

7 REASONS WHY AGILE INITIATIVES MAY FAIL



LACK OF LEADERSHIP

Changing the culture requires leadership to signal and encourage new culture. To lead by an example, by inspiration, and therefore to signal what the new culture is. Leaders can inspire and show people how to behave in a new way.



LACK OF SUPPORT FROM THE SENIOR MANAGEMENT

The success of the transformation lies in teams that are committed to organizational change. Senior leaders must support the cultural changes necessary to enable the adoption of practices that deliver the desired outcomes.



FAILING TO TREAT IT AS A STRATEGIC PRIORITY

Operating with agile methods even at a team-level requires changes to core management processes and a different mindset. If not treated as a strategic priority, an agile initiative may be easily abandoned and, as a result, fail.



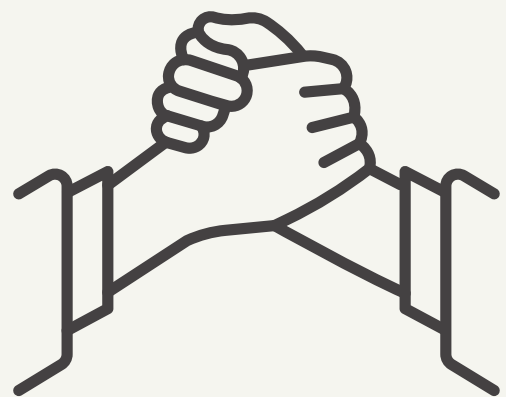
FAILING TO WORK ON CULTURE

To make changes and run an agile initiative you need the right culture. When the right culture is not in place you can't get new ways of work adopted.



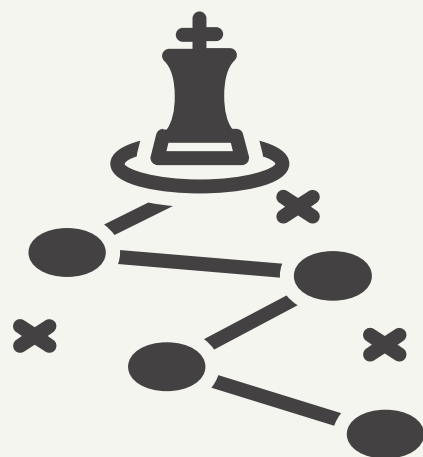
RUSHING THE TRANSFORMATION

It is important to properly scale the methodology of the transformation. Failing to create an incremental roadmap may result in rushing the transformation. It is important to set achievable goals, stabilize, consolidate and then make the next step, otherwise, the transformation may fail.



THE ABSENCE OF PURPOSE

Pursuing agile for the sake of doing agile won't work well. Organizations have to define what is the outcome they are looking for and how it will measure the progress against it. Agile methods should be a means to an end. And that end should be a purpose-driven outcome.



FAILING TO EVOLVE CONTINUOUSLY AND COLLABORATIVELY

Changes should be made collaboratively and introduced step by step, giving just enough stress to move on and evolve, but not to overstress the organization. Because too much stress may result in a failure of the agile initiative.