Using Agile to Adapt to Changing Goals

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1

We are the industry's original disruptor.

For more than 45 years, clients have relied on us

to cut through the clutter and make payroll, benefits, HR, and insurance **simple**.

PAYCHEX
Payroll | Benefits | HR | Insurance

2

Biography

- ▶ With Paychex for 27 years and held various positions in the Software Development organization from Tester, Developer, Technical lead, Development Manager and Test Manager.
- ▶ Currently the Development Manager of the Test Automation Framework development team.
- ▶ Practicing agile for about 8 years.
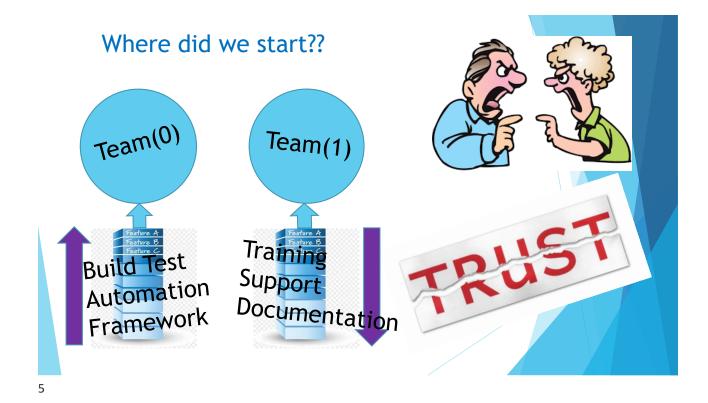- ▶ LinkedIn: sue jagodzinski

3

What you should walk away with:

Changing goals and how they can affect your team

Things to consider when you are determining the structure of your team

Segregating responsibilities for high efficiency

Creating an agile environment that can change as your goals change

4

Where did we start??

Team(0)

Team(1)

Build Test Automation Framework

Training Support Documentation

TRUST

5

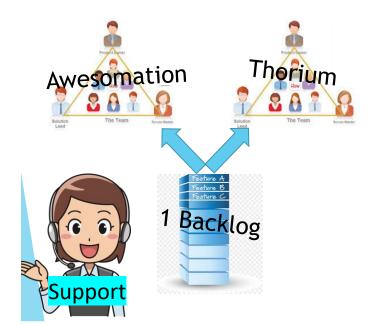## Segregating Responsibilities: What to watch out for?

- Unhealthy Competition
- Trust issues: One team can see themselves as more valuable than the other
- Employee engagement decreases
- Finger pointing when there are issues
- Difficult to adjust when your backlog changes

6

3

7

What to consider when moving to agile and shared backlog?

- Determine the skills you need on a team – assess each team member
- Include soft skills – ideal team player
- Who struggles with Change?
- Who are your Leaders?
- Understand the current relationships/history
- Not everyone will stay – that's OK
- Is there work that can't be planned and needs immediate response?

8

Where are we NOW?

Awesomation

Thorium

1 Backlog

Support

TOGETHER
EVERYONE
ACHIEVES
MORE

9

Why would you pick agile with a shared backlog?

- Everyone has the opportunity to learn how to do any task – Generalized Specialists
- Employee engagement increases – having fun,learning
- Different perspectives can be heard – leads to a better solution
- Adaptable to Change in priorities
- Swarm to meet sprint commitments – teamwork

10

Two people worked together to complete a task.

LAUGHING!

Celebrate the WINS!
No matter how small.
They all add up.
Take the time!

Going to lunch together

Someone challenged the SME with a new idea.

I learned something new today!

WiN WiN

✓ WiN
✓ WiN

11

What's Next

KEEP CALM here we go AGAIN

CHANGE IT

Are You READY?

12

Conclusion:

> Is your team set up to succeed when their backlog changes?

- Generalized Specialists, Sprint Commitments
- Teams with equal skills
- Teamwork – Support each other to learn
- Increased Employee Engagement
- Knowledge is spread so losing one person isn't as painful

13

ANY QUESTIONS ?

THANK YOU! ☺

14