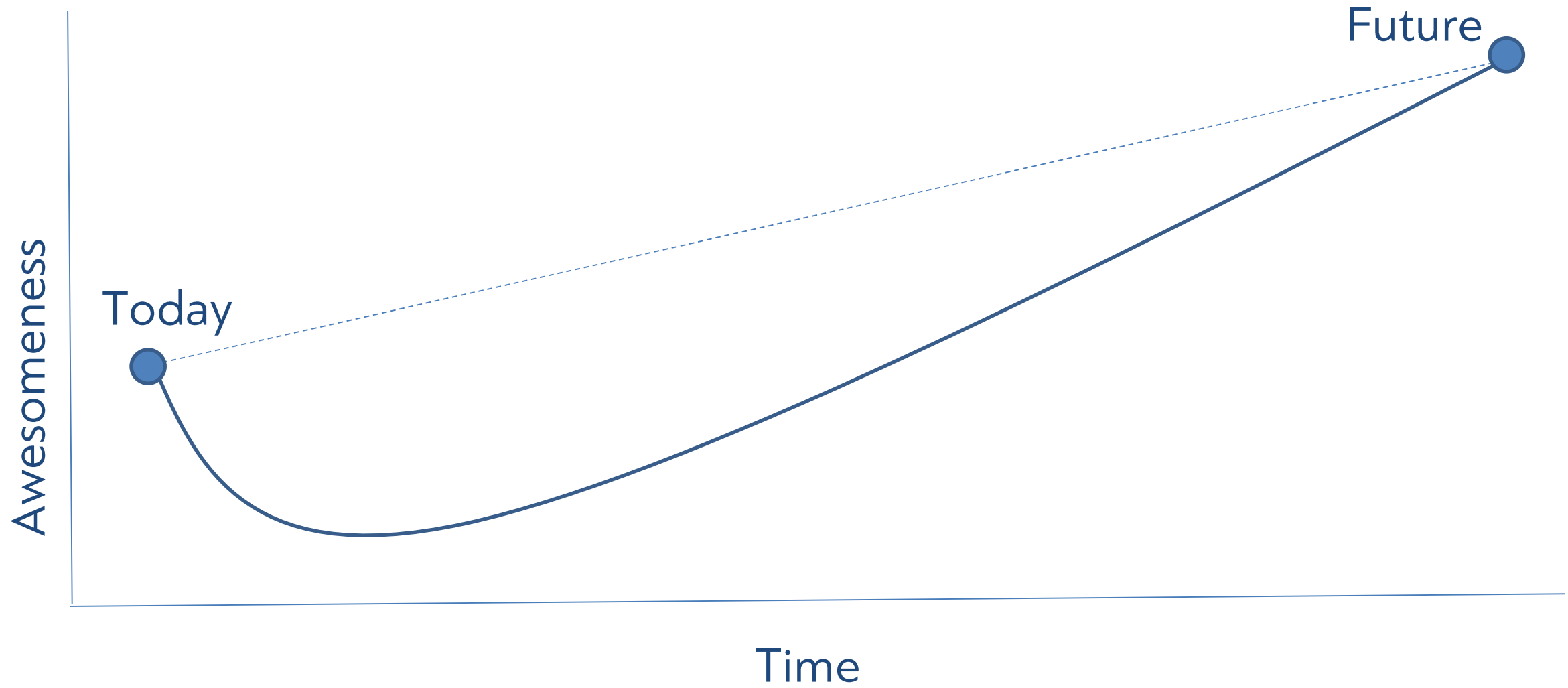
**Pillars**  
to support  
**Change**

**Super Secret**  
End of Talk Takeaway

**Smaller**  
Teams

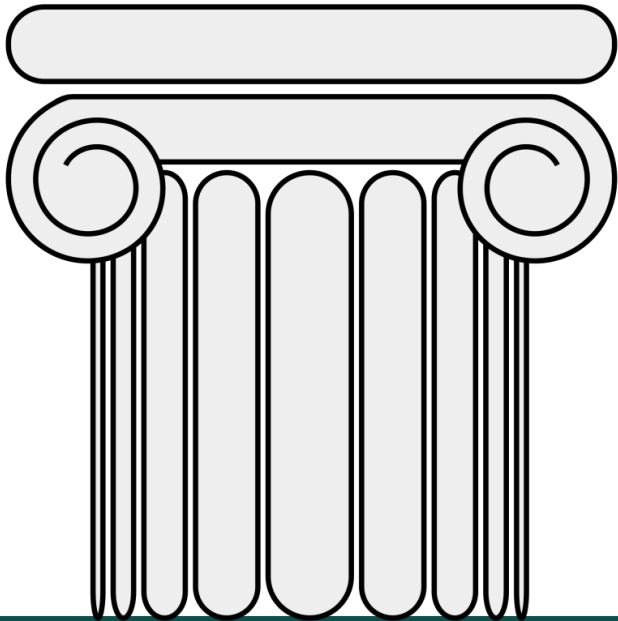
**Distributed**  
Decision Making



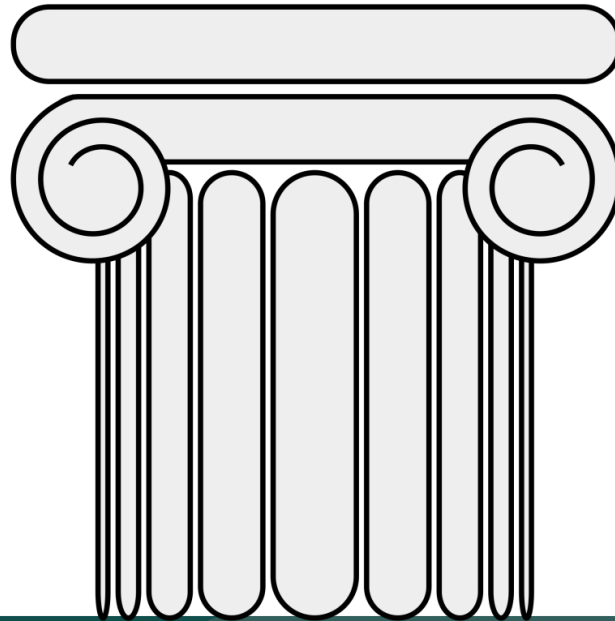




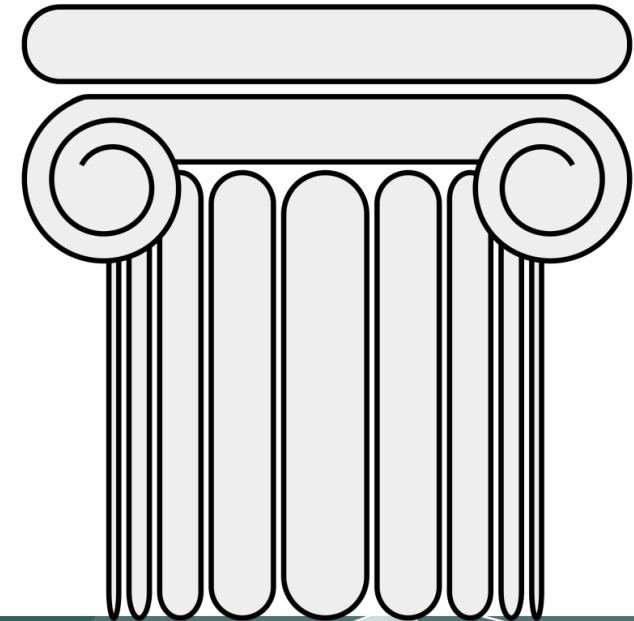
## TRANSPARENCY



## INSPECTION



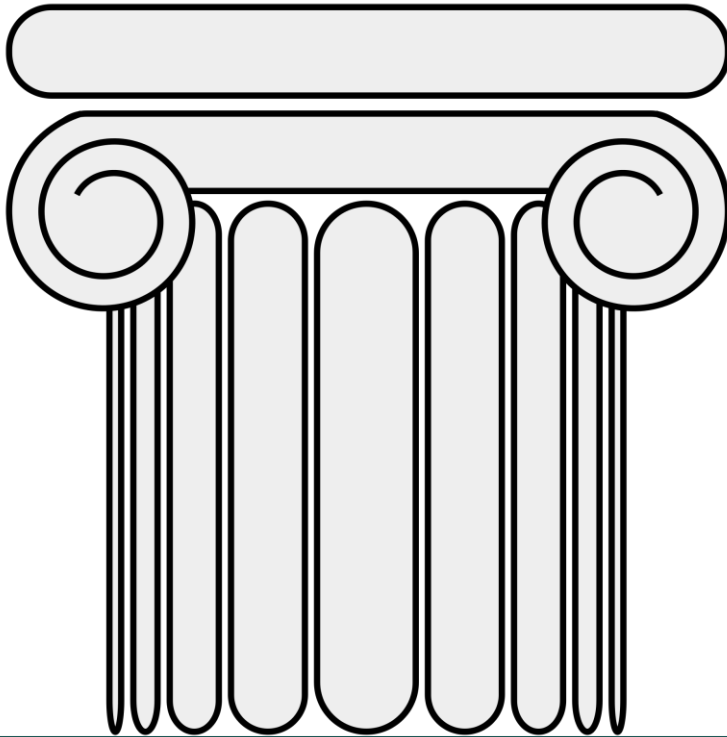
## ADAPTATION



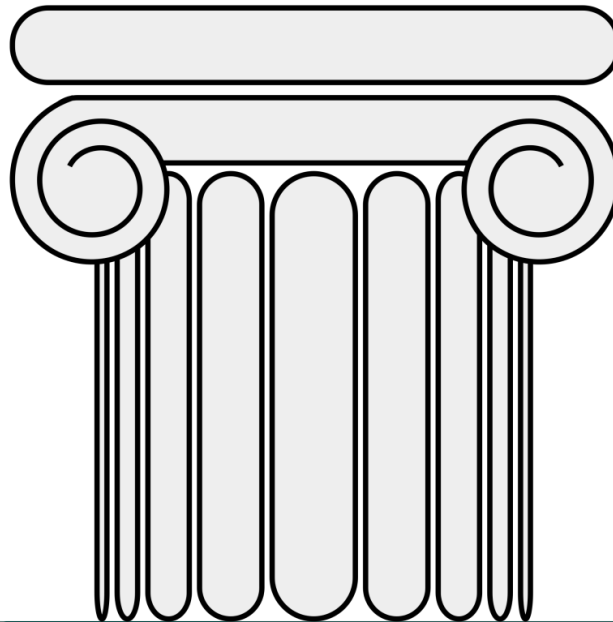


No matter how transparent you are  
You should be **more open**

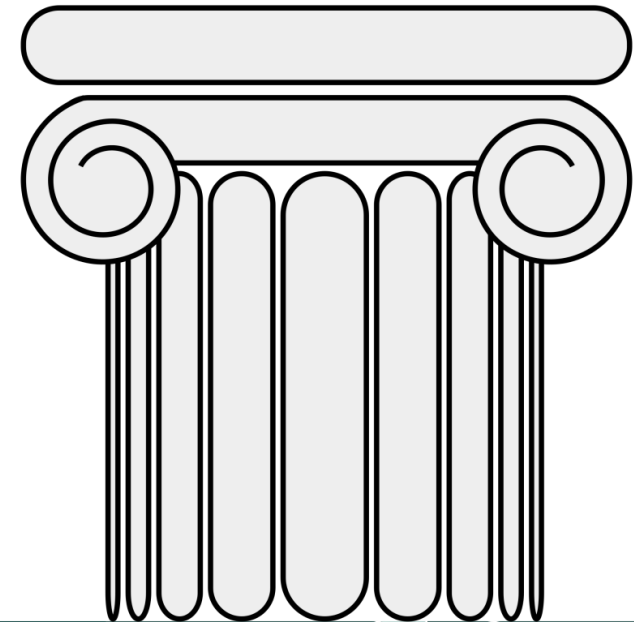
## TRANSPARENCY



## INSPECTION



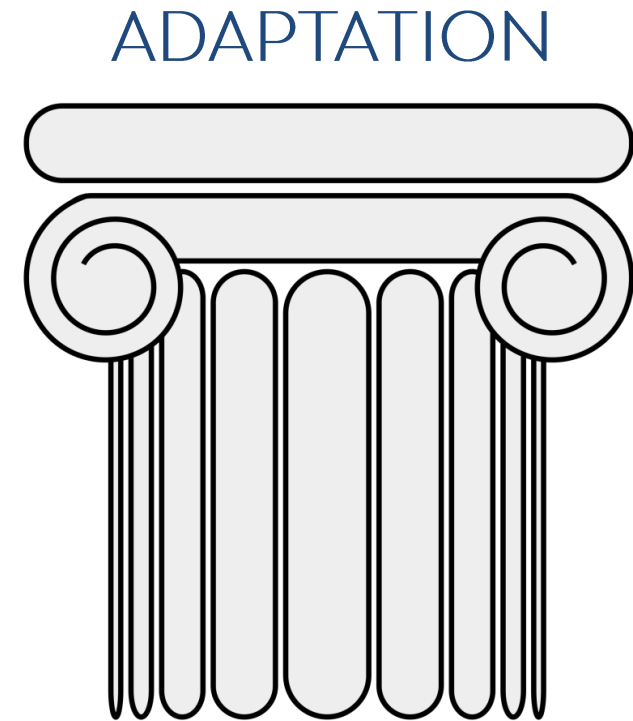
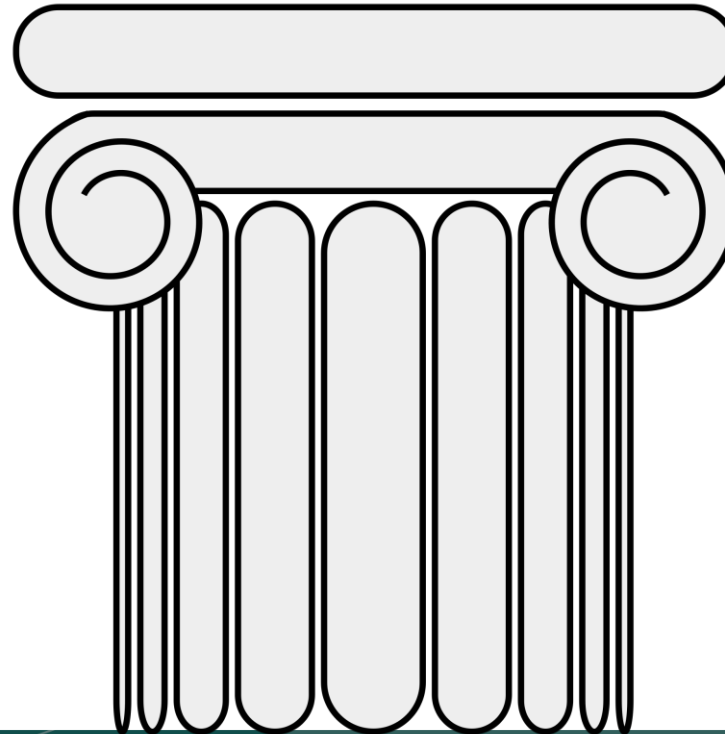
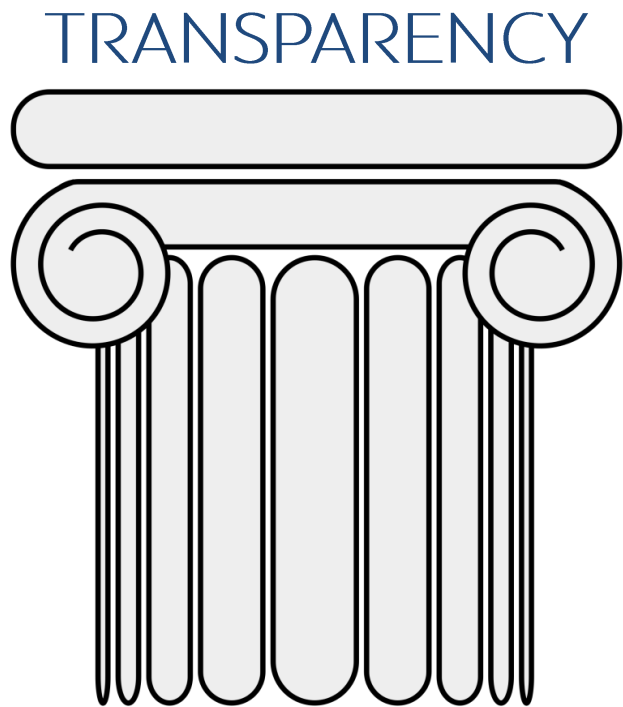
## ADAPTATION





Information is useless until it is **observed** and **understood**

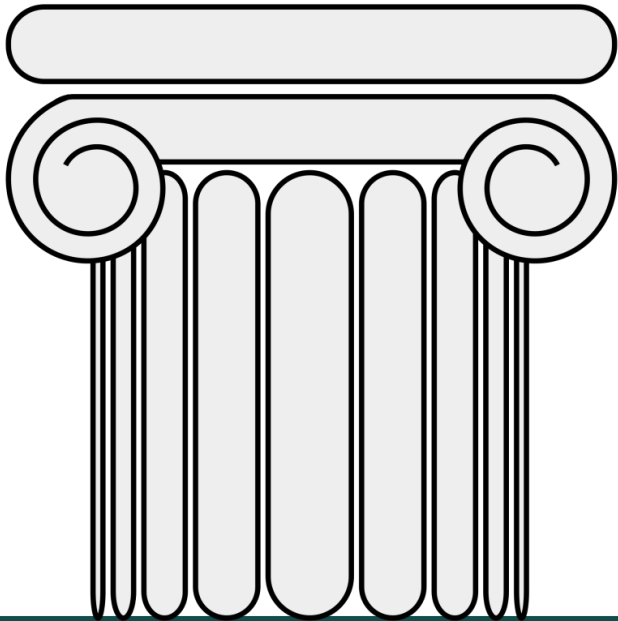
## INSPECTION



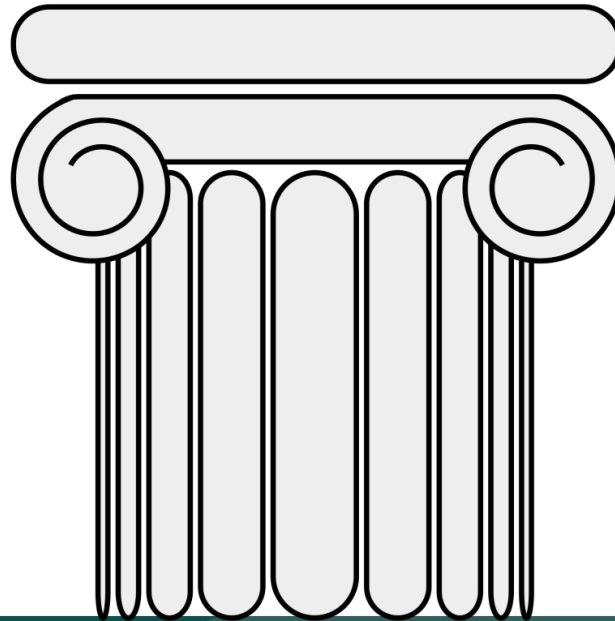


Make change an **expected part** of your day to day

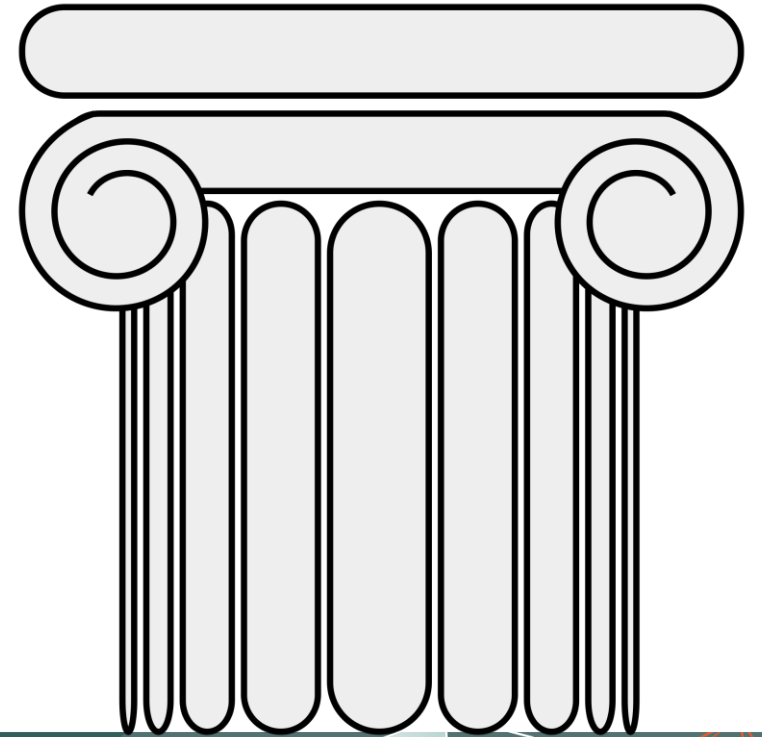
TRANSPARENCY



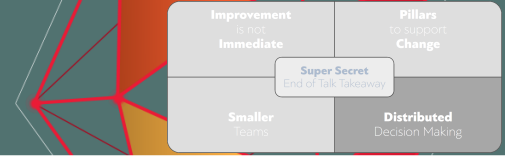
INSPECTION



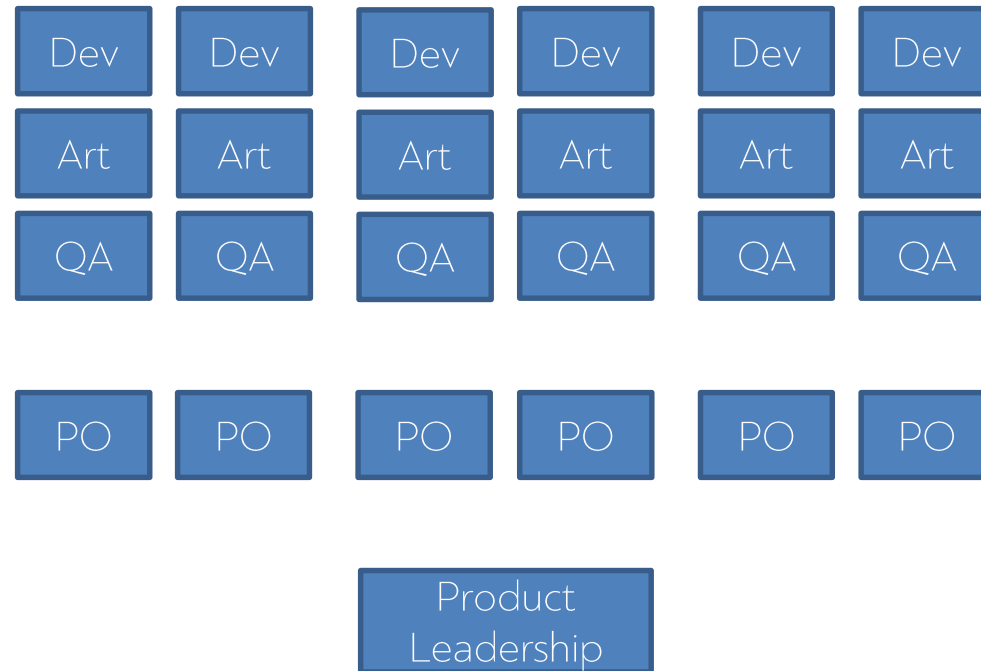
**ADAPTATION**

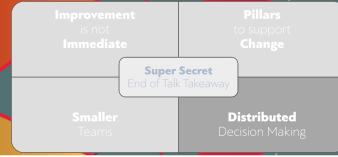






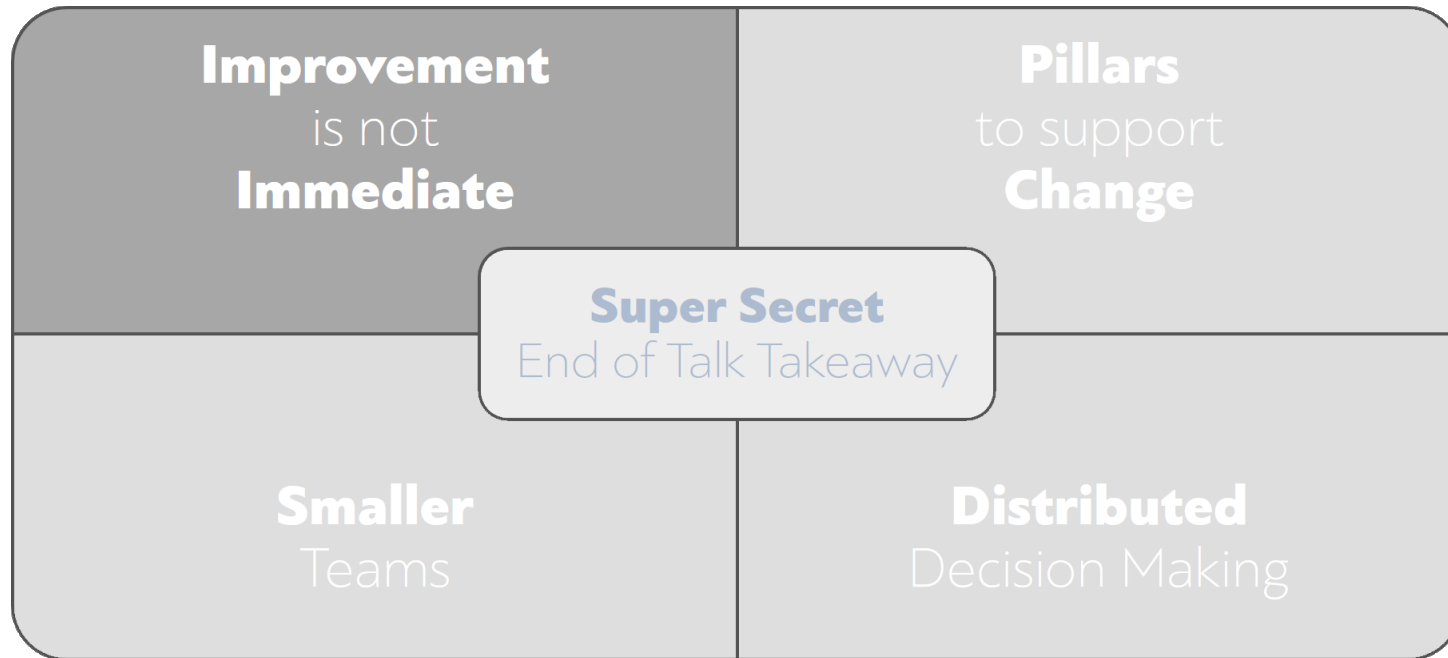
Improvement is not Immediate	Pillars to support Change
Super Secret End of Talk Takeaway	
Smaller Teams	Distributed Decision Making



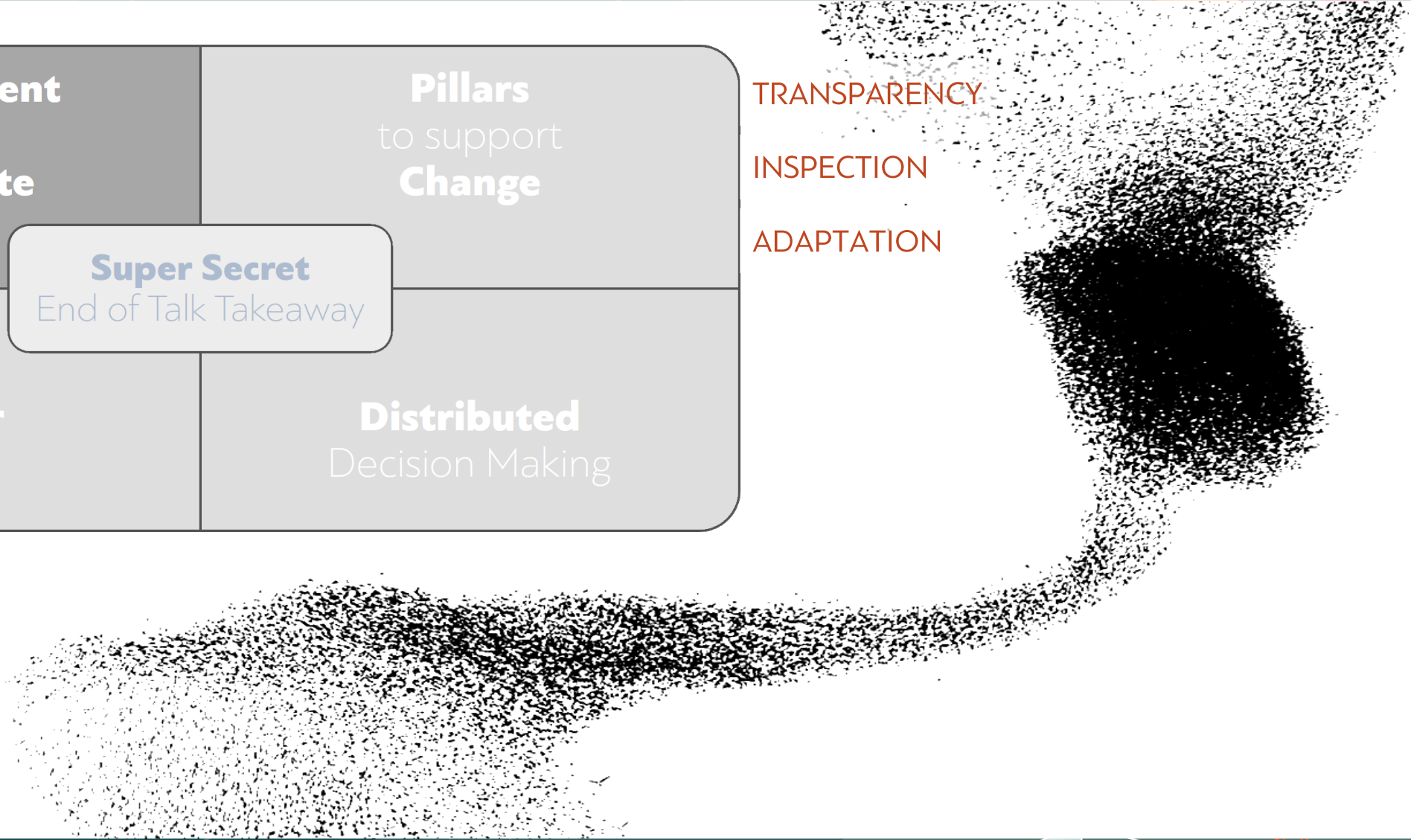


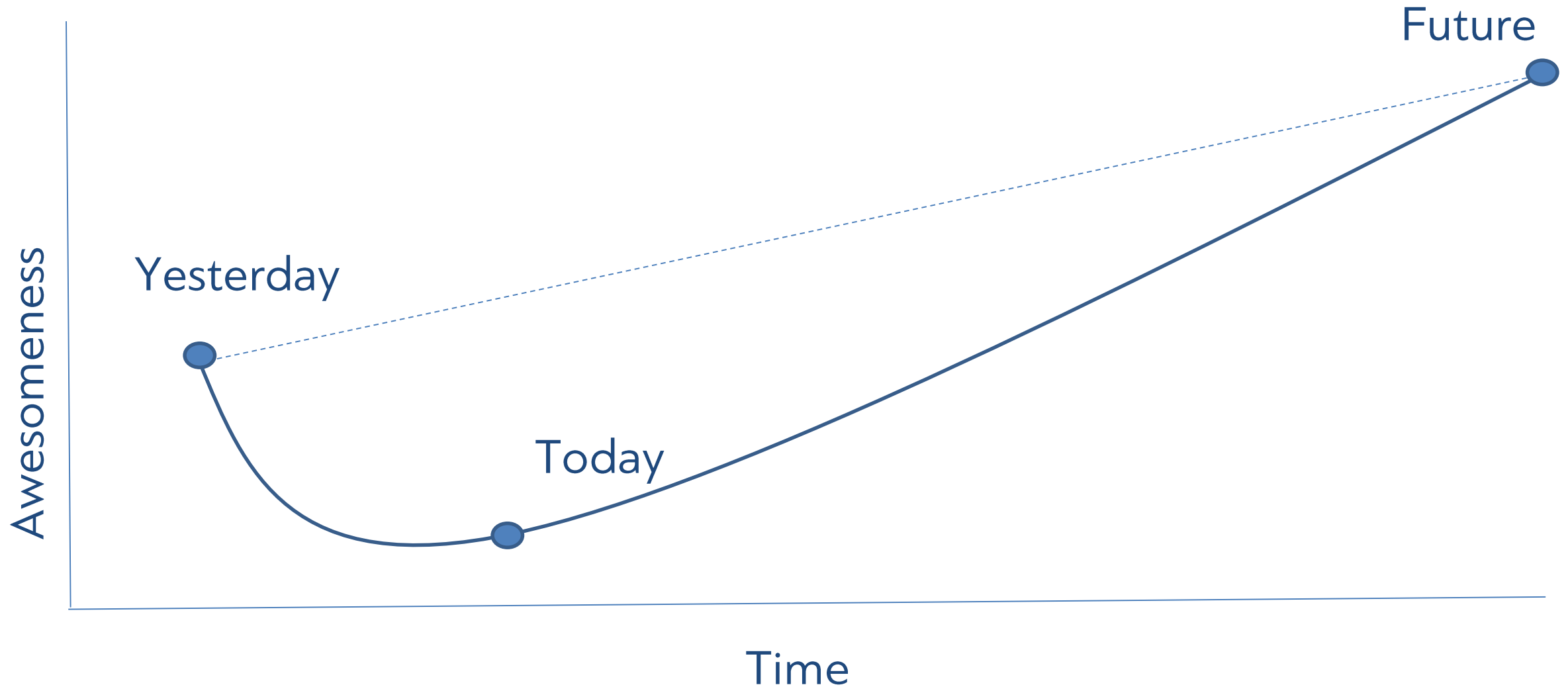
# Freedom





TRANSPARENCY  
INSPECTION  
ADAPTATION







## Improvement is not immediate

- You need become familiar with a change before you see benefit
- You will start to see wins, celebrate them

## Pillars to Support Change

- Embed change at the core of the process

**CHANGE** is a  
**BEHAVIOUR**  
Not a **PROCESS**

## Smaller Teams

- Have a fleet, not a tanker
- Spread bets
- Swarm on larger topics when needed

## Distributed Decision Making

- Take solutions from the team
- Allow space for experimentation and growth
- Put the control closer to the customer

